	STATE BOARD OF EDUCATION AMENDMENTS
	2023 GENERAL SESSION
	STATE OF UTAH
	Chief Sponsor: Keith Grover
	House Sponsor: Nelson T. Abbott
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]	LONG TITLE
	General Description:
	This bill amends and enacts provisions related to the general control and supervision of
t	the State Board of Education over the public education system.
]	Highlighted Provisions:
	This bill:
	<ul> <li>amends definitions;</li> </ul>
	<ul> <li>amends State Board of Education (state board) establishment of minimum standards</li> </ul>
1	for public schools;
	<ul> <li>requires the state board to require local education agencies (LEAs) to issue high</li> </ul>
5	school diplomas to students who:
	• receive an associate's degree with certain minimum credit hours earned; and
	• receive an industry certificate with certain minimum classroom hours;
	<ul> <li>exempts schools with an assessment opt out rate exceeding 50% from the school</li> </ul>
ć	accountability system;
	<ul> <li>requires the state board to publish on the state board's website the recorded vote of a</li> </ul>
5	school district voting body showing support for or against a school's annual plan;
	<ul> <li>amends a provision regarding background checks for private school employees; and</li> </ul>
	<ul> <li>makes technical and conforming changes.</li> </ul>
I	Money Appropriated in this Bill:
	None



28	Other Special Clauses:
29	None
30	Utah Code Sections Affected:
31	AMENDS:
32	53E-3-401, as last amended by Laws of Utah 2020, Chapters 253, 408
33	53E-3-501, as last amended by Laws of Utah 2021, Chapter 308
34	53E-4-204, as last amended by Laws of Utah 2019, Chapters 186, 226
35	53E-5-203, as last amended by Laws of Utah 2019, Chapter 186
36	53E-5-211, as last amended by Laws of Utah 2021, Chapter 346
37	53G-5-401, as renumbered and amended by Laws of Utah 2018, Chapter 3
38	53G-7-901, as last amended by Laws of Utah 2020, Chapter 374
39	53G-9-801, as last amended by Laws of Utah 2020, Chapter 408
40	53G-11-402, as last amended by Laws of Utah 2020, Chapters 285, 374
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42	Be it enacted by the Legislature of the state of Utah:
43	Section 1. Section <b>53E-3-401</b> is amended to read:
44	53E-3-401. Powers of the state board Adoption of rules Enforcement
45	Attorney.
46	(1) As used in this section:
47	(a) "Education entity" means:
48	(i) an entity that receives a distribution of state funds through a grant program managed
49	by the state board under this public education code;
50	(ii) an entity that enters into a contract with the state board to provide an educational
51	good or service;
52	(iii) a school district;
53	(iv) a charter school; or
54	(v) a regional education service agency, as that term is defined in Section $53G-4-410$ .
55	(b) "Educational good or service" means a good or service that is required or regulated
56	under:
57	(i) this public education code; or
58	(ii) a rule, made in accordance with Title 63G, Chapter 3, Utah Administrative

59 Rulemaking Act, and authorized under this public education code. 60 (2) (a) The state board has general control and supervision of the state's public 61 education system. 62 (b) "General control and supervision" as used in Utah Constitution, Article X, Section 63 3, means directed to the whole system. 64 (c) "General control and supervision" does not mean specific policies and procedures 65 that LEA governing boards adopt and that align with state and federal law. (3) The state board may not govern, manage, or operate school districts, institutions, 66 and programs, unless granted that authority by statute. 67 68 (4) (a) In accordance with Title 63G, Chapter 3, Utah Administrative Rulemaking Act, 69 the state board may make rules to execute the state board's duties and responsibilities under the 70 Utah Constitution and state law. 71 (b) The state board may delegate the state board's statutory duties and responsibilities 72 to state board employees. 73 (5) (a) The state board may sell [anv] an interest it holds in real property upon a finding 74 by the state board that the property interest is surplus. 75 (b) The state board may use the money it receives from a sale under Subsection (5)(a)76 for capital improvements, equipment, or materials, but not for personnel or ongoing costs. 77 (c) If the property interest under Subsection (5)(a) was held for the benefit of an agency 78 or institution administered by the state board, the money may only be used for purposes related 79 to the agency or institution. 80 (d) The state board shall advise the Legislature of [any] a sale under Subsection (5)(a) 81 and related matters during the next following session of the Legislature. 82 (6) The state board shall develop policies and procedures related to federal educational 83 programs in accordance with Part 8, Implementing Federal or National Education Programs. 84 [(7) On or before December 31, 2010, the state board shall review mandates or 85 requirements provided for in state board rule to determine whether certain mandates or 86 requirements could be waived to remove funding pressures on public schools on a temporary 87 basis.] 88  $\left[\frac{(8)}{(2)}\right]$  (7) (a) If an education entity violates this public education code or rules 89 authorized under this public education code, the state board may, in accordance with the rules

90 described in Subsection [(8)(c)](7)(c): 91 (i) require the education entity to enter into a corrective action agreement with the state 92 board: 93 (ii) temporarily or permanently withhold state funds from the education entity; 94 (iii) require the education entity to pay a penalty; or 95 (iv) require the education entity to reimburse specified state funds to the state board. 96 (b) Except for temporarily withheld funds, if the state board collects state funds under 97 Subsection  $\left[\frac{(8)(a)}{(2)}\right]$  (7)(a), the state board shall pay the funds into the Uniform School Fund. 98 (c) In accordance with Title 63G, Chapter 3, Utah Administrative Rulemaking Act, the 99 state board shall make rules: 100 (i) that require notice and an opportunity to be heard for an education entity affected by 101 a state board action described in Subsection  $\left[\frac{(8)(a)}{(2)}\right]$  (7)(a); and 102 (ii) to administer this Subsection  $\left[\frac{(8)}{(8)}\right]$  (7). (d) (i) An individual may bring a violation of statute or state board rule to the attention 103 104 of the state board in accordance with a process described in rule adopted by the state board. 105 (ii) If the state board identifies a violation of statute or state board rule as a result of the 106 process described in Subsection  $\left[\frac{(8)(d)(i)}{(2)}\right]$  (7)(d)(i), the state board may take action in 107 accordance with this section. 108 (e) The state board shall report criminal conduct of an education entity to the district 109 attorney of the county where the education entity is located. 110  $\left[\frac{(9)}{2}\right]$  (8) The state board may audit the use of state funds by an education entity that 111 receives those state funds as a distribution from the state board. 112 [(10)] (9) The state board may require, by rule made in accordance with Title 63G, 113 Chapter 3, Utah Administrative Rulemaking Act, that if an LEA contracts with a third party 114 contractor for an educational good or service, the LEA shall require in the contract that the 115 third party contractor shall provide, upon request of the LEA, information necessary for the 116 LEA to verify that the educational good or service complies with: 117 (a) this public education code; and (b) state board rule authorized under this public education code. 118 119 [(11)] (10) (a) The state board may appoint an attorney to provide legal advice to the 120 state board and coordinate legal affairs for the state board and the state board's employees.

