

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

**MONDAY, February 14, 2022**

6:30 p.m.

District Office Conference Room

Zoom Link: <https://spring-ford.zoom.us/j/93876936710>

**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 ended at 7:33 p.m.

**IN ATTENDANCE:**

- Board Members – Wendy Earle (Chair), Erica Hermans, Karen Weingarten, Maggie Wright
- District Representatives – Catie Gardy, Beth Leiss, Kelly Murray, Bob Rizzo
- Community Members – Will Cromley, Steve Frey, Mike Lebiedzinski (Zoom), Joe Sollazzo, Stacey Sollazzo (Zoom)

**ANNOUNCEMENTS**

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

**II. MINUTES – From January 10, 2022**

- January 10, 2022 minutes were approved

**III. OLD BUSINESS**

- A. Policy 128 – Equity, Diversity, and Inclusion
  - Policy 128 was discussed. An internal review with administration and the EDI committee will occur and a refreshed version will be brought to the committee in March.
- B. Policy 320 – Freedom of Speech in Nonschool Settings
  - Policy 320 was reviewed and will be sent to the solicitor for review. Barring any substantive changes, it will be brought forward in March for a first reading.
- C. Policy 321 – Political Activities
  - Policy 321 was reviewed with minor edits and will be sent to the solicitor for review. Barring any substantive changes, it will be brought forward in March for a first reading.
- D. Policy 322 – Gifts
  - Policy 322 was reviewed. Input from the solicitor regarding the term “significant value” and if conflict of interest language is needed. Barring any substantive recommendations from the solicitor, it will be brought forward in March for a first reading.
- E. Policy 323 – Tobacco and Vaping Products
  - Policy 323 was not discussed and will be brought back to the committee in March.
- F. Policy 324 – Personnel Files
  - Policy 324 was not discussed and will be brought back to the committee in March.
- G. Policy 325 – Dress and Grooming
  - Policy 325 was reviewed and will be sent to the solicitor for review. Barring any substantive changes, it will be brought forward in March for a first reading.
- H. Policy 326 – Complaint Process

- Policy 326 was not discussed and will be brought back to the committee in March.
  - I. Policy 328 – Compensation Plans/Salary Schedules
- Policy 328 was not discussed and will be brought back to the committee in March.
  - J. Policy 330 – Overtime
- Policy 330 was not discussed and will be brought back to the committee in March.

**VII. NEW BUSINESS**

A.

**VIII. OTHER BUSINESS**

- A. 300-400-500 Migration Notes (From PSBA)
- B. 300-400-500 Comparison (with links to current policies)

**IX. ACTIONABLE ITEMS**

- Policies 320, 321, 322, and 325 will be sent to the solicitor and, barring substantive changes, will be brought forward for a first reading in March.
- Policy 128 will be reviewed internally and brought back to the committee in March.
- Policies 323, 324, 326, 328, and 330 were not discussed and will be brought back to the committee in March for consideration.

**X. NEEDS FOR NEXT MEETING**

**XI. BOARD COMMENT**

**XII. PUBLIC TO BE HEARD**

**XIII. ADJOURNMENT**