

# Policy Committee

## Minutes

May 3, 2016

6:00 PM – SAU Conference Room 1

<b>Members</b>	Rich Cahoon, Janine Lesser, Thomas Kelley, Kristen Reilly, Stephan Morrissey, Kimberly Saunders  Attendees: Rich Cahoon, Janine Lesser, Tom Kelly, Stephan Morrissey, Myron Steere, Marian Alese, River Marmorstein, Kimberly Saunders  Absent: Kristen Reilly  Meeting called to order at 6:01 PM.	
1.	a. Approval of April 19, 2016 Minutes --- Motion to approve made by Janine Lesser and seconded by Tom Kelly.  b. Meeting Schedule: Do we want to continue meeting on Tuesday's for 1 hour, prior to the Board meetings or do we need to make a change?  This time works for everyone in attendance. At some point we may need to start a few minutes earlier to accommodate nonpublic.	
2.	<b>Policies to the Board:</b>  The following policies are on tonight's School Board agenda.  Second Read:  1. GBAA: Sexual Harassment – Employees/Staff – no comments received  First Read:  1. KFA: Public Conduct on School Property	
3.	<b>Old Business:</b>  1. GBI: Staff Participation in Political Activities -- (NHSBA model language) update/status report. Below is the legal comment from Legal. I have also included their edited version.  <p style="color: blue;">Thank you for your e-mail. In reviewing GBI, I note that it does not cite to or include the provisions of RSA 98-E "Public Employee Freedom of Speech." This will be one change that will need to occur regardless of how the district addresses electioneering.</p> Kimberly discussed Dean's comments on the agenda, as well as those on the policy. Dean spoke of opinions regarding a government agency, if in the agency's best interest. Dean and Kimberly will discuss this point further. Myron feels one question will be "Who can we contact in doing this?" What strategies? We cannot start advocating for things while in small groups. No usage of district distribution emails. What about people who request information via email, from the District? The driver of this is the use of district electronic platforms for non-neutral content. Marian thinks we can advocate for our budget, if it's a	

	<p>mass mailing because the Board does recommend it. General information vs. guided information. Does the School Board reference belong in this policy? We have to have a District position. Can we use both mass media and targeted? The distribution list could be public record.</p> <p>What strategies, who can be contacted, what identifies neutrality, advocacy? The government entity will arrive at a decision and then distributed to everyone. Kimberly will bring back to Dean for further review. Janine feels Dean’s edit belong in a Board-related policy. There are two different issues going on here. We should be careful about where the communication comes from. No soapbox stands!</p> <p>We presently do not have GBI as a policy. Janine asked what is the authority on that? Do we start with a policy that is educationally based? Marian asked if it’s not worth putting something in our employee handbook. Kimberly said yes, if we do adopt this policy. <b>ACTION: Kimberly will bring back to Legal.</b></p> <p>2. JBAA: Sexual Harassment Students – Update (no hardcopy provided) Kathy Peale and Dean are reviewing this regarding.</p> <p>3. JICHB: Alcohol and Substance Abuse – This has been drafted by staff at the high school. Rich has a concern about co-curricular vs. in class time. Kimberly asked about the expulsion piece listed under Second Offense. If this stays in policy, it gives us no wiggle room. Language should define the outer limits of discretion. Stephan feels both co and curricular should be the same time frame. Tom agreed and feels the Superintendent should have some leeway with the decision making. Stephan asked if Kimberly has an opinion. She feels there must be some level of discretion in the decision. Latitude outside of this policy is necessary. “At the discretion of the Superintendent...” How were these numbers determined? We should not detail the Search content, but only reference the policy. We should never have a policy we cannot follow. Myron feels the discretion of the penalties is up the Superintendent.</p> <p>Rich would like to see all bulleted list on page one removed – agreed. Remove search language and only reference related policy.</p> <p>Why is this specific to high school only? River indicated this is very similar to what exists in the handbook. We need to ensure this language is developmentally appropriate and published in middle school/high school handbooks. It should be possible to say we can direct a student to appropriate agency but we will not provide treatment (liability). Rich asked is it better to have a student who could not get help, in school or out. He feels a student should be in school. Marian would like to see this policy chopped. This should not be about punishment; it should be a treatment-focused policy. <b>ACTION: Will incorporate edits and bring back to next meeting.</b></p>	
4.	<p><b>New Business:</b></p> <p>The following policies have recently been updated by the NH School Board Association. I have included their new version, as well as our existing policy where applicable. Also included is the NHSBA Summary pages explaining the update for each policy.</p> <p>1. BDB: Board Officers – even if we make no changes, the call letters need to be updated. <b>ACTION: Update and send to Board.</b></p>	

	<ol style="list-style-type: none"> <li>2. EBBC/JLCE: Emergency Care and First Aid -- we recently updated this policy to include the naran treatment. However, I was not aware of the corresponding "J" policy, so I will need to create the J version. <b>JLCE can go as a 1<sup>st</sup> read.</b></li> <li>3. GBK: Staff Concerns and Complaints -- this is an optional policy. <b>ACTION: Bring back for next meeting.</b></li> <li>4. GCQ: Non-Renewal, Termination, and Dismissal of Certified Staff – this is an optional policy. We do not have this policy. <b>ACTION: Bring to HR for review.</b></li> <li>5. IHBAC/JIE: Pregnant Students – This policy now has a corresponding "J" policy. I will have to generate the J version, regardless of potential changes. Rich would rather not even have this policy. It is recommended. <b>ACTION: Rich moved to rescind this policy, seconded by Stephan.</b></li> </ol> <p>Marian noted this this policy also speaks to the paternal rights. Rich noted we could address this in the attendance procedures. Marian agreed.</p>	
5.	<p><b>Pending Policies:</b></p> <ol style="list-style-type: none"> <li>1. ECA: Building and Grounds Security – this went to Admin Council on 4/14/16; they will bring back for further discussion in May (this is specific to the procedure).</li> <li>2. IKG: Awards and Scholarships</li> <li>3. JEDB: Student Release Precautions – this policy is dated 1991. Committee agreed to rewrite this policy.</li> <li>4. JIH: Searches of Students, Student’s Property, Lockers and Other School Owned Property.</li> <li>5. JK: Employment of Students – this policy is dated 1991. There is no corresponding NHSBA version.</li> <li>6. JLIE: Student Automobile Use</li> <li>7. Strategic Plan related policies – the following policies are the first to be identified to be directly affected by the Strategic Plan: <ol style="list-style-type: none"> <li>a. Class size</li> <li>b. Security</li> <li>c. Communications</li> <li>d. Assessment</li> <li>e. Graduation Requirements</li> </ol> </li> <li>8. KF: Community Use Of Schools – Usage fee for school is still being discussed by B &amp; P.</li> <li>9. Policy on Parents Observing Teachers</li> </ol> <p>Meeting adjourned at 6:55 PM.</p>	
6.	<p><b>Nonpublic:</b> Move to go into nonpublic at 6:57: it is a student issue, needs to be resealed in perpetuity.</p> <p>Minutes were labeled and resealed; noted reviewed on 5/3/2016. Rich would like to see a cheat sheet as to why it is permissible to seal minutes.</p> <p>Meeting adjourned at 6:59 PM</p>	
7.	<p>Next Meeting: May 17, 2016 at Great Brook Middle School</p>	