121	(b) An attorney described in Subsection $[(11)(a)] (10)(a)$ shall cooperate with the
122	Office of the Attorney General.
123	(c) An attorney described in Subsection $[(11)(a)] (10)(a)$ may not:
124	(i) conduct litigation;
125	(ii) settle claims covered by the Risk Management Fund created in Section 63A-4-201;
126	or
127	(iii) issue formal legal opinions.
128	$\left[\frac{(12)}{(11)}\right]$ The state board shall ensure that $\left[\frac{any}{any}\right]$ training or certification $\left[\frac{that}{any}\right]$ an
129	employee of the public education system is required to complete under this title or by rule
130	complies with Title 63G, Chapter 22, State Training and Certification Requirements.
131	Section 2. Section <b>53E-3-501</b> is amended to read:
132	53E-3-501. State board to establish miscellaneous minimum standards for public
133	schools.
134	(1) The state board shall establish rules and minimum standards for the public schools
135	that are consistent with this public education code, including rules and minimum standards
136	governing the following:
137	(a) (i) the qualification and certification of educators and ancillary personnel who
138	provide direct student services;
139	(ii) required school administrative and supervisory services; and
140	(iii) the evaluation of instructional personnel;
141	(b) (i) access to programs;
142	(ii) attendance;
143	(iii) competency levels;
144	(iv) graduation requirements; and
145	(v) discipline and control;
146	(c) (i) school accreditation;
147	(ii) the academic year;
148	(iii) alternative and pilot programs;
149	(iv) curriculum and instruction requirements; and
150	(v) school libraries; [and]
151	$\left[\frac{\text{(vi)}}{\text{(d)}}\right]$ services to:

152	$\left[\frac{(A)}{(A)}\right]$ (i) persons with a disability as defined by and covered under:
153	[(1)] (A) the Americans with Disabilities Act of 1990, 42 U.S.C. Sec. 12102;
154	[(H)] (B) the Rehabilitation Act of 1973, 29 U.S.C. Sec. 705(20)(A); and
155	[(III)] (C) the Individuals with Disabilities Education Act, 20 U.S.C. Sec. 1401(3); and
156	[ <del>(B)</del> ] <u>(ii)</u> other special groups;
157	[ <del>(d)</del> ] <u>(e)</u> (i) state reimbursed bus routes;
158	(ii) bus safety and operational requirements; and
159	(iii) other transportation needs;
160	[(e)] (f) (i) school productivity and cost effectiveness measures;
161	(ii) federal programs;
162	(iii) school budget formats; and
163	(iv) financial, statistical, and student accounting requirements; and
164	$\left[\frac{(f)}{(g)}\right]$ data collection and reporting by LEAs.
165	(2) [The] Except as provided in Subsection (3), the state board shall determine if:
166	(a) the minimum standards have been met; and
167	(b) required reports are properly submitted.
168	Ŝ→ [ <del>(3) (a) An LEA governing board member or an LEA employee may decline a request</del>
169	for data under Subsection (1)(f) or (g) unless:
170	(i) the state board or a state board employee provides evidence, in an LEA governing
171	board public meeting, that there is a significant likelihood the denial is due to non-compliance
172	with state or federal law; and
173	(ii) the LEA governing board finds by majority vote that the LEA may be in
174 175	non-compliance with state or federal law. (b) If an LEA governing board makes a finding of non-compliance under Subsection
175 176	(3)(a), the LEA shall respond to the request for data under Subsection (1)(f) or (g) no later than
170	90 days after the date of the finding of non-compliance.]
177a	(3) When the state board makes a request of an LEA under Subsection (1)(f) or (g), the state
177b	board shall include a letter to the LEA governing board and superintendent or charter school
177c	director that includes:
177d	(a) the justification for the requested data;
177e	(b) a statement confirming that the data is not available elsewhere;
177f	(c) the scope and objective of the data request;
177g	(d) how the state board intends to use the data;
177h	(e) the deadline for the LEA to provide the data as authorized by state board rule;
177i	(f) penalties, including withholding of funds, for non-compliance as authorized under state

#### 177j **Oor federal law; and**

- 177k (g) information regarding a process that an LEA may use to dispute a state board request or
- 1771 <u>conclusion.</u> ←Ŝ
- 178 [(3)] (4) The state board may apply for, receive, administer, and distribute to eligible
- applicants funds made available through programs of the federal government.
- 180 [(4)] (5) (a) A technical college listed in Section 53B-2a-105 shall provide
- 181 competency-based career and technical education courses that fulfill high school graduation
- 182 requirements, as requested and authorized by the state board.

S.B. 257 183 (b) A school district may grant a high school diploma to a student participating in a 184 course described in Subsection  $\left[\frac{(4)(a)}{(2)}\right]$  (5)(a) that is provided by a technical college listed in 185 Section 53B-2a-105. 186  $\left[\frac{(5)}{(6)}\right]$  (6) (a) As used in this Subsection  $\left[\frac{(5)}{(6)}\right]$  (6), "generally accepted accounting 187 principles" means a common framework of accounting rules and standards for financial 188 reporting promulgated by the Governmental Accounting Standards Board. 189 (b) Subject to Subsections [(5)(c)] (6)(c) and (d), the state board shall ensure [that] the 190 rules and standards described in Subsections  $\left[\frac{(1)(e)}{(1)}\right] (1)(f)$  and (g) allow for an LEA to 191 make adjustments to the LEA's general entry ledger, in accordance with generally accepted 192 accounting principles, to accurately reflect the LEA's use of funds for allowable costs and 193 activities: 194 (i) during a fiscal year; and 195 (ii) at the close of a fiscal year. 196 (c) If the state board determines under Subsection (2) that an LEA has not met the 197 minimum standards described in Subsection  $\left[\frac{(1)(e) \text{ or } (f)}{(1)(f)}\right]$  (1)(f) or (g) or has not properly 198 submitted a required report, the state board shall allow the LEA an opportunity to cure the 199 relevant defect through an adjustment described in Subsection [(5)(b)] (6)(b). 200 (d) An LEA may not, in an adjustment described in Subsection [(5)(b), ] (6)(b), reflect 201 the use of restricted federal or state funds for a cost or activity that is not an allowable cost or 202 activity for the restricted funds. 203 Section 3. Section 53E-4-204 is amended to read: 204 53E-4-204. Standards and graduation requirements. 205 (1) The state board shall establish rigorous core standards for Utah public schools and 206 graduation requirements under Section 53E-3-501 for grades 9 through 12 that: 207 (a) are consistent with state law and federal regulations; 208 (b) use competency-based standards and assessments: 209 (c) include instruction that stresses general financial literacy from basic budgeting to 210 financial investments, including bankruptcy education and a general financial literacy test-out 211 option; and 212 (d) include graduation requirements in language arts, mathematics, and science that 213 exceed 3.0 units in language arts, 2.0 units in mathematics, and 2.0 units in science.

