

"AN ACT TO PROVIDE THAT SCHOOL DISTRICTS SHALL HAVE WRITTEN PERSONNEL POLICIES; TO REPEAL ACT 714 OF 1971, AS AMENDED (ARK. STATS. 80-1256 THROUGH 80-1260); AND FOR OTHER PURPOSES."

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

SECTION 1. Each school district in the State shall have a set of written personnel policies, including the teacher salary schedule.

SECTION 2. Each school district shall have a Committee on Personnel Policies which shall consist of no fewer than five (5) classroom teachers, and no more than three (3) administrators; provided that, the classroom teacher members of each district's Committee on Personnel Policies shall be elected by a majority of the classroom teachers employed in the district by secret ballot in an election conducted by the teachers. Provided the provisions of this Act shall not apply in any district which chooses to officially recognize in its policies an organization representing the majority of the teachers of the district for the purpose of negotiating personnel policies, salaries and educational matters of mutual concern under a written policy agreement.

SECTION 3. Each school district's Committee on Personnel Policies shall organize itself in the first quarter of each school year, elect a chairman and secretary, and develop a calendar of meetings throughout the year to review the district's personnel policies to determine if additional policies or amendments to existing policies are needed. Minutes of the committee meetings shall be promptly reported and distributed to members of the Board and posted in the buildings of the district including administrative offices. Either the committee or the board of directors may propose new personnel policies or amendments to existing policies, provided that such proposals by the Board have been submitted to the committee at least five working days prior to presentation to the Board. After presentation to the Board, final action may be taken at the next regular Board meeting. The committee will present its proposed policies or amendments to existing policies to the Board of Directors. The Board of Directors shall have the authority to adopt, reject, amend or refer back to the Committee on Personnel Policies for further study and revision, any proposed policies or amendments to existing policies that are submitted to the Board for consideration.

SECTION 4. Each teacher or administrator being employed by a school district for the first time shall be given a copy of the district's personnel policies in effect at the time of his employment. Each teacher or administrator who was employed before the effective date of this Act shall be given a copy of the district's personnel policies at the time his contract is renewed or extended. Each teacher or administrator shall be furnished a copy of any amendments to the personnel policies within thirty (30) days after approval of such amendments by the Board of Directors of such district.

SECTION 5. No district which does not have written personnel policies shall be accredited by the Arkansas State Department of Education.

SECTION 6. Act 714 of 1971, as amended, the same being Arkansas Statutes 80-1256 through 80-1260, as well as all laws and parts of laws in conflict

with this Act are hereby repealed.

SECTION 7. If any provision of this Act or the application thereof to any person or circumstance is held invalid, such invalidity shall not affect other provisions or applications of the Act which can be given effect without the invalid provision or application, and to this end the provisions of this Act are declared to be severable.

APPROVED: April 7, 1987

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