

SPRING-FORD AREA SCHOOL DISTRICT
POLICY COMMITTEE MEETING

MONDAY, November 16, 2020

6:30 p.m. via Zoom

ZOOM LINK:

<https://spring-ford.zoom.us/j/98777510319>

DISTRICT MISSION STATEMENT

Spring-Ford Area School District strives to be educationally relevant, focused on achievement and growth, and have a priority on people so that students are fully prepared to positively contribute to their society.

CALL TO ORDER

Meeting started at 6:30 p.m. and concluded at 7:29 p.m.

IN ATTENDANCE:

- Board members – Colleen Zasowski (Chair – Vir.), Wendy Earle (Vir.), Linda Fazzini, Diane Sullivan, Maggie Wright
- District Representatives – Bob Rizzo (Vir.),
- Community Members – Will Cromley

ANNOUNCEMENTS

I. PUBLIC TO BE HEARD ON AGENDA ITEMS ONLY

II. MINUTES - From October 19, 2020

- October 19, 2020 minutes were approved.

III. OLD BUSINESS

A. Policy 125 – Adult Education

- Policy 125 was reviewed. It will be brought forward for a first reading at the November board meeting.

B. Policy 203.1 – Bloodborne Pathogens

- Policy 203.1 was reviewed and will be sent to the solicitor for review. If no substantive solicitor suggestions, policy will be brought forward for a first read at the January work session.

C. Policy 231 – Social Events and Class Trips

- Policy 231 was reviewed and will be sent to the solicitor for review. If no substantive solicitor suggestions, policy will be brought forward for a first read at the January work session.

D. Policy 232 – Participation in School Affairs

- Policy 232 was reviewed and will be sent to the solicitor for review. If no substantive solicitor suggestions, policy will be brought forward for a first read at the January work session.

E. Policy 234 – Pregnant Students

- Policy 234 was reviewed and will be sent to the solicitor for review. If no substantive solicitor suggestions, policy will be brought forward for a first read at the January work session.

F. [Policy 301 – Creating a Position](#)

- Policy 301 was reviewed and will be sent to the solicitor for review. If no substantive solicitor suggestions, policy will be brought forward for a first read at the January work session.

G. [Policy 302 – Employment of Superintendent/Assistant Superintendent](#)

- Policy 302 was reviewed and will be sent to the Superintendent Evaluation Committee (SEC) for consideration prior to sending to the solicitor for review. If no substantive changes are suggested by the SEC or solicitor, the policy will be brought forward for a first reading at the January work session.

H. [Policy 308 – Employment Contract](#)

- Policy 308 was reviewed and will be sent to the solicitor for review. If no substantive solicitor suggestions, policy will be brought forward for a first read at the January work session.

I. [Policy 309 – Assignment](#)

- Policy 309 was reviewed and will be sent to the solicitor for review. A question was raised about the need for the child abuse clearance language (recommend “all or none”). If no substantive solicitor suggestions, policy will be brought forward for a first read at the January work session.

J. [Policy 312 – Evaluation of Superintendent](#)

- Policy 312 was reviewed and will be sent to the Superintendent Evaluation Committee (SEC) for consideration prior to sending to the solicitor for review. If no substantive changes are suggested by the SEC or solicitor, the policy will be brought forward for a first reading at the January work session.

K. [Policy 313 – Evaluation of Administrative Employees](#)

- Policy 313 was reviewed and will be sent to the solicitor for review. If no substantive solicitor suggestions, policy will be brought forward for a first read at the January work session.

L. [Policy 316 – Nontenured Employees](#)

- Policy 316 was reviewed and will be sent to the solicitor for review. If no substantive solicitor suggestions, policy will be brought forward for a first read at the January work session.

M. [Policy 319 – Outside Activities](#)

- Policy 319 was reviewed and will be sent to the solicitor for review. If no substantive solicitor suggestions, policy will be brought forward for a first read at the January work session.

VIII. NEW BUSINESS

A. Future policies up for review

i. [Policy 103.1 - Nondiscrimination – Qualified Students with Disabilities](#)

- Policy 103.1 was reviewed. Committee questioned the need for language regarding Behavior Support Plans for students with 504s. Policy will be sent to the solicitor for consideration and review and then brought back to the committee in January for further review.

ii. [Policy 204 - Attendance](#)

- Policy 204 was reviewed and will be sent to the solicitor for review. If no substantive solicitor suggestions, policy will be brought forward for a first read at the November board meeting.

iii. [Policy 252 - Dating Violence \(NEW POLICY\)](#)

- Policy 252 was reviewed and will be sent to the solicitor for review. If no substantive solicitor suggestions, policy will be brought forward for a first read at the January work session.
 1. [Attachment 1 Report Form](#)
- iv. [Policy 417 - Disciplinary Procedures](#)
- Policy 417 was not covered and will be brought back to the committee in January for further consideration. Instead of revising 417, consider keeping 417 and renaming this policy to 417.1.
 1. Consider revising to match PSBA 317.1

IX. OTHER BUSINESS

- A. Policy 320 – Freedom of Speech in Nonschool Settings
- B. Policy 322 – Gifts
- C. Policy 324 – Personnel Files
- D. Policy 325 – Dress and Grooming
- E. Policy 327 – Management Team
- F. Policy 328 – Compensation Plans-Salary Schedule
- G. Policy 328.1 – Credit for Salary Placement
- H. Policy 331 – Job Related Expenses
- I. Policy 336 – Personal Necessity Leave
- J. Policy 337 - Vacation
- K. Policy 338 – Sabbatical Leave
- L. Policy 338.1 – Compensated Professional Development Leaves
- M. Policy 351 – Drug and Substance Abuse

X. ACTIONABLE ITEMS

- Policies 125 and 204 will be brought forward to the November board meeting for a first reading.
- Policies 203.1, 231, 232, 234, 301, 308, 309, 313, 316, 319, and 252 will be sent to the solicitor for a final review and (pending no substantive recommendations) will be brought forward for a first reading.
- Policies 302 and 312 will be sent to the Superintendent Evaluation Committee for consideration and then to the solicitor for a final review. Pending no substantive recommendations, they will be brought forward for a first reading at the January work session.
- Policy 103.1 will be sent to the solicitor for consideration and brought back to the committee in January.

XI. NEEDS FOR NEXT MEETING

XII. BOARD COMMENT

XIII. PUBLIC TO BE HEARD

XIV. ADJOURNMENT