214	(2) The state board shall establish competency-based standards and assessments for
215	elective courses.
216	(3) The state board shall require all LEAs to issue a high school diploma to students
217	who receive:
218	(a) an associate degree with at least 60 credit hours from an accredited post-secondary
219	institution; or
220	(b) an industry certification with at least 500 classroom hours of instruction from a
221	business, trade association, or other industry group.
222	Section 4. Section <b>53E-5-203</b> is amended to read:
223	53E-5-203. Schools included in school accountability system Other indicators
224	and point distribution for a school that serves a special student population.
225	(1) Except as provided in Subsection (2), the state board shall include all public
226	schools in the state in the school accountability system established under this part.
227	(2) The state board shall exempt from the school accountability system:
228	(a) a school in which the number of students tested on a statewide assessment is lower
229	than the minimum sample size necessary, based on acceptable professional practice for
230	statistical reliability, a school's opt out rate exceeds 50%, or when release of the information
231	would violate 20 U.S.C. Sec. 1232h, the prevention of the unlawful release of personally
232	identifiable student data;
233	(b) a school in the school's first year of operations if the school's local school board or
234	charter school governing board requests the exemption; or
235	(c) a high school in the school's second year of operations if the school's local school
236	board or charter school governing board requests the exemption.
237	(3) Notwithstanding the provisions of this part, the state board may use[ <del>,</del> ] to
238	appropriately assess the educational impact of a school that serves a special student population:
239	(a) other indicators in addition to the indicators described in Section 53E-5-205 or
240	53E-5-206; or
241	(b) different point distribution than the point distribution described in Section
242	53E-5-207.
243	Section 5. Section <b>53E-5-211</b> is amended to read:
244	53E-5-211. Reporting.

245	(1) [Except as provided in Subsection (2), the] The state board shall annually publish
246	on the state board's website a report card [that includes] for each school that includes:
247	(a) the school's overall rating described in Subsection 53E-5-204(1);
248	(b) the school's performance on each indicator described in:
249	(i) Section 53E-5-205, for an elementary school or a middle school; or
250	(ii) Section 53E-5-206, for a high school;
251	(c) information comparing the school's performance on each indicator described in
252	Subsection (1)(b) with:
253	(i) the average school performance; and
254	(ii) the school's performance in all previous years for which data is available;
255	(d) the percentage of students who participated in statewide assessments;
256	(e) for an elementary school, the percentage of students who read on grade level in
257	grades 1 through 3; [and]
258	(f) for a high school, performance on Advanced Placement exams[-]; and
259	(g) a school district's county, city, or town voting body's recorded vote indicating
260	support for or against the school's annual plan aligned with the characteristics described in
261	<u>Section 53E-2-302.</u>
262	[(2) The state board shall collect, but is not required to publish the information
263	described in Subsection (1) related to the 2020-2021 school year.]
264	[(3)] (2) A school may include in the school's report card described in Subsection (1)
265	up to two self-reported school quality indicators that:
266	(a) are approved by the state board for inclusion; and
267	(b) may include process or input indicators.
268	[(4)] (3) (a) The state board shall develop an individualized student achievement report
269	that includes:
270	(i) information on the student's level of proficiency as measured by a statewide
271	assessment; and
272	(ii) a comparison of the student's academic growth target and actual academic growth
273	as measured by a statewide assessment.
274	(b) The state board shall, subject to the Family Educational Rights and Privacy Act, 20
275	U.S.C. Sec. 1232g, make the individualized student achievement report described in

276 Subsection [(4)(a)](3)(a) available for a school district or charter school to access 277 electronically. 278 (c) A school district or charter school shall distribute an individualized student 279 achievement report to the parent of the student to whom the report applies. 280 Section 6. Section 53G-5-401 is amended to read: 281 53G-5-401. Status of charter schools. 282 (1) Charter schools are: 283 (a) considered to be public schools within the state's public education system; 284 (b) subject to Subsection  $[\frac{53E-3-401(8)}{53E-3-401(7)}]$ ; and 285 (c) governed by independent boards and held accountable to a legally binding written 286 contractual agreement. 287 (2) A charter school may be established by: 288 (a) creating a new school; or 289 (b) converting an existing public school to charter status. 290 (3) A parochial school or home school is not eligible for charter school status. 291 Section 7. Section **53G-7-901** is amended to read: 292 53G-7-901. Definitions. 293 As used in this part: 294 (1) "Cooperating employer" means a public or private entity which, as part of a work 295 experience [and] or career exploration program offered through a school, provides interns with 296 educational resources, training, and work experience in activities related to the entity's ongoing 297 business activities. 298 (2) "Intern" means a student enrolled in a school-sponsored work experience and career 299 exploration program under Section 53G-7-902 involving both classroom instruction and work 300 experience with a cooperating employer, for which the student receives no compensation. 301 (3) "Internship" means the work experience segment of an intern's school-sponsored 302 work experience and career exploration program, performed under the direct supervision of a 303 cooperating employer. 304 (4) "Internship safety agreement" means the agreement between a public or private 305 school and a cooperating employer in accordance with Section 53G-7-904. 306 (5) "Private school" means a school serving any of grades 7 through 12 which is not

