



Policy, Personnel & Legal Committee Meeting Minutes September 10, 2020

Committee Purpose

The Policy, Personnel & Legal Committee provides the Board with a venue to fully vet policies, discuss personnel issues and address legal matters of concern.

Committee Leadership

*(Board) Chris Smiley, Mike Donato, Linda Johnston, Grant Keener
(Administrators) Tab Musser, others as applicable/available*

Per Board Policy, if you intend to record any portion of the meeting proceedings, you must notify the Communications Director or other Administrator prior to the start of the meeting. A public announcement will be made at the opening of the meeting to inform all attendees that all or part of the meeting is being recorded by an audience member.

Start Time: 11:03 am

Location: Hempfield High School Performing Arts Center and Virtual

Attendees:

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

Staff: Mark Brooks, Bill Brossman, Brendan Cregan, Jim Dague, Doug Dandridge, Shaunte DePaso, Derrick Frank, Mike Graham, Maria Hoover, Tab Musser

Other: Kathy Miller, Recording Secretary

Time for Public Comment (5-minute limit per Board Policy 903): No residents

Agenda Items:

1. Second Reading Consideration
 - a. 103 Discrimination/Title IX, Sexual Harassment Affecting Students
 - b. 104 Nondiscrimination/Discriminatory Harassment - Employment Practices
 - i. Dr. Tab Musser presented these policies and said these policies had a comprehensive overhaul by legal counsel and the district did not make any changes. Dr. Musser explained the importance of these policies and asked the committee members if they had any questions or concerns. He would like these policies to go directly to second reading in



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October. One board member felt that there were some key parts missing and the policies were not complete. He would like the board members to see the revisions made by legal counsel. Dr. Musser said he would send additional information to the board members. These policies will move directly to Second Reading in October with the understanding that the Board receives the requested information in time to make their decision to approve or not approve.

c. CIPA Compliance

Mr. Mike Graham said this is not a board policy and there is no voting required by the Board. He presented these procedures (not policies) to explain what the Children's Internet Protection Act (CIPA) covers. Points covered were:

- District's primary Internet connection is through Lancaster-Lebanon IU13
- Content Filters
- General Filtering Policies
- Challenges that the district is currently facing

These procedures are part of Policy 815: Responsible Use of Electronic Resources and need to be reviewed annually by the committee.

d. 122 Extracurricular Activities

e. 123 Interscholastic Activities

Ms. Shaunte DePaso presented these two policies. She explained that the current policies state a student must be in attendance at school by 9:30 am to participate in extracurricular and interscholastic activities. This is changing due to online courses, students not being in the buildings and virtual learning. The recommendation is to remove the specific time and replace with "substantial attendance is required." These policies will move to first reading on October 13.

f. 810 Transportation

Mr. Derrick Frank presented this policy. The school district will provide transportation to students who live one and a half (1 ½) miles for elementary students or two (2) miles for secondary students. This is based on standards established by the Commonwealth of PA, but it is not required by the state. The policy is consistent with current practices. Athletics works directly with STA. One board member questioned the sentence under Delegation of Responsibility that stated that the school bus driver is in complete control of the bus. Mr. Frank will change the policy to clarify that the school bus driver is in control of the



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bus, in accordance with PA State Law and District policy and procedures. With this change being made, this policy will move to first reading on October 13.

g. 130 Homework

The homework policy, which has been discussed at multiple policy meetings was revisited. Spirited discussion took place with more than one opinion on homework and the role of homework in our schools. At the conclusion of the conversation, the policy was table indefinitely and will only be revisited if new issues or concerns are presented.

h. The following policies will move to future meetings due to time constraints:

- i. (New) 816.1 Social Media
- ii. 222 PSBA Tobacco and Vaping Products
- iii. 702.1 PSBA Crowdfunding

Future Meeting Dates:

October 15, 2020

November 12, 2020

December 10, 2020

January 14, 2021

February 11, 2021

March 11, 2021

April 15, 2021

May 13, 2021

Board Review / Action Items: *None*

The meeting concluded at 12:18 p.m.