

R277. Education, Administration.

R277-532. Local Board Policies for Evaluation of Non-Licensed Public Education Employees (Classified Employees).

R277-532-1. Authority and Purpose.

(1) This rule is authorized by:

(a) Utah Constitution Article X, Section 3, which vests general control and supervision of public education in the Board;

(b) Subsection 53E-3-401(4), which allows the Board to make rules to execute the Board's duties and responsibilities under the Utah Constitution and state law; and

(c) Section 53G-11-504, which directs the Board to develop rules requiring that school districts evaluate non-licensed public education employees.

(2) The purpose of this rule is to direct public school districts to adopt policies for the evaluation, dismissal and compensation of non-licensed public education employees.

R277-532-2. Definitions.

(1) "Non-licensed public education employee" or "classified employee" means a school district employee who is working in a position that does not require a Utah educator license.

R277-532-3. School District Policies.

(1) A school district shall adopt policies for non-licensed public education employees, including:

(a) policies for evaluation and dismissal consistent with minimum standards of:

(i) Sections 53G-11-504 through 53G-11-505; and

(ii) Sections 53G-11-512 through 53G-11-517; and

(b) policies for due process and the termination of non-licensed public education employees consistent with Sections 53G-11-512 through 53G-11-515;

(c) evaluation procedures with the following components:

(i) the annual evaluation of non-licensed public education employees;

(ii) the use of appropriate tools for non-licensed public education employee evaluations;

(iii) non-licensed public education employee evaluation criteria tied to specific non-

licensed job descriptions or assignments;

(iv) the administration of the evaluation by the school principal, an appropriate administrator or the principal's or administrator's designee; and

(v) an appeals process that allows non-licensed public education employees to appeal procedural violations of the evaluation process.

(2) School district evaluation policies for non-licensed public education employees may include additional components beyond those specified in Subsection (1).

(3) A school district's policies may exclude temporary or part-time non-licensed public education employees from performance evaluations, as provided in Subsection 53G-11-504(2).

KEY: policies, evaluations, non-licensed; public education employee

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Authorizing, and Implemented, or Interpreted Law: Art X, Sec 3; 53E-3-401; 53G-11-504