307	part of the public education system.
308	(6) "Public school" means:
309	(a) a public school district;
310	(b) an applied technology center or applied technology service region;
311	(c) the Schools for the Deaf and the Blind; or
312	(d) other components of the public education system authorized by the state board to
313	offer internships.
314	Section 8. Section <b>53G-9-801</b> is amended to read:
315	53G-9-801. Definitions.
316	As used in Section 53G-9-802:
317	(1) "Attainment goal" means earning:
318	(a) a high school diploma;
319	(b) a Utah High School Completion Diploma, as defined in state board rule made in
320	accordance with Title 63G, Chapter 3, Utah Administrative Rulemaking Act;
321	(c) an Adult Education Secondary Diploma, as defined in state board rule made in
322	accordance with Title 63G, Chapter 3, Utah Administrative Rulemaking Act; or
323	(d) an employer-recognized, industry-based certificate that is:
324	(i) likely to result in job placement; and
325	(ii) included in the state board's approved career and technical education industry
326	certification list.
327	(2) "Cohort" means a group of students, defined by the year in which the group enters
328	grade 9.
329	(3) "Designated student" means a student:
330	(a) (i) who has withdrawn from an LEA before earning a diploma;
331	(ii) who has been dropped from average daily membership; and
332	(iii) whose cohort has not yet graduated; or
333	(b) who is at risk of meeting the criteria described in Subsection (3)(a), as determined
334	by the student's LEA, using risk factors defined in rules made by the state board in accordance
335	with Title 63G, Chapter 3, Utah Administrative Rulemaking Act.
336	(4) "Graduation rate" means:
337	(a) for a school district or a charter school that includes grade 12, the graduation rate

338	calculated by the state board for federal accountability and reporting purposes; or
339	(b) for a charter school that does not include grade 12, a proxy graduation rate defined
340	in rules made by the state board in accordance with Title 63G, Chapter 3, Utah Administrative
341	Rulemaking Act.
342	(5) "Local education agency" or "LEA" means a school district or charter school that
343	serves students in grade 9, 10, 11, or 12.
344	(6) "Nontraditional program" means a program, as defined in rules made by the state
345	board under Subsection [53E-3-501(1)(e)] 53E-3-501(1)(c), in which a student receives
346	instruction through:
347	(a) distance learning;
348	(b) online learning;
349	(c) blended learning; or
350	(d) competency-based learning.
351	(7) "Statewide graduation rate" means:
352	(a) for a school district or a charter school that includes grade 12, the statewide
353	graduation rate, as annually calculated by the state board; or
354	(b) for a charter school that does not include grade 12, the average graduation rate for
355	all charter schools that do not include grade 12.
356	(8) "Third party" means:
357	(a) a private provider; or
358	(b) an LEA that does not meet the criteria described in Subsection $53G-9-802(3)$ .
359	Section 9. Section <b>53G-11-402</b> is amended to read:
360	53G-11-402. Background checks for non-licensed employees, contract employees,
361	volunteers, and charter school governing board members.
362	(1) An LEA or qualifying private school shall:
363	(a) require [each of] the following individuals who [is] are 18 years old or older to
364	submit to a nationwide criminal background check and ongoing monitoring as a condition [for]
365	of employment or appointment:
366	(i) a non-licensed employee;
367	(ii) a contract employee;
368	(iii) except for an officer or employee of a cooperating employer under an internship

