

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.~~

~~—— "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 employees**~~

~~**Date of Last Change: May 8, 2018**~~

~~**Notice of Continuation: April 2, 2018**~~

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