



POLICY STANDING COMMITTEE

9/14/2020 [5:00PM-6:00PM] @ Board of Directors Room

- POLICY STANDING COMMITTEE MEETING -

1. Call to Order

Minutes

Mrs. Steiner called the meeting to order at 5:06 p.m. Due to Pennsylvania's COVID-19 mitigation efforts calling for limits on the number of participants at indoor gatherings, the meeting was conducted both in-person and virtually, limiting the in-person attendance to 25 or less.

2. Roll Call

Minutes

Members Present: John Abel, Lindsay Drew, Lewis Shaw, Tricia Steiner (Board Members); Beth Olmsted, Nicole Searfoss (Citizen Advisor)

Staff Members/Public Present: Jason Reifsnyder (Administration) Michele Agee (Board Secretary)

Members Absent: None

3. Approval of Summary Minutes

Minutes

The April 14, 2020 Policy Standing Committee Meeting Minutes were attached. No corrections were noted.

4. Unfinished Business

5. Revised/Reviewed Policies

a. Policy 103 Discrimination/Title IX Sexual Harassment Affecting Students

On May 19, 2020, the U.S. Department of Education, Office for Civil Rights (OCR), published amended [federal regulations implementing Title IX](#), the federal statute addressing discrimination on the basis of sex in education programs and activities. The regulations become effective on August 14, 2020. The 14th date is looming, and although policy is important, the most critical element of compliance to focus on is to designate staff and acquire the appropriate training to get the Title IX process right. The Title IX federal regulations incorporate some complex processes for administrators to follow and proper training and implementation is going to keep the school entity out of hot water. We want to extend our sincere appreciation to the following individuals for their expertise, review and commentary: Kalani Linell, Esq., Barley Snyder; Jennifer E. Gornall, Esq., Knox, McLaughlin, Gornall & Sennett, P.C.; Leslie Gomez, Esq., Cozen O'Connor, Institutional Response Group; Gina Maisto Smith, Esq., Cozen O'Connor, Institutional Response Group; Michael I. Levin, Esq., Levin Legal Group, P.C.

Several groups have filed suit or issued statements opposing the restrictive timeline and lack of clear guidance within the Title IX Sexual Harassment Regulations, to learn more -

Click here for: [PA Attorney General Title IX Action](#)

Click here for: [NSBA letter](#)

The revised regulations include new provisions, applicable to both elementary and secondary schools, and postsecondary institutions, for addressing Title IX sexual harassment, including a specific definition for what constitutes sexual harassment and how schools must respond to both reports and formal complaints of sexual harassment that occur in education programs and activities.

Here is an overview of some of the major components of the revised regulations that impact school entities:

- New and expanded definitions for Title IX sexual harassment, formal complaint, actual knowledge, supportive measures and other key terms.
- Requirement to appoint a Title IX Coordinator (who may be the same individual as the Compliance Officer) with specific responsibilities and other key roles for implementing Title IX sexual harassment procedures:
 - Investigator(s).
 - Decision-maker(s).
 - Individuals to handle appeals.
 - Individuals to facilitate an informal resolution process.
- Specific training requirements for individuals serving in each of the designated roles.
- Procedures for receiving and promptly responding to reports, including response when the school entity has "actual knowledge" of conduct that meets the definition and parameters of sexual harassment in an education program or activity against a person in the United States.
- A grievance process to address formal complaints of sexual harassment, including expanded requirements for investigation, notice and participation of all parties, issuing a written determination regarding responsibility, and an appeal process.
- Designating "supportive measures" and a list of potential disciplinary sanctions.
- Specific notification, documentation and recordkeeping requirements.

School entity policies must designate who is serving as the Title IX Coordinator--the policy language should list the position (i.e., Director of Student Services, Human Resources Director, etc.) rather than an individual's name, so that policy language does not get outdated during staffing changes. The specific contact information, including office address, telephone and email of the Title IX Coordinator must be published in the policy. The policy also must state that the school entity does not discriminate on the basis of sex in the education programs or activities that it operates, as required by Title IX, including in admission and employment practices, and that inquiries may be referred to the Title IX Coordinator, the Assistant Secretary of the U.S. Department of Education, or both.

The policy also must define sexual harassment based on the new definition in the Title IX regulations and provide direction on how reports of discrimination or sexual harassment may be made, and how they will

be addressed. The Title IX regulations require adoption and publication of procedures that provide for the prompt and equitable resolution of student and employee reports of discrimination and a very detailed grievance process for addressing formal complaints of Title IX sexual harassment.