<ul> <li>unsupervised access to a student in connection with the volunteer's assignment; and</li> <li>(iv) a charter school governing board member;</li> <li>(b) collect the following from an individual required to submit to a background check</li> <li>under Subsection (1)(a):</li> <li>(i) personal identifying information;</li> <li>(ii) subject to Subsection (2), a fee described in Subsection 53-10-108(15); and</li> <li>(iii) consent, on a form specified by the LEA or qualifying private school, for:</li> <li>(A) an initial fingerprint-based background check by the FBI and the bureau upon</li> <li>submission of the application; and</li> <li>(B) retention of personal identifying information for ongoing monitoring through</li> <li>registration with the systems described in Section 53G-11-404;</li> <li>(c) submit the individual's personal identifying information to the bureau for:</li> <li>(i) an initial fingerprint-based background check by the FBI and the bureau; and</li> <li>(ii) ongoing monitoring through registration with the systems described in Section</li> <li>53G-11-404 if the results of the initial background check do not contain disqualifying criminal</li> <li>history information as determined by the LEA or qualifying private school in accordance with</li> <li>Section 53G-11-405; and</li> <li>(d) identify the appropriate privacy risk mitigation strategy [that will] to be used to</li> <li>ensure [that] the LEA or qualifying private school onaly receives notifications for individuals</li> <li>with whom the LEA or qualifying private school maintains an authorizing relationship.</li> <li>(2) An LEA or qualifying private school maintains an authorizing relationship.</li> <li>(a) has passed an initial review; and</li> <li>(b) is one of a pool of no more than five candidates for the position.</li> <li>[G) wy September 1, 2018, an LEA or qualifying private school shall:]</li> <li>[G) woll et the information described in Subsection (1)(b) from individuals;]</li> <li>[G) woll et the information described in Subsect</li></ul>	369	safety agreement under Section 53G-7-904, a volunteer who will be given significant
<ul> <li>(b) collect the following from an individual required to submit to a background check under Subsection (1)(a):</li> <li>(i) personal identifying information;</li> <li>(ii) subject to Subsection (2), a fee described in Subsection 53-10-108(15); and</li> <li>(iii) consent, on a form specified by the LEA or qualifying private school, for:</li> <li>(A) an initial fingerprint-based background check by the FBI and the bureau upon submission of the application; and</li> <li>(B) retention of personal identifying information for ongoing monitoring through registration with the systems described in Section 53G-11-404;</li> <li>(c) submit the individual's personal identifying information to the bureau for:</li> <li>(i) an initial fingerprint-based background check by the FBI and the bureau; and</li> <li>(ii) ongoing monitoring through registration with the systems described in Section 53G-11-404;</li> <li>(a) an initial fingerprint-based background check do not contain disqualifying criminal</li> <li>history information as determined by the LEA or qualifying private school in accordance with</li> <li>Section 53G-11-405; and</li> <li>(d) identify the appropriate privacy risk mitigation strategy [that will] to be used to</li> <li>ensure [that] the LEA or qualifying private school only receives notifications for individuals</li> <li>with whom the LEA or qualifying private school may not require an individual to pay the fee</li> <li>described in Subsection (1)(b)(ii) unless the individual:</li> <li>(a) has passed an initial review; and</li> <li>(b) is one of a pool of no more than five candidates for the position.</li> <li>[(i) who were employed or appointed prior to July 1, 2015; and]</li> <li>[(ii) with whom the LEA or qualifying private school currently maintains an</li> <li>authorizing relationship; and]</li> </ul>	370	unsupervised access to a student in connection with the volunteer's assignment; and
<ul> <li>under Subsection (1)(a):</li> <li>(i) personal identifying information;</li> <li>(ii) subject to Subsection (2), a fee described in Subsection 53-10-108(15); and</li> <li>(iii) consent, on a form specified by the LEA or qualifying private school, for:</li> <li>(A) an initial fingerprint-based background check by the FBI and the bureau upon</li> <li>submission of the application; and</li> <li>(B) retention of personal identifying information for ongoing monitoring through</li> <li>registration with the systems described in Section 53G-11-404;</li> <li>(c) submit the individual's personal identifying information to the bureau for:</li> <li>(i) an initial fingerprint-based background check by the FBI and the bureau; and</li> <li>(ii) ongoing monitoring through registration with the systems described in Section 53G-11-404;</li> <li>(c) submit the individual's personal identifying information to the bureau; and</li> <li>(ii) ongoing monitoring through registration with the systems described in Section</li> <li>53G-11-404 if the results of the initial background check do not contain disqualifying criminal</li> <li>history information as determined by the LEA or qualifying private school in accordance with</li> <li>Section 53G-11-405; and</li> <li>(d) identify the appropriate privacy risk mitigation strategy [that will] to be used to</li> <li>ensure [that] the LEA or qualifying private school only receives notifications for individuals</li> <li>with whom the LEA or qualifying private school only receives notifications.</li> <li>(f) By September 1, 2018, an LEA or qualifying private school shall:]</li> <li>(f) collect the information described in Subsection (1)(b) from individuals:]</li> <li>(fi) who were employed or appointed prior to July 1, 2015; and]</li> <li>(fi) with whom the LEA or qualifying private school currently maintains an</li> <li>authorizing relationship; and]</li> </ul>	371	(iv) a charter school governing board member;
374(i) personal identifying information;375(ii) subject to Subsection (2), a fee described in Subsection 53-10-108(15); and376(iii) consent, on a form specified by the LEA or qualifying private school, for:377(A) an initial fingerprint-based background check by the FBI and the bureau upon378submission of the application; and379(B) retention of personal identifying information for ongoing monitoring through378registration with the systems described in Section 53G-11-404;379(c) submit the individual's personal identifying information to the bureau for:371(i) an initial fingerprint-based background check by the FBI and the bureau; and379(ii) ongoing monitoring through registration with the systems described in Section37053G-11-404371(c) submit the initial background check by the FBI and the bureau; and372(i) an initial fingerprint-based background check do not contain disqualifying criminal373bistory information as determined by the LEA or qualifying private school in accordance with374Section 53G-11-405; and375(d) identify the appropriate privacy risk mitigation strategy [that with] to be used to374ensure [that]375(i) An LEA or qualifying private school only receives notifications for individuals375(ii) a bissection (1)(b)(ii) unless the individual:376(ii) abspassed an initial review; and377(b) is one of a pool of no more than five candidates for the position.378[(ii) -cellect the information described in Subsection (1)(b) from indi	372	(b) collect the following from an individual required to submit to a background check
