



Policy, Personnel & Legal Committee Meeting Minutes October 15, 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: 11:00 am

Location: Hempfield High School Performing Arts Center and Virtual

Attendees:

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

Staff: Bill Brossman, Doug Dandridge, Shaunte DePaso, Karen Hall, Stacy Kain, Tom Kramer, Tab Musser, Shannon Zimmerman

Other: Kathy Miller, Recording Secretary

Time for Public Comment (5-minute limit per Board Policy 903):

Ms. Tammy Jacobs stated her name and address and addressed the board about Policy 130: Homework. She asked the school board to reconsider tabling the homework policy. She gave examples of how homework has affected her family and asked that the policy be changed to prohibit homework during breaks and holidays.

Agenda Items:

1. First Reading Consideration
 - a. 201 Admission of Students - Ms. Shaunte DePaso, Student Services Coordinator, presented Policy 201 showing that the current policy prohibits six-year old children to attend school even though six is the compulsory age to start school. She recommended changing the policy to correct this problem. This policy will return to the November committee meeting for clarification and revised wording.



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- b. 339 Uncompensated Leave - Ms. Karen Hall, Director of Human Resources, presented Policy 339 recommending the revision of four areas in the policy.
- i. Limiting a leave of absence to not exceed one full year without returning to work in the district.
 - ii. After taking a leave of absence, an employee must work two years before taking another leave of absence.
 - iii. An employee on an approved leave of absence must give notification of the intent to return to work no later than 60 calendar days before the end of the school semester or trimester in which the leave ends.
 - iv. An employee must be sick to use sick days.

This policy will be on the agenda for approval of first reading at the November 10, 2020 school board meeting.

- c. 816 Social Media - Ms. Shannon Zimmerman, Director of Communications, presented new Policy 816 highlighting the following areas:
- i. School district social media account operators may only block accounts that are deemed to be spam.
 - ii. Tagging used only if no compensation is received (except from district sponsors)
 - iii. District social media accounts should not be used to communicate directly with students. The only exception is if the communication is deemed to be an emergency involving the health, safety, or welfare of a student.
 - iv. School district employees are encouraged to use privacy settings on personal social media accounts to ensure professional boundaries between employee and students and parents/guardians.

Ms. Zimmerman also shared a Social Media Guidelines for Employees handout. This policy will be on the agenda for approval of first reading at the November 10, 2020 school board meeting.

- d. 907 School Visitors - Ms. Stacy Kain, Principal - Mountville Elementary School, presented Policy 907. There were no changes made to the policy, just PSBA suggestions that were added due to COVID-19. Ms. Kain led the committee through each addition. There were some wording adjustments made and one statement was removed.

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- e. 222 Tobacco and Vaping Products - Dr. Bill Brossman, Grade 11 Principal, presented Policy 222. He took the PSBA Tobacco and Vaping policy and merged sections from the current Hempfield Tobacco Use policy into it. He explained each highlighted section and there were questions under the Discipline section regarding citations and the three-day suspension. Dr. Musser will connect with the board members regarding the three-day suspension and following the outcome from that discussion, this policy will be on the agenda for approval of first reading at the November 10, 2020 school board meeting.

2. Discussion

Dr. Douglas Dandridge, Principal, Landisville Middle School, presented a PowerPoint on Policy 702.1 PSBA Crowdfunding. He shared the definition, the benefits, and the drawbacks. He suggested two options regarding this topic - ban it or adopt a policy allowing for and regulating it. He gave some examples of Crowdfunding the Classroom and said that since 2016, Hempfield teachers have been asked not to use crowdfunding sites, but rather take classroom need requests through their building principal. He shared the legal recommendation, which is for school districts to adopt a board policy requiring administrator approval for any crowdfunding activities. He shared policy guidance from PSBA. Dr. Dandridge asked the board members what direction they want to go. Following discussion, they decided they would like to investigate this topic further. There will be more discussion on this topic at future meetings.

Future Meeting Dates:

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 12:17 pm.