

57 (b) a staff member who knowingly submits a false report is in violation of the code of
 58 conduct and is subject to disciplinary action.

59 (3) An LEA may not take adverse action toward a staff member for:

60 (a) taking reasonable action to protect a student from harm due to a violation of the
 61 LEA's code of conduct;

62 (b) acting in good faith to comply with the LEA's code of conduct;

63 (c) failing to comply with an expectation or instruction that would cause the staff
 64 member to violate the LEA's code of conduct; or

65 (d) (i) the staff member reports conduct as described in the LEA's code of conduct; and

66 (ii) the adverse action is based on the staff member's report.

67 (4) A staff member claiming an adverse action is retaliation as described in this section
 68 may request a review of the adverse action with the relevant ~~Ĥ~~→ local ←~~Ĥ~~ entity that oversees or
 68a supervises

69 the individual or entity alleged to have taken the adverse action.

70 (5) (a) If a staff member requests review of an adverse action under Subsection (4), the
 71 relevant entity shall conduct a review of the adverse action to determine whether the adverse
 72 action was retaliation against the staff member.

73 (b) If the relevant entity under Subsection (4) determines that the adverse action was
 74 retaliation against the staff member, the relevant entity shall require the individual or entity
 75 alleged to have taken the adverse action to:

76 (i) cease and desist any retaliatory action;

77 (ii) compensate the staff member for any lost wages or benefits due to retaliatory
 78 action, which compensation may not exceed reimbursement for, and payment of, lost wages
 79 and benefits to the staff member; or

80 (iii) do both Subsection (5)(b)(i) and (ii).

81 (c) If the relevant entity determines that the adverse action was retaliation against the
 82 staff member, the individual or entity found to have taken adverse action in violation of this
 83 section is subject to disciplinary action.

84 (d) ~~Ĥ~~→ (i) ←~~Ĥ~~ A staff member may appeal an entity's determination of an adverse action to
 84a that

85 entity's ~~Ĥ~~→ local ←~~Ĥ~~ supervisory entity.

85a **~~Ĥ~~→ (ii) The local school board is the final reviewing entity for purposes of review and appeal**
 85b **of an adverse action as described in this part. ←~~Ĥ~~**

86 (6) In accordance with Title 63G, Chapter 3, Utah Administrative Rulemaking Act, the
 87 state board may adopt rules to implement this section.