<ul> <li>(ii) subject to Subsection (2), a fee described in Subsection 53-10-108(15); and</li> <li>(iii) consent, on a form specified by the LEA or qualifying private school, for:</li> <li>(A) an initial fingerprint-based background check by the FBI and the bureau upon</li> <li>submission of the application; and</li> <li>(B) retention of personal identifying information for ongoing monitoring through</li> <li>registration with the systems described in Section 53G-11-404;</li> <li>(c) submit the individual's personal identifying information to the bureau for:</li> <li>(i) an initial fingerprint-based background check by the FBI and the bureau; and</li> <li>(ii) ongoing monitoring through registration with the systems described in Section</li> <li>53G-11-404 if the results of the initial background check do not contain disqualifying criminal</li> <li>history information as determined by the LEA or qualifying private school in accordance with</li> <li>Section 53G-11-405; and</li> <li>(d) identify the appropriate privacy risk mitigation strategy [that will] to be used to</li> <li>ensure [that] the LEA or qualifying private school only receives notifications for individuals</li> <li>with whom the LEA or qualifying private school may not require an individual to pay the fee</li> <li>described in Subsection (1)(b)(ii) unless the individual:</li> <li>(a) has passed an initial review; and</li> <li>(b) is one of a pool of no more than five candidates for the position.</li> <li>[<del>(a)</del> collect the information described in Subsection (1)(b) from individuals:]</li> <li>[<del>(a)</del> collect the information described in Subsection (1)(b) from individuals:]</li> <li>[<del>(i)</del> with whom the LEA or qualifying private school currently maintains an</li> <li>authorizing relationship; and]</li> </ul>	373	under Subsection (1)(a):
376(iii) consent, on a form specified by the LEA or qualifying private school, for:377(A) an initial fingerprint-based background check by the FBI and the bureau upon378submission of the application; and379(B) retention of personal identifying information for ongoing monitoring through380registration with the systems described in Section 53G-11-404;381(c) submit the individual's personal identifying information to the bureau for:382(i) an initial fingerprint-based background check by the FBI and the bureau; and383(ii) ongoing monitoring through registration with the systems described in Section38453G-11-404 if the results of the initial background check do not contain disqualifying criminal385history information as determined by the LEA or qualifying private school in accordance with386Section 53G-11-405; and387(d) identify the appropriate privacy risk mitigation strategy [that will] to be used to388ensure [that] the LEA or qualifying private school only receives notifications for individuals389with whom the LEA or qualifying private school may not require an individual to pay the fee391(b) is one of a pool of no more than five candidates for the position.392[(a) has passed an initial review; and393(b) is one of a pool of no more than five candidates for the position.394[(3) Dy September 1, 2018, an LEA or qualifying private school shall:]395[(a) collect the information described in Subsection (1)(b) from individuals:]396[(i) who were employed or appointed prior to July 1, 2015, and]	374	(i) personal identifying information;
<ul> <li>(A) an initial fingerprint-based background check by the FBI and the bureau upon submission of the application; and</li> <li>(B) retention of personal identifying information for ongoing monitoring through registration with the systems described in Section 53G-11-404;</li> <li>(c) submit the individual's personal identifying information to the bureau for:</li> <li>(i) an initial fingerprint-based background check by the FBI and the bureau; and</li> <li>(ii) ongoing monitoring through registration with the systems described in Section</li> <li>53G-11-404 if the results of the initial background check do not contain disqualifying criminal history information as determined by the LEA or qualifying private school in accordance with</li> <li>Section 53G-11-405; and</li> <li>(d) identify the appropriate privacy risk mitigation strategy [that wilf] to be used to ensure [that] the LEA or qualifying private school only receives notifications for individuals with whom the LEA or qualifying private school maintains an authorizing relationship.</li> <li>(2) An LEA or qualifying private school may not require an individual to pay the fee described in Subsection (1)(b)(ii) unless the individual:</li> <li>(a) has passed an initial review; and</li> <li>(b) is one of a pool of no more than five candidates for the position.</li> <li>[(a) collect the information described in Subsection (1)(b) from individuals;]</li> <li>[(i) who were employed or appointed prior to July 1, 2015; and]</li> <li>[(ii) with whom the LEA or qualifying private school currently maintains an authorizing relationship; and]</li> </ul>	375	(ii) subject to Subsection (2), a fee described in Subsection 53-10-108(15); and
378submission of the application; and379(B) retention of personal identifying information for ongoing monitoring through380registration with the systems described in Section 53G-11-404;381(c) submit the individual's personal identifying information to the bureau for:382(i) an initial fingerprint-based background check by the FBI and the bureau; and383(ii) ongoing monitoring through registration with the systems described in Section38453G-11-404 if the results of the initial background check do not contain disqualifying criminal385history information as determined by the LEA or qualifying private school in accordance with386Section 53G-11-405; and387(d) identify the appropriate privacy risk mitigation strategy [that will] to be used to388ensure [that] the LEA or qualifying private school only receives notifications for individuals389with whom the LEA or qualifying private school maintains an authorizing relationship.390(2) An LEA or qualifying private school may not require an individual to pay the fee391described in Subsection (1)(b)(ii) unless the individual:392(a) has passed an initial review; and393(b) is one of a pool of no more than five candidates for the position.394[(a) collect the information described in Subsection (1)(b) from individuals:]395[(i) who were employed or appointed prior to July 1, 2015; and]396[(ii) with whom the LEA or qualifying private school currently maintains an398authorizing relationship; and]	376	(iii) consent, on a form specified by the LEA or qualifying private school, for:
<ul> <li>(B) retention of personal identifying information for ongoing monitoring through</li> <li>registration with the systems described in Section 53G-11-404;</li> <li>(c) submit the individual's personal identifying information to the bureau for:</li> <li>(i) an initial fingerprint-based background check by the FBI and the bureau; and</li> <li>(ii) ongoing monitoring through registration with the systems described in Section</li> <li>53G-11-404 if the results of the initial background check do not contain disqualifying criminal</li> <li>history information as determined by the LEA or qualifying private school in accordance with</li> <li>Section 53G-11-405; and</li> <li>(d) identify the appropriate privacy risk mitigation strategy [that will] to be used to</li> <li>ensure [that] the LEA or qualifying private school only receives notifications for individuals</li> <li>with whom the LEA or qualifying private school may not require an individual to pay the fee</li> <li>described in Subsection (1)(b)(ii) unless the individual:</li> <li>(a) has passed an initial review; and</li> <li>(b) is one of a pool of no more than five candidates for the position.</li> <li>[(a) collect the information described in Subsection (1)(b) from individuals:]</li> <li>[(i) who were employed or appointed prior to July 1, 2015; and]</li> <li>[(ii) with whom the LEA or qualifying private school currently maintains an</li> <li>authorizing relationship; and]</li> </ul>	377	(A) an initial fingerprint-based background check by the FBI and the bureau upon
