



Gadsden Independent School District
P.O. Drawer 70
Anthony, New Mexico 88021

Date: October 11, 2019

School Board Agenda Items

Title of Agenda Item: Eight (8) Policy Changes Pursuant to HB 431

- Consent Agenda
- Action
- Discussion Items

Board Meeting Date: October 24, 2019

Submitted By: Originator – Carolyn Lindau, Exec. Dir., Compliance and Spec. Instr. Programs
Department – Office of the Superintendent
Date – September 25, 2019

To Be Presented By: Carolyn Lindau and Lupita Chavez, Director, Human Resources

Approved By: _____ Date – _____

Background and Summary:

The eight (8) policies being addressed herein are all pursuant to HB 431, 54TH Legislature, First Session 2019 (AN ACT - CLARIFYING TERMS AND PROVISIONS OF THE SCHOOL PERSONNEL ACT CONCERNING DISCHARGE OF LICENSED AND UNLICENSED SCHOOL EMPLOYEES IN PUBLIC SCHOOLS....). Highlights of the revisions are as follows:

GBEB - Staff Conduct: Addresses investigation and reporting of ethical misconduct by employees and requires reporting of sexual assault/abuse by employees, volunteers, contractors or contractor’s employees to law enforcement. No agreement between a departing school employee and the governing authority may diminish this responsibility.

GCB - Professional Staff Contracts...: Clarifies that contracts are between the Supt. and a licensed employee and allows, at the discretion of governing authority, a three-year contract with licensed school employees.



Gadsden Independent School District

P.O. Drawer 70

Anthony, New Mexico 88021

GCCF - Sabbatical Leave: Sabbatical leave for study or travel must relate to the staff member's duties and be of direct benefit to the instructional program by reference to 22-10A-2(1).

GCF - Professional Staff Hiring: Adds to employment candidate requirements regarding providing fingerprints, and reflects the change that reemployment or termination notice must be served on the employee fifteen (15) days before the end of the school year rather than simply by the end of the school year.

GCFC - Professional Staff Certification...: Requires that the public school pay the cost of obtaining the criminal history records of all applicants if offered employment. Contractors having unsupervised access to students on school premises must provide fingerprint cards or electronic fingerprints and may be required to pay the costs of obtaining fingerprint or criminal history records.

GCMF - Professional Staff Duties: Adds four (4) duties to the duties of licensed employees.

GCQ - Professional Staff Termination: Addresses timeline change for notice of termination.

GCQC - Resignation of Professional Staff...: Addresses timeline change for notice of termination.

Recommendation:

Assigned to Board Agenda for Meeting of (Date): October 10, 2019