

# Policy Committee

## Minutes

March 7, 2017

6:00 PM at Great Brook School

<b>Members</b>	Rich Cahoon - Chair, Janine Lesser, Thomas Kelly, Kristen Reilly, Stephan Morrissey, Kimberly Saunders, Marian Alese  Attendees: Tom Kelly, Bernd Foecking, Rich Cahoon, Ann Forrest, Sharon Rep, Kimberly Saunders, Gib West, Myron Steere, Janine Lesser, Stephan Morrissey, Jim Fredrickson  Absent: Kristen Reilly	
I.	Meeting call to order: Rich called the meeting to order at 6:03 PM.  1) Approval of January 3 Minutes – deferred until next meeting	
2.	1) Transgender and Gender Non-Conforming Students Discussion: Kimberly indicated that per the Board, this was bounced to this committee to discuss whether we are in need of a Transgender policy. JBA, which is included in the packet, is a Keene optional policy. We do not have a policy for other protected groups, so should we have one? Based on the executive order by Governor Hassan, this is a protected group. NHSBA is currently redrafting their model policy on this. There will probably be another draft with their Spring Policy Update release. Sharon rep, Jim Fredrickson, asked what the executive order from former Governor Hassan entailed. No student should be given access to the gender with which they identified.  Bernd brought this topic forward, as we presently have no current policy. Students presently have to out themselves in order to ask permission to use the identified gender bathroom.  Rich indicated you could say the same possibility of discrimination could be applied to our identified students. Kimberly feels that we need to engage our attorneys to write this policy. Tom would like to see what NHSBA drafts and compare the two. Myron asked about the dilemma when there is a conflict between student and parent on this matter. Until a child is 18, a parent makes the decisions for them. When we draft a policy, we try to keep in middle of the road, so that we are not tied to a single law. Rich agreed that he would like to see the NHSBA draft before we try writing our own. Rich feels the Keene policy is a bad one, poorly written. He doesn't see how it can be followed.  Myron asked what the CVHS feels about this. Gib feels it is a moving target. The privacy issues become twofold. There are three students who are producing a film on this issues. Administration does not know who is transgender and who is not. It's hard to get a scope of what needs to be addressed. However, without a policy, we are struggling for some concrete guidance. If not a policy, at least concrete guidelines, rather than a case-by-case knowledge.	

Kimberly indicated that students transfer at different stages, the spectrum is very hard to specify, especially for the transfuid youth. Rich spoke of a policy from 4 or 5 years ago, which was very rigid.

Myron feels we are trying to be sensitive to the issue, but we cannot be so black and white that we are held back. We don't want this to be polarized. The CVHS staff does not know what to do, with the fluidity of the situations.

Gib asked about a comment from Dean, "it's better to have no policy, rather than a poor policy". Does a student have to ask to have transgender access? We want to protect the District while being compassionate to all students. We want to educate our students and our parents.

Myron asked what Gib what he would do differently. Gib's vision is to educate students and parents, and he is trying to get it right. He is comfortable where we are now. Myron wants to make sure Gib is OK with us taking the time to wait for the NHSBA draft.

Policy is meant to guide the Administration and protect the District. Also, students need to have the room to be who they need to be; that is adolescence. Keene does not address younger students who are still processing their orientation.

Rich is concerned that whatever policy we end up with, we will need to follow it. We have to provide a policy that is operational.

Janine asked if someone can choose to identify themselves as an opposite gender without changing genetically. Yes. Stephan would rather have a policy that applies to those who are uncomfortable with the open bathroom environment, then they should have the option of additional privacy.

Tom wants to let the attorneys work on the language. Bernd feels that Europe is behind America regarding this issue. Rich was approached by one of the student's making a documentary and he then kicked it to the Superintendent. Kimberly spoke with the newspaper.

Kimberly indicated that other districts are not handling this issue as gently as we are. In the coming years, gender specific restrooms will be rare.

Janine asked if we're suggesting that anyone can use any bathroom. No, rather that there will be single bathrooms. Private industry does not have to follow the same regulations that we do.

Bernd feels that we should publicize the inviting culture that CVHS offers. Dean suggested that we should not make this a lightning rod. We don't want any of our students martyred for a political cause. We need to be in accordance with the law, while protecting both sides of the issue. Our policy needs to be flexible enough to deal with this on a case-by-case basis.

Rich asked if we can agree to wait until the NHSBA model policy is available for us to review. Regarding student publications -- anything that ConVal publishes is published by the teachers, not by the students in a vacuum. Students understand the issues surrounding the sensitivity of this.

	<p>Decision: This committee will wait to review the NHSBA policy (possibly later this Spring) before proceeding.</p> <p>Other:</p> <p>Janine asked about the lice policy. We do not have a no nit policy. Carol will share this discussion with the Nurses for the March 21 meeting. We will extend an invitation Christine Manley, who spoke at a prior Board meeting.</p> <p>Motion to adjourn by Stephan, seconded by Tom Kelly. Meeting adjourned at 6:58.</p>	
3.	<p><b>Future Business:</b></p> <ol style="list-style-type: none"> <li>1) JLCD: Administering Medication to Students – after speak with Lise Lemieux, and indicating to her that the supplied draft was more procedural than policy, they have decided to rework JLCD to include a revised JLCD-R. These two documents should be available before our next February meeting.</li> </ol> <p>NHSBA Updated Policies – pending</p> <ol style="list-style-type: none"> <li>1) ACE: Procedural Safeguards: Nondiscrimination on the Basis of Handicap/Disability (both versions)</li> <li>2) GBCD: Background Investigation and Criminal Record Check</li> <li>3) JCA: Change of School or Assignment (to legal counsel)</li> <li>4) KB: Title 1 Family and Community Engagement Policy – Attached is our KB policy, as well as the revised NHSBA version. I’ve highlighted what appears to be new content in the NHSBA copy.</li> <li>5) IHBA: Programs for Students with Disabilities – a lot of this language is very legal and specific. Do we want to send this to legal? Marian indicated there is a lot that no longer applies. Rich asked if Swift may have more changes? Kimberly will discuss with Legal.</li> <li>6) JICHB: Substance Abuse – I’ve inquired as to the status of this policy.</li> </ol> <p>Below is our original list of Strategic Plan related policies from August 2016 with determination of committee ownership:</p> <ol style="list-style-type: none"> <li>a. Class size: IIB -- presented to Education Committee</li> <li>b. Communications: BHC, GBD; Communications Committee</li> <li>c. Assessment: IGA, IHBH, IK, ILBA, IMBC; presented to Education Committee</li> <li>d. Graduation Requirements: IKF; Education Committee (no changes as of yet)</li> <li>e. Community Partnerships: KCB; Communications</li> </ol>	
4.	<p><b>Non-Public: RSA 91-A:3,II</b> (resumes after District Meeting)</p>	
5.	<p>Next Meeting: March 21, 2017 @ SAU</p>	