

Educational Policy Committee Meeting

MINUTES

Date: Monday, August 26, 2019

7:00 p.m. - 8:00 p.m.

ELM STREET SCHOOL CONFERENCE ROOM

Members Present:	Joe Parent, Ed Rabasco, Mary Martin, Mike Downing, and Travis Ritchie (Arrived at 6:54 PM)
Members Absent:	None
Other Board Members Present:	Norm Beauparlant and Norm Davis
Administrators Present:	Amy Hediger, Ken Healey and Cari Medd
Staff Members Present:	

Item 1: Elect a Chair:
Meeting opened by Superintendent Ken Healey at 6:41 PM. Motion was made by Ed Rabasco to elect Joe Parent to be Chair of the Educational Policy Committee, seconded by Mary Martin. Joe Parent made a motion to nominate Ed Rabasco to be the Chair of the Educational Policy, but unfortunately no one seconded the motion. All subcommittee members present voted yes to the original motion to elect Joe Parent as Chair.
Chair Parent took over the meeting.

Item 2: Review Policies:
AC - Non-Discrimination/Equal Opportunity & Affirmative Action
ACA – Gender Neutral Language (**new**)
ACAA – Student Discrimination & Harassment Complaint Procedure
ACAB – Harassment & Sexual Harassment of School Employees
ACAB-R - Employee Discrimination & Harassment Complaint Procedure

Superintendent Healey explained that these five policies had already been seen by the subcommittee due to the Maine Human Rights Commission's (MHRC) recent findings and have also been recently reviewed by the school district's attorney. The next step is to submit the five policies to the MHRC for review and comment. If the MHRC makes no comment the policies will be forwarded to the full school board for approval at our next regularly scheduled school board meeting. If the MHRC makes comments, then these five policies will be returned to the subcommittee to consider those comments and then will be brought to the full school board for approval after considering the input from the MHRC.

Additionally, Chair Parent recommended that we start to change all of our policies to align with our Gender-Neutral (ACA) policy. Specifically, Chair Parent recommended that all future policies eliminate the pronouns that specify a gender; like he and she or his or her and be replaced with gender neutral terms like they, them and their. When asked, all the subcommittee members agreed with this recommendation. So, going forward, including all of the proposed policies seen at this meeting, we will include gender neutral terms. We will only change policies when they come forward for approval or re-approval.

Chair Parent led a review of the following proposed policies:

ACAD – Hazing
ADE – Fragrance Sensitivity **(new)**
BCA - Board Member Code of Ethics
BEB - Board Member Use of Social Media
BEDH - Public Participation at Board Meetings
BHC - Board Communications with Staff
BIA - New School Board Member Orientation
GBJ – Personnel Records & Files
JLFA – Child Sexual Abuse Prevention & Response **(new)**

After a spirited discussion, a motion was made by Mike Downing that we forward all above listed policies to the full school board, with all of the agreed changes, for consideration and was seconded by Mary Martin. All those subcommittee members present voted yes to the motion.

Chair Parent also led a review of the following proposed policies:

IJOA – Field Trips & Other Student Travel **(new)**
IJOA-E – Field Trip/School Activity Consent Form **(new)**

An in-depth discussion ensued and it was determined that these policies were not ready for consideration and should be further reviewed by the A-Team in order to make additional adjustments to strengthen the policies. These policies will be returned to the subcommittee when they are ready for reconsideration.

Chair Parent also led a review of the following Nurse Job Descriptions:

RN
LPN
District School Nurse

There was some discussion about elements of the nurse's job descriptions, but it was pointed out that the Educational Policy Committee was not the correct subcommittee to consider these job descriptions and that the Personnel and Finance Committee should have jurisdiction. It was determined that the nurse's job descriptions would be returned to the Personnel and Finance Committee for consideration.

Adjournment: A motion was made to adjourn the meeting by Mike Downing and seconded by Travis Ritchie. All those subcommittee members present voted yes to adjourn the meeting. The meeting was adjourned at **7:27 PM**.