

Policy Committee Meeting Minutes
Tuesday, November 27, 2018
3:00 p.m.
District Offices, Business Office Conference Room

Attendees: Rob Rubin, Barbara Goodman, Peggy Kelland, Dwight Bonk, Alberta Pedro

Absent: John Lumia

There were no members of the public present at the meeting. The meeting was called to order at 3:00 p.m. by Chairman Robert Rubin.

1. **Approval of Minutes** - Motion made by Peggy Kelland to approve the Policy Committee Minutes of October 18, 2018. The motion was seconded by Dwight Bonk. Vote taken.
Yes: Rob Rubin, Peggy Kelland, Barbara Goodman, Dwight Bonk, Alberta Pedro
Not Present at Vote: John Lumia
Motion carried.
2. **Change in Meeting Hour** - The Committee discussed changing the meeting time. Motion made by Peggy Kelland to change the Policy Committee meeting time to 3:30 p.m. Second by Barbara Goodman. Vote taken.
Yes: Rob Rubin, Peggy Kelland, Barbara Goodman, Dwight Bonk, Alberta Pedro
Not Present at Vote: John Lumia
Motion Carried.
3. **5500 Student Records** - It was suggested that language be added to policy 5500 that was more inclusive to non-custodial parents to state that we recognize that not all families are the same and we will endeavor to meet the needs of all involved to the extent the law allows. Building-level administrators and teachers are also encouraged to work with similar situations including having separate parent conferences, if requested.

A concern was expressed that the discussions during separate parent conferences may not be the same for each individual parent. The committee discussed the need to word it in a way so that it can be done either together or separate. It was clarified that the language could state, "separate conferences, upon request."

Not everyone in the District is middle class, white, and married. We need to ensure that all families are considered and that teachers understand that the

Board encourages teachers to work with both parents and to have sensitivity to non-typical parental status. It was important that the policy make it as easy for both parents of the child to participate in the child's education as possible.

The Committee discussed a request to see if other districts have anything in writing in their policies about non-custodial situations. The Committee agreed not to include information from other districts as their particular local environments may be different than Wappingers and may change from time to time.

The Committee agreed by consensus that Barbara Goodman will craft a recommendation for revision to Policy 5500 by email to the Committee members and then forwarded by Dr. Bonk to the attorney for review. The Committee will review after attorney feedback.

4. [0330 - Evaluation of Professional Staff](#): These policies were adopted by the Board in 1994 and have not been updated. They were not included in the NYSSBA policy review and more than likely can be retired. The Policy Committee would like to retire this policy as non-essential since this is now covered by Education Law 3012-d.
5. [0340 - Evaluation of Support Staff](#): The Policy Committee would like to retire this policy as non-essential since this is now covered by bargaining unit contracts or civil service.
6. [3210 - Management Team](#): The Policy Committee would like to keep this policy and submit for First Reading by the Board on 12/10 by adding the word, "senior", in the first sentence to read, "The Board of Education recognizes that the quality of the district's schools is in large measure dependent upon securing maximum participation of all members of the management team, which consists of the Superintendent of Schools and the senior administrative staff." The Committee requested the attorney review the entire policy to ensure that it doesn't require any additional revisions.
7. [3240 - Line and Staff Relations](#): The Policy Committee would like to keep this policy as is. They feel that it informs the public of the chain of command and that the district is responsible in providing a clear one. The Committee requested the attorney review the entire policy to ensure that it doesn't require any revisions. An updated review date will be reflected to show that this policy was reviewed on 11/27/2018.

The District Clerk will forward the above four policies for the attorney's review and feedback.

8. **Sexual Harassment** - The Policy Committee briefly discussed possible revisions to the sexual harassment policy including:
 - a.) providing a clear delineation between the definitions for sexual harassment and gender discrimination.
 - b.) consider including the list of specific behaviors in policy rather than in regulation; and
 - c.) consider the recommendation made by a board member at the last Board meeting to ensure that there are equal protections for the victim and accused.

The Committee also discussed two options for further discussion on revisions to the Sexual Harassment policy: a.) executive session seeking legal advice or b.) request attorney to attend the next Policy Committee Meeting.

Barbara Goodman will prepare an email with the information that she is requesting for review by the attorney.

9. **Adjournment**

- a. Motion by Rob Rubin to adjourn the Policy Committee meeting, seconded by Barbara Goodman. Vote taken.

Yes: Rob Rubin, Peggy Kelland, Barbara Goodman, Dwight Bonk, Alberta Pedro

Not Present at Vote: John Lumia

Motion carried. The Committee adjourned at 3:55 p.m.