

# Policy, Personnel and Legal Committee Meeting

Thursday, March 12, 2020



## **Committee Purpose**

*The Board Policy Committee provides the board with a venue to fully vet policies with various stakeholders from around the district. Policies have been placed on a three-year cycle for review.*

## **Committee Leadership**

*Mr. Chris Smiley, School Board Committee Chair*

*Dr. Tab Musser, Assistant Superintendent*

**Start Time:** 11:00 am

**Location:** Landisville Education Center, Technology Training Room

## **The Following People Were in Attendance:**

**Board Members:** Adam Aloisi, Mike Donato, Linda Johnston, Grant Keener, Chris Smiley

**Administration:** Mike Bromirski, Mark Brooks, Bill Brossman, Jim Dague, Doug Dandridge, Mike Graham, Tom Kramer, Tab Musser, Jeremy Paul, Steve Polonus, Sheryl Pursel, Mark Reinhardt

**Other:** Joan Hess, Human Resources Specialist, Lynn Watson, Human Resources Representative, Kathy Miller, School Board Recording Secretary

**Time for Public Comment:** None

Dr. Musser thanked everyone for coming to the meeting.

Dr. Musser began by presenting Policy 220 and Policy 913. He received an email from PSBA about the language interpretation regarding possible discrimination in these two policies.

## **220 Student Expression/Distribution and Posting of Materials**

Dr. Musser recommended that we fully adopt the PSBA version of Policy 220 with the recommended revisions. Following discussion, this policy will move to first reading on the April 2020 agenda.

## **913 Non-School Organizations/Groups/Individuals**

Dr. Musser shared that our current policy is in good shape, however there are a few areas that we can be proactive on and make adjustments. He made adjustments to two areas under purpose and authority that makes the policy clearer. Following discussion, this policy will move to first reading on the April 2020 agenda.

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## **130 Homework**

A recap of last month's discussion took place. Mr. Kramer has gotten feedback from teachers and parents. Additional discussion occurred about keeping the policy broad, but enhancing guidelines and student handbooks. The question was asked if this policy should just be reviewed rather than revised. Dr. Musser felt that more discussion needs to take place before moving this policy to first reading. This policy will move to the April meeting.

## **339 Uncompensated Leave**

Mrs. Joan Hess and Mrs. Lynn Watson were at the policy meeting to have additional discussion following the February meeting. Mrs. Hess explained the revisions to the policy. The policy is in legal review. They have sought advice from Mr. Flip Steinour, IU13 Consultant, and they would also like to consult with Ms. Karen Hall, Director of Human Resources, whose employment was approved at the March 10, 2020 school board meeting. They added language to the policy stating that a leave of absence (paid or unpaid) for any employee cannot exceed one year without returning to work. Also added was a change to the return provisions requiring an employee to give a notice of 60 calendar days before the end of the school semester or trimester in which the leave of absence ends. There was more discussion about other implications. Dr. Musser asked them to continue consulting with Mr. Steinour while he is in the district and submit any additional changes to him for review at the April committee meeting.

## **718 Service Animals**

Dr. Doug Dandridge presented this policy with revisions based on legal review. A change to the Admission of Service Animals to Public Events section regarding where a service animal can be will be rephrased by Mr. Keener. A sentence was added to the Delegation of Responsibility section allowing the school to provide assistance if needed. There were some title changes to the policy. It was noted that a service animal is different from a therapy or comfort dog. Following discussion and rephrasing from Mr. Keener, this policy will move to first reading on the April 2020 agenda.

## **Policy 709.1 Surveillance and Policy 222 PSBA Tobacco and Vaping Products**

These policies will move to the April meeting for discussion.

Following the policy section of the meeting, a personnel matter was discussed regarding moving a .7 contract to a full-time contract.

**Adjourn:** 12:00 pm

Future meeting dates scheduled at 11:00 am in the Technology Training Room at Landisville Education Center (unless otherwise communicated):

April 9, 2020  
May 14, 2020