The adopted policy must be posted on the school entity's public website and a policy statement that delineates the prohibition against discrimination and includes the contact information for the Title IX Coordinator, with a link back to the policy, must be included in each student and staff handbook or other school-wide publication such as a catalog or calendar. A copy of the policy, including the Title IX Coordinator's contact information, should be provided to all applicants for admission or employment, students, parents/guardians, employees and all unions or professional organizations holding collective bargaining or other professional agreements with the school entity.

In revising policies 103 for students and 104 for employees to reflect the new requirements of the Title IX regulations, PSBA determined that the most helpful way to address both the Title IX requirements and continue complying with other discrimination/harassment laws and regulations, such as Title VI, Title VII, the Americans with Disabilities Act, Section 504 of the Rehabilitation Act and others, was to establish an umbrella **policy** (Policy 103 and 104 respectively) that addresses all types of discrimination and harassment, including Title IX sexual harassment, and then separate **attachments** that provide the specific procedures and processes for addressing discrimination/harassment/retaliation versus Title IX sexual harassment. The designated Title IX Coordinator will be the individual who needs specific training to make assessments and determinations about *which* attachment and process a report of discrimination or harassment will follow, based on the definitions and parameters in the policy, law and regulations. In order to guide both the Title IX Coordinator and individuals making reports through this process, PSBA developed a detailed report form as Attachment 1, which may be used by an individual making a report, or used by an employee to document an individual's report made verbally. The second part of the form provides the Title IX Coordinator with a prompted intake process to gather additional information from the reporter and complainant about the reported conduct, in order to assist in making the assessment about whether the report should be handled through the Title IX sexual harassment procedures under Attachment 3 or the general discrimination/harassment/retaliation procedures under Attachment 2.

Minutes

On a motion by Ms. Drew, seconded by Mr. Abel, Policy 103 was unanimously recommended to the full Board for 30-day review approval as amended.

b. Policy 104 Discrimination/Title IX Sexual Harassment Affecting Staff

On May 19, 2020, the U.S. Department of Education, Office for Civil Rights (OCR), published amended [federal regulations implementing Title IX](#), the federal statute addressing discrimination on the basis of sex in education programs and activities. The regulations become effective on August 14, 2020. The 14th date is looming, and although policy is important, the most critical element of compliance to focus on is to designate staff and acquire the appropriate training to get the Title IX process right. The Title IX federal regulations incorporate some complex processes for administrators to follow and proper training and implementation is going to keep the school entity out of hot water. We want to extend our sincere appreciation to the following individuals for their expertise, review and commentary: Kalani Linell, Esq., Barley Snyder; Jennifer E. Gornall, Esq., Knox, McLaughlin, Gornall & Sennett, P.C.; Leslie Gomez, Esq., Cozen O'Connor, Institutional Response Group; Gina Maisto Smith, Esq., Cozen O'Connor, Institutional Response Group; Michael I. Levin, Esq., Levin Legal Group, P.C.

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prompt and equitable resolution of student and employee reports of discrimination and a very detailed grievance process for addressing formal complaints of Title IX sexual harassment.

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In revising policies 103 for students and 104 for employees to reflect the new requirements of the Title IX regulations, PSBA determined that the most helpful way to address both the Title IX requirements and continue complying with other discrimination/harassment laws and regulations, such as Title VI, Title VII, the Americans with Disabilities Act, Section 504 of the Rehabilitation Act and others, was to establish an umbrella **policy** (Policy 103 and 104 respectively) that addresses all types of discrimination and harassment, including Title IX sexual harassment, and then separate **attachments** that provide the specific procedures and processes for addressing discrimination/harassment/retaliation versus Title IX sexual harassment. The designated Title IX Coordinator will be the individual who needs specific training to make assessments and determinations about *which* attachment and process a report of discrimination or harassment will follow, based on the definitions and parameters in the policy, law and regulations. In order to guide both the Title IX Coordinator and individuals making reports through this process, PSBA developed a detailed report form as Attachment 1, which may be used by an individual making a report, or used by an employee to document an individual's report made verbally. The second part of the form provides the Title IX Coordinator with a prompted intake process to gather additional information from the reporter and complainant about the reported conduct, in order to assist in making the assessment about whether the report should be handled through the Title IX sexual harassment procedures under Attachment 3 or the general discrimination/harassment/retaliation procedures under Attachment 2.

