

CENTRAL BUCKS SCHOOL DISTRICT

Policy Committee Meeting
September 26, 2018

Committee Members Present

Mr. Dennis Weldon, Chairperson
Mrs. Sharon Collopy, Member
Dr. Nicole Young, Member

Committee Members Not Present

Mr. John Gamble

Others in Attendance

Mrs. Jodi Schwartz, Board Member
Mrs. Karen Smith, Board Member
Mrs. Tracy Suits, Board Member
Dr. Nicole Young, Board Member
Dr. Abram Lucabaugh, Asst. Superintendent
Ms. Andrea DiDio-Hauber, Director of Human Resources
Mr. Jeffrey Garton, District Solicitor

The meeting was called to order at 7:23 p.m.

PUBLIC COMMENT

There was no public comment.

REVIEW OF MEETING NOTES

The August 22, 2018 Policy Committee Meeting minutes were reviewed.

<u>TOPIC</u>	<u>NOTES</u>	<u>FOLLOW UP</u>
Policy 314 – Physical Examination	Discussion was held regarding “reasonable suspicion” protocols after employment. The Committee would like to consider adopting a separate policy for post-employment practices. The Committee agrees clarification is necessary regarding pre-employment requirements. Mr. Garton and Ms. DiDio-Hauber will provide revised language.	Tabled for language changes from Mr. Garton and Ms. DiDio-Hauber – if language is completed prior to the next board meeting, the policy would be moved to First Read with the following change: Under Authority: add “The Board or designee may require...”
Policy 314.1 – HIV Infection	The Committee agrees to move the policy to the full board for First Read	Move to First Read
Policy 316 – Nontenured Staff Members	The Committee agrees to the deletion – CB currently has no Policy 316	Move to First Read for deletion
Policy 317 – Conduct/Disciplinary Procedures	The Committee agrees to move to first read with a change	Move to First Read with the following change: Pg. 2/3 under Delegation of Responsibility #9 – remove the word “grounds”, it should read

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		“on school district property”
Policy 317.1 – Educator Misconduct	Discussion was held regarding the use of the language “child or student” and its intent. Mr. Garton recommends clearer language.	Tabled for language changes from Mr. Garton - if language is completed prior to the next board meeting, the policy would be moved to First Read
Policy 318 – Penalties for Tardiness	Ms. DiDio-Hauber recommends disciplinary procedure to cover this issue rather than a formal policy. The Committee agrees this policy is not necessary.	DO NOT ADOPT
Policy 319 – Outside Activities	The Committee agrees the proposed policy language is preferable, however would like to include the specific guidelines from the current policy.	Move to First Read with the following changes: add the entire “Guidelines” section from the current policy, but in the first line change the wording to read “The following guidelines are provided for the direction of employees:”
Policy 320 – Freedom of Speech in Non-school Settings	The Committee feels the current policy is preferable to the proposed policy. Ms. DiDio-Hauber requests this policy be tabled for further review	Tabled for further review
Policy 321 – Political Activities	The Committee agrees this policy should be moved to full board for First Read	Move to First Read
Policy 322 – Gifts	The Committee agrees further clarification and definition of the language regarding gifts is necessary. Ms. DiDio-Hauber will gather information on how other districts address this policy.	Tabled for further review
Policy 323 - Tobacco	The Committee would like to address the issue of vaping within the policy. Mr. Garton recommends the inclusion of the guidelines from the current policy in the proposed policy. Ms. DiDio-Hauber will gather information on how other districts address the vaping issue. Dr. Young suggests a committee meeting that addresses all issues that have previously been tabled. She feels the Committee needs to take the necessary time to have a detailed discussion and make decisions on moving	Ms. DiDio-Hauber will research if separate tobacco and vaping policies are typical, then this policy could be moved to First Read with the incorporated guidelines from the current policy. If information cannot be gather before the next

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	tabled items forward. Mr. Garton agrees, noting appropriate time needs to be given to tabled items so issues may be addressed by the administration before presenting again to the Committee.	board meeting, this policy will be tabled.
Policy 324 – Personnel Files	The Committee agrees to move to the full board for First Read. Ms. DiDio-Hauber suggests a closer look at a possible district retention policy.	Move to First Read
Policy 325 – Dress and Grooming	The Committee agrees to move to the full board for First Read	Move to First Read
Policy 326 – Complaint Process	Ms. DiDio-Hauber requests this policy be tabled for further review	Tabled for further review
Policy 328 – Compensation Plans/Salary Schedules	Ms. DiDio-Hauber requests this policy be tabled for further review	Tabled for further review

FUTURE MEETING SCHEDULE

The scheduled date for the next Policy Committee meeting is October 24, 2018

ADJOURNMENT

The meeting was adjourned at 8:19 p.m.