

SPRING-FORD AREA SCHOOL DISTRICT  
**POLICY COMMITTEE MEETING**

**MONDAY, January 10, 2022**

6:30 p.m.

Senior High School Cafeteria Teacher Lounge

**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 6:32 p.m. and ended at 7:26 p.m.

**IN ATTENDANCE:**

- Board Members – Wendy Earle (Chair), Erica Hermans, Karen Weingarten
- District Representatives – Tina Giambattista, Beth Leiss, Kelly Murray, Bob Rizzo
- Community Members – Will Cromley, Steven Frey, M.J. McNamara, Joe Sollazzo

**ANNOUNCEMENTS**

**I. PUBLIC TO BE HEARD ON AGENDA ITEMS ONLY**

**II. MINUTES** - From [November 8, 2021](#)

- November 8, 2021 minutes were approved

**III. OLD BUSINESS**

- A. Ongoing policy committee process/procedures
- B. [Policy 304 – Anti-Nepotism](#)
  - The committee made adjustments to the policy and will now be sent to the solicitor for review and, barring any substantive issues, will be brought forward for a first reading at the January 18 Board meeting.
- C. [Policy 128 – Equity, Diversity, and Inclusion](#)
- Policy 128 was discussed and a context was provided. Policy 128 will come back to the committee in February for further consideration by the committee.
- D. [300-400-500 Migration Notes \(From PSBA\)](#)
- E. [300-400-500 Comparison \(with links to current policies\)](#)
- F. Certificated versus certified discussion
  1. Policies 311 – Reduction of Staff
  2. Policy 317 – Conduct/Disciplinary Procedures
  3. Policy 317.1 – Educator Misconduct
- Discussed the context of the discussion and determined that we would move forward with “certified” in our policies.

**VII. NEW BUSINESS**

- A. [Policy 320 – Freedom of Speech in Nonschool Settings](#)
  - Policy 320 was briefly discussed and reviewed. This policy along with 321, 322, 323, 324, 325, 326, 328, and 330 will be brought back to the February policy committee for further consideration. Our primary focus was on establishing a process/protocol for policy review moving forward.

- B. [Policy 321 – Political Activities](#)
- C. [Policy 322 – Gifts](#)
- D. [Policy 323 – Tobacco and Vaping Products](#)
- E. [Policy 324 – Personnel Files](#)
- F. [Policy 325 – Dress and Grooming](#)
- G. [Policy 326 – Complaint Process](#)
- H. [Policy 328 – Compensation Plans/Salary Schedules](#)
- I. [Policy 330 – Overtime](#)

**VIII. OTHER BUSINESS**

A. PSBA recommends retiring based on the linked [rationale](#):

i. [Policy 327 – Management Team](#)

- Policy was discussed as well as the rationale for the recommendation. Committee is recommending the retiring of policy 327 at the January Board Meeting.

**IX. ACTIONABLE ITEMS**

- Policy 304 will be sent to the solicitor and brought forward for a first reading in January, barring any recommended substantive changes.
- Policy 327 will be brought forward to the Board in January to be retired.
- All remaining policies on the agenda will come back to the committee in February for further consideration.

**X. NEEDS FOR NEXT MEETING**

**XI. BOARD COMMENT**

**XII. PUBLIC TO BE HEARD**

**XIII. ADJOURNMENT**