Minutes

On a motion by Ms. Drew, seconded by Mr. Abel, Policy 104 was unanimously recommended to the full Board for 30-day review approval as amended.

c. Policy 111 Lesson Plans

Minor revisions were made to Policy 111 on lessons plans, based on the need for many school entities to shift lesson planning to digital platforms, if they had not done so already. The Online Learning guidance document that PSBA issued in the April 2020 PNN+ Volume III discussed implementing Policy 111 in a digital learning environment; revisions were made to the policy to more specifically provide an option for lesson planning to be completed and submitted in an online platform. Other minor terminology changes were made to reflect lesson plan materials in both print and digital formats.

Minutes

On a motion by Dr. Shaw, seconded by Ms. Drew, Policy 111 was unanimously recommended to the full Board for 30-day review approval as revised.

d. Policy 203 Immunizations and Communicable Diseases

The PA Department of Health issued a [Temporary Regulatory Suspension of Requirements for Children's Immunizations](#) on July 21, 2020. The Department stated that the temporary suspension was to enable children to enter and attend school without the required immunizations, since many students have experienced delays in scheduling preventative medical appointments, including those at which

vaccinations are administered. The Department is temporarily suspending the regulations at 28 Pa. Code § 23.83, which provides the list of immunizations a child must have and the grades for which the child must have them; 28 Pa. Code § 23.85, which states that children who do not meet the requirements should be excluded and places certain duties on schools to verify that children with medical exceptions who are on a plan to get their immunizations actually obtain the vaccinations; and 28 Pa. Code § 23.86, which requires schools to report to the Department the numbers of vaccinations and children taking exceptions; and 28 Pa. Code § 27.77(b), which requires that a child currently enrolled in a child care program maintain updated immunizations in accordance with federal guidelines. **The regulations are suspended for a two-month period after the beginning of the school year.**

Policy 203 was updated to generally refer to guidance from state and local health officials, in addition to language on compliance with law and regulations, since much of the current public health situation is not addressed in law or regulations at this time. References to the board-approved health and safety plan were also added to the policy language, to encourage consistency in implementation of policy in accordance with approved plans.

In the section on immunization requirements, language was added to allow for attendance of a student who has not been immunized in compliance with state regulations, when such attendance is in accordance with programs or guidance established by the PA Department of Health--the language included is broader than what is specifically addressed in the current Temporary Regulatory Suspension so that the policy language can stand the test of time in case additional temporary suspensions or special immunization programs are established by the Department of Health at a later time.

New language was also added regarding communicable diseases, stating that students may be excluded from school based on regulations from the PA Department of Health or guidance from state or local health officials for specified diseases and infectious conditions. Based on recommendations from school nurses, additional language was added to the policy specifically addressing notification to parents/guardians of the potential need to exclude students for communicable disease during the school year, requests for updated emergency contact information, the requirement for parents/guardians or another emergency contact to come to school to transport the student if exclusion is necessary, and the parameters surrounding return to school. Language on health records was also updated for consistency with revisions made to Policy 209 last year based on changes to School Code 1409.

Policy 203 is recommended for legal liability purposes.

Minutes

On a motion by Dr. Shaw, seconded by Ms. Drew Policy 203 was unanimously recommended to the full Board for 30-day review approval.

e. Policy 209 Health Examinations/Screenings

Policy 209 was updated to refer to the board-approved health and safety plan and incorporates language regarding monitoring of student health, in addition to the more specific requirements for health examinations and screenings required under School Code and state regulations. A new section on Health Monitoring was added and includes language addressing requests for alternative methods of monitoring based on religious accommodations, as well as addressing student health conditions (such as an autoimmune disorder) that may render some types of health monitoring (such as temperature screening) less effective.

The [Public Health Guidance for School Communities](#) also includes a sample School Symptom Screening Tool at the very bottom, which may be a helpful resource in establishing health monitoring practices under your health and safety plan.

Policy 209 is recommended for legal liability purposes.

Minutes

On a motion by Ms. Drew, seconded by Mr. Abel, Policy 209 was unanimously recommended to the full Board for 30-day review approval.

f. Policy 247 Hazing

When a report of hazing, bullying or dating violence can be interpreted at the outset, or during the course of an investigation, to fall within the provisions of Title IX sexual harassment or other discrimination, it triggers the need to proceed with a joint, concurrent investigation into all allegations, coordinated with the full participation of the Compliance Officer and Title IX Coordinator.

Policies 247. Hazing and 249. Bullying/Cyberbullying contain a section addressing the joint investigative requirements which has been updated to reflect consistent terminology for Title IX Sexual Harassment and the Title IX Coordinator.

