



## POLICY

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MEETING      January 15, 2019  
OF:

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TITLE:            Governing Board Policy GBP and GBJ -- Prohibited Personnel Practices (revision) -- Requested  
by Board President Dr. Mark Stegeman

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ITEM #:            15

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Information:

Study:            X

Action:           X

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PURPOSE:

Proposed revision to Policy GBP was discussed at the 11/13/18 Governing Board meeting; Governing Board member Dr. Mark Stegeman's proposed changes were designed to prohibit Tucson Unified School District from keeping any formal or informal list of individuals designated not eligible for hire or re-hire with the goal of pre-empting any possible reemergence of previous practice.

Board discussion raised the following concerns, which were to be addressed by staff in alternative language for further discussion on 12/11/18 (the item was not reached): concerns about re-hiring those employees terminated for harming (or threatening harm) to students or other members of the school community.

Alternative language to revise Policy GBP and GBJ is presented to the Board for discussion and thereafter possible referral for consideration and comment through the Board Policy Development Process (BG-E1).

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STATEMENT OF POLICY:

See above.

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KEY POINTS ABOUT THE POLICY:

See above.

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REPLACES WHAT POLICY:

N/A

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EXECUTIVE SUMMARY:

Revisions include:

- Prohibition against designating a former employee as ineligible for rehire
- Specifically authorizing use of evaluation, disciplinary and termination information contained in district records may

- be used to screen applicants
- Retention of personnel records
- Employment references limited to neutral information unless a release is provided by the employee

OTHER POLICIES IMPACTED:

N/A

WHO HAS REVIEWED THE POLICY:

11/13/18: Governing Board first review and discussion, with directive to staff for alternative language.

12/11/18: Governing Board second review and consideration for referral to the Board Policy Development Process (BG-E1). - Wasn't reached.

LEGAL CONSIDERATIONS:

For all Intergovernmental Agreements (IGAs), Initiator of Agenda Item provides the name of the agency responsible for recording the Agreement after approval:

For amendments to current IGAs, Initiator provides original IGA recording number:

\_\_\_\_\_  
 Legal Advisor Signature (if applicable)

BUDGET CONSIDERATIONS:

\_\_\_\_\_ District Budget  
 \_\_\_\_\_ State/Federal Funds  
 \_\_\_\_\_ Other  
Budget Cost    Budget Code

INITIATOR(S):

<b>Robert S. Ross, Jr., Esq.</b>	<b>01/08/19</b>
Name	Date
Title	

DOCUMENTS ATTACHED/ ON FILE IN BOARD OFFICE:

ATTACHMENTS:
Click to download
<a href="#">Draft DNH Policy Statements</a>
<a href="#">Policy GBP - Current</a>
<a href="#">Policy GBJ - Current</a>
<a href="#">Policy Statement - Superintendent Recommendation</a>
<a href="#">MS-GT Comparison - Do not rehire proposals</a>
<a href="#">MS-Do not rehire</a>