registration with the systems described in Section 53G-11-404; (c) submit the individual's personal identifying information to the bureau for: (i) an initial fingerprint-based background check by the FBI and the bureau; and (ii) ongoing monitoring through registration with the systems described in Section 53G-11-404 if the results of the initial background check do not contain disqualifying criminal history information as determined by the LEA or qualifying private school in accordance with Section 53G-11-405; and (d) identify the appropriate privacy risk mitigation strategy [that will] to be used to ensure [that] the LEA or qualifying private school only receives notifications for individuals with whom the LEA or qualifying private school maintains an authorizing relationship. (2) An LEA or qualifying private school may not require an individual to pay the fee described in Subsection (1)(b)(ii) unless the individual: (a) has passed an initial review; and (b) is one of a pool of no more than five candidates for the position. (3) [(3) By September 1, 2018, an LEA or qualifying private school shalt:] [(a) collect the information described in Subsection (1)(b) from individuals:] [(i) who were employed or appointed prior to July 1, 2015; and] [(ii) with whom the LEA or qualifying private school currently maintains an authorizing relationship; and]	378	submission of the application; and
381(c) submit the individual's personal identifying information to the bureau for:382(i) an initial fingerprint-based background check by the FBI and the bureau; and383(ii) ongoing monitoring through registration with the systems described in Section38453G-11-404 if the results of the initial background check do not contain disqualifying criminal385history information as determined by the LEA or qualifying private school in accordance with386Section 53G-11-405; and387(d) identify the appropriate privacy risk mitigation strategy [that will] to be used to388ensure [that] the LEA or qualifying private school only receives notifications for individuals389with whom the LEA or qualifying private school maintains an authorizing relationship.390(2) An LEA or qualifying private school may not require an individual to pay the fee391d) has passed an initial review; and392(a) has passed an initial review; and393(b) is one of a pool of no more than five candidates for the position.394[(3) By September 1, 2018, an LEA or qualifying private school shall:]395[(a) collect the information described in Subsection (1)(b) from individuals:]396[(i) who were employed or appointed prior to July 1, 2015; and]397[(ii) with whom the LEA or qualifying private school currently maintains an398authorizing relationship; and]	379	(B) retention of personal identifying information for ongoing monitoring through
<ul> <li>(i) an initial fingerprint-based background check by the FBI and the bureau; and</li> <li>(ii) ongoing monitoring through registration with the systems described in Section</li> <li>53G-11-404 if the results of the initial background check do not contain disqualifying criminal</li> <li>history information as determined by the LEA or qualifying private school in accordance with</li> <li>Section 53G-11-405; and</li> <li>(d) identify the appropriate privacy risk mitigation strategy [that will] to be used to</li> <li>ensure [that] the LEA or qualifying private school only receives notifications for individuals</li> <li>with whom the LEA or qualifying private school maintains an authorizing relationship.</li> <li>(2) An LEA or qualifying private school may not require an individual to pay the fee</li> <li>described in Subsection (1)(b)(ii) unless the individual:</li> <li>(a) has passed an initial review; and</li> <li>(b) is one of a pool of no more than five candidates for the position.</li> <li>[(a) collect the information described in Subsection (1)(b) from individuals:]</li> <li>[(i) who were employed or appointed prior to July 1, 2015; and]</li> <li>[(ii) with whom the LEA or qualifying private school currently maintains an</li> <li>authorizing relationship; and]</li> </ul>	380	registration with the systems described in Section 53G-11-404;
<ul> <li>(ii) ongoing monitoring through registration with the systems described in Section</li> <li>53G-11-404 if the results of the initial background check do not contain disqualifying criminal</li> <li>history information as determined by the LEA or qualifying private school in accordance with</li> <li>Section 53G-11-405; and</li> <li>(d) identify the appropriate privacy risk mitigation strategy [that will] to be used to</li> <li>ensure [that] the LEA or qualifying private school only receives notifications for individuals</li> <li>with whom the LEA or qualifying private school maintains an authorizing relationship.</li> <li>(2) An LEA or qualifying private school may not require an individual to pay the fee</li> <li>described in Subsection (1)(b)(ii) unless the individual:</li> <li>(a) has passed an initial review; and</li> <li>(b) is one of a pool of no more than five candidates for the position.</li> <li>[(a) collect the information described in Subsection (1)(b) from individuals:]</li> <li>[(i) who were employed or appointed prior to July 1, 2015; and]</li> <li>[(ii) with whom the LEA or qualifying private school currently maintains an</li> <li>authorizing relationship; and]</li> </ul>	381	(c) submit the individual's personal identifying information to the bureau for:
<ul> <li>53G-11-404 if the results of the initial background check do not contain disqualifying criminal</li> <li>history information as determined by the LEA or qualifying private school in accordance with</li> <li>Section 53G-11-405; and</li> <li>(d) identify the appropriate privacy risk mitigation strategy [that will] to be used to</li> <li>ensure [that] the LEA or qualifying private school only receives notifications for individuals</li> <li>with whom the LEA or qualifying private school maintains an authorizing relationship.</li> <li>(2) An LEA or qualifying private school may not require an individual to pay the fee</li> <li>described in Subsection (1)(b)(ii) unless the individual:</li> <li>(a) has passed an initial review; and</li> <li>(b) is one of a pool of no more than five candidates for the position.</li> <li>[(3) By September 1, 2018, an LEA or qualifying private school shall:]</li> <li>[(a) collect the information described in Subsection (1)(b) from individuals:]</li> <li>[(i) who were employed or appointed prior to July 1, 2015; and]</li> <li>[(ii) with whom the LEA or qualifying private school currently maintains an</li> <li>authorizing relationship; and]</li> </ul>	382	(i) an initial fingerprint-based background check by the FBI and the bureau; and
<ul> <li>history information as determined by the LEA or qualifying private school in accordance with</li> <li>Section 53G-11-405; and</li> <li>(d) identify the appropriate privacy risk mitigation strategy [that will] to be used to</li> <li>ensure [that] the LEA or qualifying private school only receives notifications for individuals</li> <li>with whom the LEA or qualifying private school maintains an authorizing relationship.</li> <li>(2) An LEA or qualifying private school may not require an individual to pay the fee</li> <li>described in Subsection (1)(b)(ii) unless the individual:</li> <li>(a) has passed an initial review; and</li> <li>(b) is one of a pool of no more than five candidates for the position.</li> <li>[(3) By September 1, 2018, an LEA or qualifying private school shall:]</li> <li>[(a) collect the information described in Subsection (1)(b) from individuals:]</li> <li>[(i) who were employed or appointed prior to July 1, 2015; and]</li> <li>[(ii) with whom the LEA or qualifying private school currently maintains an</li> <li>authorizing relationship; and]</li> </ul>	383	(ii) ongoing monitoring through registration with the systems described in Section
<ul> <li>Section 53G-11-405; and</li> <li>(d) identify the appropriate privacy risk mitigation strategy [that will] to be used to</li> <li>ensure [that] the LEA or qualifying private school only receives notifications for individuals</li> <li>with whom the LEA or qualifying private school maintains an authorizing relationship.</li> <li>(2) An LEA or qualifying private school may not require an individual to pay the fee</li> <li>described in Subsection (1)(b)(ii) unless the individual:</li> <li>(a) has passed an initial review; and</li> <li>(b) is one of a pool of no more than five candidates for the position.</li> <li>[(3) By September 1, 2018, an LEA or qualifying private school shall:]</li> <li>[(a) collect the information described in Subsection (1)(b) from individuals:]</li> <li>[(i) who were employed or appointed prior to July 1, 2015; and]</li> <li>[(ii) with whom the LEA or qualifying private school currently maintains an</li> <li>authorizing relationship; and]</li> </ul>	384	53G-11-404 if the results of the initial background check do not contain disqualifying criminal