Minutes

On a motion by Mr. Abel, seconded by Ms. Drew, Policy 247 was unanimously recommended to the full Board for 30-day review approval.

g. Policy 249 Bullying/Cyberbullying

When a report of hazing, bullying or dating violence can be interpreted at the outset, or during the course of an investigation, to fall within the provisions of Title IX sexual harassment or other discrimination, it triggers the need to proceed with a joint, concurrent investigation into all allegations, coordinated with the full participation of the Compliance Officer and Title IX Coordinator.

Policies 247. Hazing and 249. Bullying/Cyberbullying contain a section addressing the joint investigative requirements which has been updated to reflect consistent terminology for Title IX Sexual Harassment and the Title IX Coordinator.

Minutes

On a motion by Mr. Abel, seconded by Ms. Dew, Policy 249 was unanimously recommended to the full Board for 30-day review approval.

h. Policy 314 Physical Examination

References to the board-approved health and safety plan were added to Policy 314, as well as a definition and language regarding health monitoring for staff. Specific language on communicable diseases and exclusion from school facilities based on state regulations or guidance from state or local health officials was also added to this policy. School entities should review language with the school solicitor and consider any specific provisions of applicable collective bargaining agreements or MOUs that may impact revisions to Policy 314.

Minutes

On a motion by Ms. Drew, seconded by Dr. Shaw, Policy 314 was unanimously recommended to the full Board for 30-day review approval.

i. Policy 318 Attendance and Tardiness

The title of Policy 318 was revised to address both attendance and tardiness for school employees. New language was added to address staff reports of unexpected absences, which should be addressed in

accordance with an applicable leave policy, collective bargaining agreement, individual contract or board resolution.

Minutes

On a motion by Dr. Shaw, seconded by Ms. Drew Policy 318 was unanimously recommended to the full Board for 30-day review approval.

j. Policy 331 Job Related Expenses

Optional language for board consideration was added to Policy 331 regarding job related expenses for items related to telework and remote instruction, based on recommendations from the Back to School Task Force that issued a [School Reopening Task Force Report](#) on considerations for school entities. School entities should consult with their school solicitor and consider reviewing collective bargaining agreements or discussing MOUs to determine the need to address expenses for specific assigned duties that require resources such as Internet connectivity, telecommunications services or devices, or other physical materials such as printers or paper to develop and implement instruction or services in a digital learning environment when school staff are not working in school facilities. Language was added to the policy mo

Minutes

On a motion by Ms. Drew, seconded by Mr. Abel, Policy 331 was unanimously recommended to the full Board for 30-day review approval.

k. Policy 332 Working Periods

Policy 332 was updated to reflect the new provisions in Policy 803 regarding alterations to the school calendar and school days based on emergency provisions necessary to address the instructional needs and health and safety of students and staff. The policy clarifies that modifications resulting from alterations to the school calendar and school day should be addressed in accordance with applicable collective bargaining agreement provisions, the administrative compensation plan, individual contracts and the board-approved health and safety or other emergency preparedness and response plans. School entities should consult with the school solicitor to address any concerns regarding collective bargaining agreement provisions.

Minutes

On a motion by Ms. Drew, seconded by Dr. Shaw, Policy 332 was unanimously recommended to the full Board for 30-day review approval.

l. Policy 334 Sick Leave

Language addressing medical documentation was revised for consistency with Policy 314, which broadens the terminology beyond just a "physician" to include "a licensed physician, certified registered nurse practitioner or a licensed physician assistant." The separate section on documenting sufficient proof was removed and merged into the Authority statement for greater consistency within the policy. Provisions for "need to quarantine" and requests for extension of paid or unpaid sick leave were also added to this policy and should be discussed with the school solicitor prior to adoption to ensure consistency with any collective bargaining agreement or MOU provisions, if applicable. Optional language on Sick Leave Banks was also added to the policy for board consideration. Boards who have existing policy on Sick Leave Banks may reference such policies in Policy 334 as well.

Minutes

On a motion by Mr. Abel, seconded by Ms. Drew, Policy 334 was unanimously recommended to the full Board for 30-day review approval.

m. Policy 340 Responsibility for Student Welfare

Policy 340 was revised to remove the brackets indicating that certain language is optional for specific provisions that PSBA recommends be included in this policy to address school entity legal liability and provide specific direction to staff regarding responsibility for student welfare. Minor revisions were made to more broadly address staff responsibilities and actions in order to account for both virtual and in-person learning environments. Language was also revised to address responsibilities for *all* staff, beyond just teachers, who have responsibility for student welfare. References to policies 705 and 805, addressing safety and emergency preparedness and response were also added to the policy.

