

POLICY COMMITTEE MINUTES

Meeting: November 5, 2018

Members Present: Heather Charity, Christina Harmon McLeod, John Hutchins (Committee Chair)

Also Present: Rusty Gagnon (Board Chair), Susan Smith (Superintendent)

I. Call to Order: The meeting began at 6:04 PM.

II. Reviewed, discussed, and suggested changes to the following policies:

AC- Nondiscrimination Equal Opportunity and Affirmative Action

ACA- Gender Neutral Language

ACAA- Harassment & Sexual Harassment of Students

ACAA-R- Student Discrimination Complaint Procedures

ACAB- Harassment & Sexual Harassment of School Employees

ACAB-R- Employee Discrimination Complaint Procedures

Susan Smith will check the Maine Civil Rights law regarding the inclusion of the word “ancestry.” Supt. Smith will also check to see if there is a legal, Maine definition for “sexual orientation.”

Heather Charity shared information and resources she gained at the MSMA (Maine School Management Association) Fall Conference. Ms. Charity attended a session regarding sexual harassment, led by Peter Lowe from Brann and Isaacson. Mr. Lowe suggested including language in policy regarding employees who are in (or have been in) a relationship. Supt. Smith will contact Mr. Lowe and see about getting sample language around this issue.

These policies will be brought back to the Policy Committee for review at the January meeting.

III. Tabled: GBGE – Return to Work and Light Duty Assignment and JLFA – Child Sexual Abuse Prevention and Response were tabled until the next Policy Committee meeting.

IV. Other: Rusty Gagnon recommended the Policy Committee, sometime this winter or spring, develop the format and questions that will be used for the survey of community members and parents. This survey will be part of the Superintendent’s evaluation next fall. Before staff is surveyed again in the fall of 2020, the questions should be revised so there are fewer redundancies. Data should be collected separately for separate groups to make the analysis easier.

V. Recommendation of Policies for Next Meeting

Review changes made to:

AC Nondiscrimination/Equal Opportunity and Affirmative Action

ACA Gender Neutral Language

ACAA Harassment and Sexual Harassment of Students

ACAA-R Student Discrimination and Harassment Complaint, Administrative Procedure
ACAB Harassment and Sexual Harassment of School Employees
ACAB-R Employee Discrimination and Harassment Complaint, Administrative Procedure

Review:

GBGE – Return to Work and Light Duty Assignment
JLFA – Child Sexual Abuse Prevention and Response
JLCEA - Students with Diagnosed Allergies and Sensitivities

The Budget and Finance Committee will be developing guidelines and a policy for Fixed Assets (Policy DIDA). This will be ready for review by the Policy Committee sometime after the January meeting.

VI. Next Meeting: Monday, January 7, 2019 at 5:30 PM in the Holbrook Conf. Room

The meeting adjourned at 7:37PM.