



McCall-Donnelly Joint School District #421  
299 S. Third Street, McCall, ID 83638  
Phone: (208) 634-2161 Fax: (208) 634-40

Date: August 10, 2026  
To: McCall Donnelly School District Board of Trustees  
From: Tim Thomas, Superintendent

Policy 5100 - Hiring Process and Criteria is required to align district hiring procedures with changes enacted during the 2026 Idaho Legislative Session through Senate Bill 1412, which created Idaho Code § 33-145 (Idaho Student Safety and Educator Disclosure Act), effective July 1, 2026. The legislation requires applicants for school employment to provide sworn disclosures regarding pending or prior misconduct investigations, resignations during an investigation or in lieu of disciplinary action, and disciplinary actions for misconduct. It also requires educational employers to obtain and share employment information consistent with Idaho Code § 33-1210. The proposed policy incorporates these statutory requirements, update hiring practices, and ensure the District remains compliant with current Idaho law.

Administration recommends the Board adopt Policy 5100 – Hiring Process and Criteria, renumber current Policy 5010 – Equal Employment Opportunity and Non-Discrimination to Policy 5210 - Equal Employment Opportunity and Non-Discrimination,, renumber current Policy 5120 – Certification to Policy 5112 - Certificaiton, and repeal Policy 5123 – Distrimitions Prohibited to maintain alignment with the current ISBA policy numbering and eliminate obsolete policy language.

Strategic Plan

IV. Continuous Improvement

- 2a. Comply with state and federal laws by reviewing and updating policies periodically.

Barbara R Morgan Elementary School Donnelly Elementary School Payette Lakes Middle School

Heartland High School McCall-Donnelly High School