



Policy, Personnel & Legal Committee Meeting Minutes February 11, 2021

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: 5:00 pm

Location: Centerville Middle School Auditorium

Attendees:

Board Members: *Adam Aloisi, Mike Donato, Linda Johnston, Grant Keener (virtual), Charles Merris*

Staff: *Bill Brossman, Brendan Cregan, Doug Dandridge, Maria Hoover, Tom Kramer, Tab Musser, Jeremy Paul*

Other: *Jacquelyn Strybos, filling in as recording secretary*

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

None

Agenda Items:

Dr. Tab Musser, Assistant Superintendent, welcomed the group and thanked everyone for coming to the meeting. He shared that several of the policies on the agenda were being reviewed and revised in order to meet new additions to Pennsylvania School Code as a result of the passing of Senate Bill Number 530 in November of 2020.



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1. First Reading Consideration

- a. 100 Comprehensive Planning – Dr. Tab Musser presented the current policy which had not been reviewed since 2014. He recommended removing “every three (3) years” from the Professional Education portion of the policy document, citing the fact that PDE often provides extensions on their required submission timelines, which results in the district being out of compliance with its own policy. The suggestion was made and agreed to, to remove all similar specific language regarding frequency of submission from the entire document, referring instead to “as required by law and regulations” for each component of the Comprehensive Plan. Two additional changes were recommended to be consistent with past practice: the addition of “or designee” for the superintendent and the removal of “written” as the only means of providing quarterly progress reports to the Board. All members were in favor of the suggested edits. With these changes, this policy will be on the agenda for approval of first reading at the March 9, 2021 school board meeting.
- b. 218.3 Discipline of Students Convicted/Adjudicated of Sexual Assault - Dr. Bill Brossman explained that this is a brand-new policy, created as a result of the changes to school code, allowing the district to address situations that previously were very messy. He presented the PSBA version of the policy and an edited version for consideration with a few additions specific to Hempfield for clarification. The first addition to bullets 2 and 3 under Delegation of Responsibility includes the following statement: “The student would be ineligible to participate in or be a spectator at any school-sponsored activity without written permission from the superintendent or designee.” This applies to the offender even when in alternate educational placements. Language was added to address students transferring into the district in cases where a current Hempfield School District student is/was the victim. There was discussion as to whether the district needed to add a disclosure statement/questions to the current enrollment process. All were in agreement that this would be a necessary step and there was additional discussion regarding exactly what the wording of the questions should be. Mr. Keener recommended adding Adjudicated Delinquent to the Definition section of the policy for clarity. Dr. Musser recommended making the suggested edits and additions and then having portions of the policy reviewed by the district legal counsel. Assuming no issues arise through this process, the edited version of this policy will be on the agenda for approval of first reading at the March 9, 2021 school board meeting.
- c. 103 Discrimination/Title IX Sexual Harassment Affecting Students – Mrs. Maria Hoover presented this policy, which had last been reviewed and updated in October of 2020, proposing one minor change that aligns this policy with the requirements based on new school code. The addition specifically addresses the Discipline/Placement of a Student Convicted or Adjudicated of Sexual Assault. A request was made to add the definition of sexual assault to the policy for



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clarification purposes and to match language included in policy 218.3 above. This policy will be on the agenda for approval of first reading at the March 9, 2021 school board meeting.

- d. 252 Dating Violence – Mr. Brendan Cregan presented this policy with revisions. He proposed removing all references to “relational aggression” and the district’s harassment policy as these are now addressed in other district policies. Language was added to the Authority section to meet Title IX requirements. In the Guidelines section “and/or” was removed to ensure reporting goes through all channels, (principal, guidance counselor, and classroom teacher) rather than just one. In the same section “building” was added before principal for consistency and to streamline and clarify the process. Mr. Cregan questioned whether training and educational programs on dating violence should be limited to high school only as written or be expanded to be more inclusive across the district. As a result, the Dating Violence Training section will be edited to remove specific high school staff from the policy and instead note provide dating violence training to “district staff” as deemed necessary. Likewise, the specific grade-level notation will be removed from the Dating Violence Education section. This policy will be on the agenda for approval of first reading at the March 9, 2021 school board meeting.
- e. 249 Bullying/Cyberbullying – Dr. Bill Brossman presented this policy as part of the policy review cycle. Although there were no major changes to review, the suggestion was made to update the language in the Definitions section for devices and platforms to be more “current” (remove pagers, add social media), and to be consistent with district technology terminology and postings. This policy will be on the agenda for approval of first reading at the March 9, 2021 school board meeting.
- f. 119 Current Events – Dr. Doug Dandridge presented this policy with no revisions and noted its timeliness for consideration in our review cycle. The policy was reviewed by the committee and will be on the agenda for approval of first reading at the March 9, 2021 school board meeting.

Future Meeting Dates:

March 11, 2021

April 15, 2021

May 13, 2021

Board Review / Action Items: *None*

The meeting concluded at 5:59 pm