

OFFICE OF THE SUPERINTENDENT OF SCHOOLS
106 Hancock Road
Peterborough, New Hampshire
CONTOOCOOK VALLEY SCHOOL BOARD

Policy Committee

Tuesday, September 15, 2020
5:00 p.m.

Physical Location: ConVal High School Library

Virtual Location:

<https://us02web.zoom.us/j/83459542021?pwd=L0QwSVMxV0ZBdzN5SWx2UjhPMmo1QT09>

Meeting ID: **834 5954 2021**

Passcode: **DBhJ5T**

Phone: +1 312 626 6799 US

Meeting ID: **834 5954 2021**

Password: **573292**

Minutes

School Board Committee Members:

- Katherine Heck
- Janine Lesser
- Kevin Pobst
- Tim Theberge
- Stephen Ullman

Present: Janine Lesser, Kevin Pobst, Tim Theberge, Stephen Ullman, Dr. Kimberly Saunders, Dr. Ann Forrest

1. Call Meeting to Order

Janine Lesser called the meeting to order at 5:03 p.m.

2. Accept Minutes of August 19, 2020

Tim Theberge moved to accept the minutes of August 19, 2020. Stephen Ullman second. Unanimous.

3. Review of Legal Feedback on Proposed Policies and Policy Changes

Has any legal opinion come forward on policies? Kimberly Saunders said that reopening and Title IX have taken much of the time. Nothing new to report.

4. Plan/Schedule for additional work days

Janine Lesser noted policies DFA, DAF, DAF-11 in need of work. She said that Business Administrator, Lori Schmidt, needs to be a part of the conversation. Is there a day of the week that would work best to work on these policies?

October 8th at 10:30 was scheduled for a working session of Policy Committee.

5. Begin Title IX comparison of received legally approved set of policy change from another school district

- ConVal Policy AC: Non-Discrimination
- NHSBA Policy AC: Non-Discrimination/Equal Opportunity
- ConVal Policy GBAA: Sexual Harassment-Employees/Staff
- NHSBA Policy ACAB, ACAB-R: Harassment and Sexual Harassment of School Employees
- ConVal Policy JBAA: Sexual Harassment – Students

- NHSBA Policy ACAA, ACAA-R: Harassment and Sexual Harassment of Students

The interaction of policies is important; they should be laid out for a workshop. October 22nd at 10:30 was scheduled for this purpose; in person.

The biggest discussion when putting the policies side-by-side is how they fit together.

The Human Resource Officer, by default, is our Human Resource Director. It does not mean that they are the Title IX Officer. In ConVal, the Title IX Officer has been either the Superintendent or the Assistant Superintendent.

Do we need one for employees and one for students? They are two separate individuals.

Several of the policy drafts identify some of the behavior that could be policy violations and also violations of the law. If it is perceived a violation of the law early on, why would bringing in the policy not have been a specified option? There is always the option to refer to outside authorities. If it is a violation of the law, the law would do the investigation and not the school district.

An outside agency, a neutral party, is often hired to conduct a legal investigation when the resources are not available in rural areas.

There is a State Trooper who handles any violation of the code of conduct in New Hampshire.

How many harassment complaints appear a year? Two to three on the staff side. On the student side, they come in through bullying or discipline reports; 25-50 reports yearly.

Stephen Ullman said that he would be eager to investigate an outside agency in such investigations.

Discussion took place about accountability for sexual harassment in various situations as possible or not.

What evolves from the work session will be sent to legal to confirm that it is solid.

Several policies have the Title IX definition and the New Hampshire definition. Might they both be incorporated into one?

Title IX is specific about the difference between a report and a formal complaint. Have we thought about collapsing to the Title IX standard rather than have two systems. It would be difficult to administer.

Stephen Ullman suggested providing comments to specific elements to individual proposals.

Janine Lesser said that in preparation for October 22nd, are we sticking to those provided and current policy or using NHSBA policies? Tim Theberge suggested starting with what was provided from another district.

Comments can be sent out ahead of time.

Stephen Ullman asked that what will be looked at on October 22nd be clearly marked where it came from.

Janine Lesser said that we also have a whole spring update that we need to look at. Once we get these two big items taken care of, we can look at the spring updates.

Janine Lesser will put information together for the two meetings and send agendas out.

6. Other

None.

7. Adjourn

Stephen Ullman motioned to adjourn at 5:47 p.m. Tim Theberge second. Unanimous.

Respectfully submitted,

Brenda Marschok