



POLICY

MEETING February 12, 2019
OF:

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

ITEM #: 14

Information:

Study: X

Action: X

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. At the 1/15/19 meeting, alternative language to revise Policy GBP, GBJ and GCAA was presented to the Board for discussion. Attached to this item are draft revisions to the listed policies incorporating the language presented at the 1/15/19 meeting. The Governing Board will discuss and thereafter may refer for consideration and comment through the Board Policy Development Process (BG-E1).

STATEMENT OF POLICY:

See above.

KEY POINTS ABOUT THE POLICY:

See above.

REPLACES WHAT POLICY:

N/A

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 to be used to screen applicants

- Retention of personnel records
- Employment references limited to neutral information unless a release is provided by the employee or release is allowed or required by statute or if a mandatory report to the State Board or law enforcement was required

OTHER POLICIES IMPACTED:

GBP
 GBJ
 GCAA

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 discussion, with directive to staff for additional alternative language.

02/12/19: Governing Board third review and consideration for referral to the Board Policy Development Process (BG-E1) for public comment and subsequent Final Action.

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):

Robert S. Ross, Jr., Esq.	02/05/19
Name	Date
	Title

DOCUMENTS ATTACHED/ ON FILE IN BOARD OFFICE:

ATTACHMENTS:
Click to download
Summary of proposed revisions
Policy GBJ current
Policy GBP current
Policy GCAA current
Policy GBJ proposed revisions
Policy GBP Track Changes

Policy GCAA Track Changes
Superintendent Policy Statement
Board Member Stegeman Proposal

TUCSON UNIFIED SCHOOL DISTRICT

BOARD AGENDA ITEM
CONTINUATION SHEET