Staff should be notified and provided with training regarding the provisions of this policy and their responsibilities for student supervision.

Minutes

On a motion by Ms. Drew, seconded by Mr. Abel, Policy 340 was unanimously recommended to the full Board for 30-day review approval.

n. Policy 705 Facilities and Workplace Safety

Revisions to Policy 705 are focused on referencing the provisions of board-approved health and safety plans and integrating those with the school entity's overall safety rules and strategies. Policy 705 now contains language that specifically addresses face coverings, as well as other protective devices, which have always been addressed in this board policy, and states that violation of the policy and school safety rules may result in disciplinary action or denial of entry to school buildings, in accordance with the parameters of the policy and state and local health and safety orders. Accommodations will be made for individuals with disabilities and medical conditions in accordance with applicable law and board policies. Other board policies have been revised to refer back to Policy 705 for these specific health and safety provisions.

Minutes

On a motion by Ms. Drew, seconded by Mr. Abel, Policy 705 was unanimously recommended to the full Board for 30-day review approval.

o. Policy 803 School Calendar

PDE issued specific guidance regarding [Instructional Days/Hours During the 2020-2021 School Year](#) based on implications related to COVID-19. Temporary instructional time provisions must be approved by the board, if applicable, at a regular or special open board meeting, submitted to PDE on the [Emergency Instructional Time Template](#), and may be appended to the board-approved health and safety plan. Policy 803 was revised to reflect this guidance broadly and to specifically incorporate provisions of [School Code 520.1](#) regarding temporary emergency provisions for instructional time and how those may be established.

Minutes

On a motion by Ms. Drew, seconded by Mr. Abel, Policy 803 was unanimously recommended to the full Board for 30-day review approval as amended.

p. Policy 824 Maintaining Professional Adult/Student Boundaries

The section relating to Reports of Inappropriate or Suspicious Conduct has been updated to include the reporting method of using the Discrimination/Sexual Harassment/Bullying/Hazing/Dating Violence/Retaliation Report Form. The policy also was updated to include the responsibilities of the Title IX Coordinator in assessing and addressing reports of discrimination or Title IX sexual harassment. Additional minor updates were made to reflect the guidance document PSBA issued in the June 2020 PNN+ addressing implementation of Policy 824 in a digital learning environment.

Minutes

On a motion by Mr. Abel, seconded by Ms. Drew Policy 824 was unanimously recommended to the full Board for 30-day review approval.

q. Policy 904 Public Attendance at School Events

PDE issued specific guidance regarding [Instructional Days/Hours During the 2020-2021 School Year](#) based on implications related to COVID-19. Temporary instructional time provisions must be approved by the board, if applicable, at a regular or special open board meeting, submitted to PDE on the [Emergency Instructional Time Template](#), and may be appended to the board-approved health and safety plan. Policy 803 was revised to reflect this guidance broadly and to specifically incorporate provisions of [School Code 520.1](#) regarding temporary emergency provisions for instructional time and how those may be established.

Minutes

On a motion by Mr. Abel, seconded by Mrs. Drew Policy 904 was unanimously recommended to the full Board for 30-day review approval.

r. Policy 907 School Visitors

PDE issued specific guidance regarding [Instructional Days/Hours During the 2020-2021 School Year](#) based on implications related to COVID-19. Temporary instructional time provisions must be approved by the board, if applicable, at a regular or special open board meeting, submitted to PDE on the [Emergency Instructional Time Template](#), and may be appended to the board-approved health and safety plan. Policy 803 was revised to reflect this guidance broadly and to specifically incorporate provisions of [School Code 520.1](#) regarding temporary emergency provisions for instructional time and how those may be established.

Minutes

On a motion by Ms. Drew, seconded by Mr. Abel, Policy 907 was unanimously recommended to the full Board for 30-day review approval.

6. New Policies

a. Policy 146.1 Trauma-Informed Approach

The new policy guide on trauma-informed approach was developed as an optional policy for boards to consider. It incorporates the elements of School Code section [24 P.S. 1311-B](#), which required the state's School Safety and Security Committee to develop a model trauma-informed approach plan that must be used by a school entity who applies for School Safety and Security grant funding related to trauma-informed approach. The policy guide directs school staff to develop a trauma-informed approach plan for implementation and may be used by a board to guide the elements of the plan that are most important based on local decisions and resources. Boards may choose to adopt the policy and direct staff to develop a plan, whether or not they are applying for School Safety and Security grant funding related to trauma-informed approach to education.

