

Transylvania County Schools
Correlation Table with Notes – Revised 7/15/15

Policies from 1000 SERIES: GOVERNING PRINCIPLES

Draft Policy #	Draft Policy Title	Current TCS Policy #	Notes for Consideration
<i>Governing Principles and Goals</i>			
1730/4022/7231	Nondiscrimination on the Basis of Disabilities	AC (AC-R)	<ul style="list-style-type: none"> • This policy prohibits discrimination on the basis of disabilities consistent with federal law and regulations. This policy is critical for meeting federal requirements and lists those requirements that must be met to comply with federal anti-discrimination law. • This policy is intended to supersede your current policy AC, Non-Discrimination, and your current regulation, AC-R, Non-Discrimination, as applicable. In addition to this policy, please note that various nondiscrimination statements and other nondiscrimination provisions are incorporated throughout the policy manual (e.g., policy 1710/4021/7230, Prohibition Against Discrimination, Harassment, and Bullying). • #3: This person may be the same individual who coordinates compliance with Section 504 in #2. • #4: The board may choose to omit the name of the coordinator and only reference the position by title. This would eliminate the burden of having to republish this notice every time a person leaves the coordinator position. • #6: This provision is satisfied by the anti-discrimination statement in policy 1710/4021/7230. • #10: No specific hearing process is required. The school system is free to design its own hearing process as long as the process provides for fundamental fairness and reasonableness and includes an opportunity for the parent to participate and be represented by counsel. It also must include a review process. According to OCR, fundamental fairness requires that a timely decision be made by an impartial hearing officer who has no professional or personal interest that would impede his or her impartiality.
1750/7220	Grievance Procedure for Employees	GBM (GBM-R)	<ul style="list-style-type: none"> • This policy establishes a grievance procedure for employees, including appeals to the board, in accordance with state law and current legal standards. The process closely parallels the Student and Parent Grievance Procedure (see policy 1740/4010 and its notes for consideration, above). • This policy is intended to supersede your current policy GBM, Staff Grievances, and your current regulation GBM-R, Staff Grievances. This grievance procedure is similar to your current regulation, but there are some substantive differences. Please carefully review the procedures set forth in this policy. Though we recommend that you adopt this policy, certain aspects may be (and have been) modified to better reflect your local practices. • 2nd ¶: We added these provisions based on your current policy GBM. • Section D.4: Alternatively, the board may allow public hearings upon the request of the employee except when doing so would conflict with confidentiality requirements.

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			<ul style="list-style-type: none"> • Section D.8: We added this provision based on your current regulation GBM-R (see “General Requirements” section). • Section E: The time frames throughout this section may be altered so long as they balance expediency with fairness. This version includes the time frames from our model policy; however, please let us know if you prefer the time frames from your current regulation GBM-R, which may be shorter or longer at various stages. (Please note that these time frames generally parallel those included in the Student and Parent Grievance Procedure.) • Section E.1.b: A form may be used that identifies what must be included in the grievance. Otherwise, more detail may be included in the policy. • Section E.1.c: Normally, it is advisable to get the immediate supervisor’s response in writing so that it may be reviewed as a part of the appeal. • Section E.2.a: We deleted this optional provision (originally E.2.a) because this requirement was not included in your current policy or regulation. • Section E.2.b: We modified this provision based on your current regulation GBM-R (see “Formal Procedure – Step 1”). • Section E.4, 1st ¶: We added this provision for clarification based on your current regulation GBM-R (see “Formal Procedure – Step 3”). • Sections E.4.a and E.4.b: We modified these sections based on your current regulation GBM-R (see “Formal Procedure – Step 3” regarding mandatory and discretionary appeals). Please review these provisions carefully and let us know if you would like to make any additional changes. • Section E.4.a.3: Alternatively, the hearing process may be provided within this policy; however, policy 2500 is intended to apply to all hearings before the board. • Section E.4.b.3: This process may be modified. Preferably, the full board will make this decision. Alternatively, the chair and vice chair may decide if a hearing should be granted, or a panel of the board may be appointed to make such decisions.