<ul> <li>(d) identify the appropriate privacy risk mitigation strategy [that will] to be used to</li> <li>ensure [that] the LEA or qualifying private school only receives notifications for individuals</li> <li>with whom the LEA or qualifying private school maintains an authorizing relationship.</li> <li>(2) An LEA or qualifying private school may not require an individual to pay the fee</li> <li>described in Subsection (1)(b)(ii) unless the individual:</li> <li>(a) has passed an initial review; and</li> <li>(b) is one of a pool of no more than five candidates for the position.</li> <li>[(3) By September 1, 2018, an LEA or qualifying private school shall:]</li> <li>[(a) collect the information described in Subsection (1)(b) from individuals:]</li> <li>[(i) who were employed or appointed prior to July 1, 2015; and]</li> <li>[(ii) with whom the LEA or qualifying private school currently maintains an</li> <li>authorizing relationship; and]</li> </ul>	385	history information as determined by the LEA or qualifying private school in accordance with
<ul> <li>ensure [that] the LEA or qualifying private school only receives notifications for individuals</li> <li>with whom the LEA or qualifying private school maintains an authorizing relationship.</li> <li>(2) An LEA or qualifying private school may not require an individual to pay the fee</li> <li>described in Subsection (1)(b)(ii) unless the individual:</li> <li>(a) has passed an initial review; and</li> <li>(b) is one of a pool of no more than five candidates for the position.</li> <li>[<del>(3)</del> By September 1, 2018, an LEA or qualifying private school shall:]</li> <li>[<del>(a)</del> collect the information described in Subsection (1)(b) from individuals:]</li> <li>[<del>(i)</del> who were employed or appointed prior to July 1, 2015; and]</li> <li>[<del>(ii)</del> with whom the LEA or qualifying private school currently maintains an</li> <li>authorizing relationship; and]</li> </ul>	386	Section 53G-11-405; and
<ul> <li>with whom the LEA or qualifying private school maintains an authorizing relationship.</li> <li>(2) An LEA or qualifying private school may not require an individual to pay the fee</li> <li>described in Subsection (1)(b)(ii) unless the individual:</li> <li>(a) has passed an initial review; and</li> <li>(b) is one of a pool of no more than five candidates for the position.</li> <li>[<del>(3)</del> By September 1, 2018, an LEA or qualifying private school shall:]</li> <li>[<del>(a)</del> collect the information described in Subsection (1)(b) from individuals:]</li> <li>[<del>(i)</del> who were employed or appointed prior to July 1, 2015; and]</li> <li>[<del>(ii)</del> with whom the LEA or qualifying private school currently maintains an authorizing relationship; and]</li> </ul>	387	(d) identify the appropriate privacy risk mitigation strategy [that will] to be used to
<ul> <li>(2) An LEA or qualifying private school may not require an individual to pay the fee</li> <li>described in Subsection (1)(b)(ii) unless the individual:</li> <li>(a) has passed an initial review; and</li> <li>(b) is one of a pool of no more than five candidates for the position.</li> <li>[(3) By September 1, 2018, an LEA or qualifying private school shall:]</li> <li>[(a) collect the information described in Subsection (1)(b) from individuals:]</li> <li>[(i) who were employed or appointed prior to July 1, 2015; and]</li> <li>[(ii) with whom the LEA or qualifying private school currently maintains an</li> <li>authorizing relationship; and]</li> </ul>	388	ensure [that] the LEA or qualifying private school only receives notifications for individuals
<ul> <li>described in Subsection (1)(b)(ii) unless the individual:</li> <li>(a) has passed an initial review; and</li> <li>(b) is one of a pool of no more than five candidates for the position.</li> <li>[<del>(3)</del> By September 1, 2018, an LEA or qualifying private school shall:]</li> <li>[<del>(a)</del> collect the information described in Subsection (1)(b) from individuals:]</li> <li>[<del>(i)</del> who were employed or appointed prior to July 1, 2015; and]</li> <li>[<del>(ii)</del> with whom the LEA or qualifying private school currently maintains an</li> <li>authorizing relationship; and]</li> </ul>	389	with whom the LEA or qualifying private school maintains an authorizing relationship.
<ul> <li>(a) has passed an initial review; and</li> <li>(b) is one of a pool of no more than five candidates for the position.</li> <li>[(3) By September 1, 2018, an LEA or qualifying private school shall:]</li> <li>[(a) collect the information described in Subsection (1)(b) from individuals:]</li> <li>[(i) who were employed or appointed prior to July 1, 2015; and]</li> <li>[(ii) with whom the LEA or qualifying private school currently maintains an authorizing relationship; and]</li> </ul>	390	(2) An LEA or qualifying private school may not require an individual to pay the fee
<ul> <li>(b) is one of a pool of no more than five candidates for the position.</li> <li>(c) By September 1, 2018, an LEA or qualifying private school shall:</li> <li>(c) collect the information described in Subsection (1)(b) from individuals:</li> <li>(i) who were employed or appointed prior to July 1, 2015; and</li> <li>(ii) with whom the LEA or qualifying private school currently maintains an authorizing relationship; and</li> </ul>	391	described in Subsection (1)(b)(ii) unless the individual:
<ul> <li>394 [(3) By September 1, 2018, an LEA or qualifying private school shall:]</li> <li>395 [(a) collect the information described in Subsection (1)(b) from individuals:]</li> <li>396 [(i) who were employed or appointed prior to July 1, 2015; and]</li> <li>397 [(ii) with whom the LEA or qualifying private school currently maintains an</li> <li>398 authorizing relationship; and]</li> </ul>	392	(a) has passed an initial review; and
<ul> <li>395 [(a) collect the information described in Subsection (1)(b) from individuals:]</li> <li>396 [(i) who were employed or appointed prior to July 1, 2015; and]</li> <li>397 [(ii) with whom the LEA or qualifying private school currently maintains an</li> <li>398 authorizing relationship; and]</li> </ul>	393	(b) is one of a pool of no more than five candidates for the position.
<ul> <li>396 [(i) who were employed or appointed prior to July 1, 2015; and]</li> <li>397 [(ii) with whom the LEA or qualifying private school currently maintains an</li> <li>398 authorizing relationship; and]</li> </ul>	394	[(3) By September 1, 2018, an LEA or qualifying private school shall:]
<ul> <li>397 [(ii) with whom the LEA or qualifying private school currently maintains an</li> <li>398 authorizing relationship; and]</li> </ul>	395	[(a) collect the information described in Subsection (1)(b) from individuals:]
398 authorizing relationship; and]	396	[(i) who were employed or appointed prior to July 1, 2015; and]
	397	[(ii) with whom the LEA or qualifying private school currently maintains an
399 [(b) submit the information to the bureau for ongoing monitoring through registration	398	authorizing relationship; and]
	399	[(b) submit the information to the bureau for ongoing monitoring through registration

- 400 with the systems described in Section 53G-11-404.]
- 401 [(4)] (3) An LEA or qualifying private school that receives criminal history
- 402 information about a licensed educator under Subsection 53G-11-403(5) shall assess the
- 403 employment status of the licensed educator as provided in Section 53G-11-405.
- 404  $\left[\frac{(5)}{(4)}\right]$  An LEA or qualifying private school may establish a policy to exempt an
- 405 individual described in Subsections (1)(a)(i) through (iv) from ongoing monitoring under
- 406 Subsection (1) if the individual is being temporarily employed or appointed.