For school entities who are applying for grant funding, the policy incorporates elements of the [state's model trauma-informed approach plan](#), which may be accessed through the PA Commission on Crime and Delinquency (PCCD) [website on school safety and security](#), as directed by the state School Safety and Security Committee.

The policy defines trauma and trauma-informed approach, in accordance with School Code, and also secondary trauma. It provides options, indicated by brackets { }, throughout that should be reviewed by the board and discussed with school administration to determine who will be able to oversee this work and what will best meet the needs of the school entity based on available resources and opportunities to partner with outside community organizations. For school entities partnering with outside providers, the

state's model plan linked above provides a sample Memorandum of Understanding at the end that may be reviewed with your school solicitor and used to develop partnership agreements with outside agencies or providers.

While the policy is optional, there are two required elements related to training on trauma-informed approach: the requirement for 1 hour of training on trauma-informed approach for newly elected/appointed and re-elected/appointed school directors is also addressed in Policy 004, and the requirement for 1 hour of trauma-informed approach training to be included in the Professional Development Plan is also addressed in Policy 333.

Training of other staff and contracted individuals working in the schools, including school security personnel, is optional but strongly recommended for a comprehensive approach to integrating trauma-informed approach to education throughout the school entity.

PSBA has developed online learning courses on trauma-informed approach that are accessible by logging in to myPSBA.org for additional learning. PSBA's Behavioral Health Resource guide, which lists agencies supporting mental and behavioral health across the state, is also attached at the top of this newsletter. The state's model trauma-informed approach plan linked above also has a variety of valuable resources for integrating trauma-informed approach to education.

Special thanks to William Zee, Esq., and Kalani Linnell, Esq., of Barley Snyder for providing their valuable perspective and input on the Trauma-Informed Approach policy guide.

Minutes

Due to time constraints, this topic will be kept on the agenda for the next Policy meeting on November 9, 2020.

b. Policy 252 Dating Violence

When a report of hazing, bullying or dating violence can be interpreted at the outset, or during the course of an investigation, to fall within the provisions of Title IX sexual harassment or other discrimination, it triggers the need to proceed with a joint, concurrent investigation into all allegations, coordinated with the full participation of the Compliance Officer and Title IX Coordinator.

Policy 252. Dating Violence has been updated to add the section relating to the joint investigative requirements for reports that can be interpreted at the outset, or during the course of an investigation, to fall within the provisions of Title IX Sexual Harassment and Other Discrimination. Please note that Policy 103 includes the federal Title IX definition for sexual harassment which contains, in part, a definition for dating violence that is different than the state definition for dating violence as defined in Policy 252.

Minutes

Due to time constraints, this topic will be kept on the agenda for the next Policy meeting on November 9, 2020.

c. Policy 317.1 Educator Misconduct

Educator Misconduct has been updated to add a section to address circumstances when allegations underlying a report of educator misconduct include conduct that appears to constitute Title IX Sexual Harassment and Other Discrimination.

Minutes

Due to time constraints, this topic will be kept on the agenda for the next Policy meeting on November 9, 2020.

d. Policy 309.1 Telework

Policy 309.1 is a **new** policy that PSBA developed based on requests from school entities and the need for many staff to pivot to working from home during the current COVID-19 situation. The policy contains several options that should be reviewed and discussed with your school solicitor and in connection with

any provisions of collective bargaining agreements or MOUs with your labor unions. If collective bargaining agreements or MOUs have already put specific telework provisions in place, the optional language from the policy may be removed and instead the applicable provisions of a collective bargaining agreement should be referenced.

Policy 309.1 is recommended for legal liability purposes.

Minutes

On a motion by Mr. Abel, seconded by Ms. Drew, Policy 309.1 was unanimously recommended to the full Board for 30-day review approval.

e. Policy 832 Educational Equity

For the past two years, PSBA has worked collaboratively, including input from a task force of education stakeholders, to develop a comprehensive Educational Equity policy guide for our members to customize based on the context and specific needs of their local school community.

The adoption of an Educational Equity policy is not required by federal or state law or regulation, and therefore its development and adoption is a local decision.

Although not required by law, an Educational Equity policy may be helpful in establishing the foundation for fully incorporating equity into the school system by prioritizing equity and setting expectations for closing opportunity and achievement gaps.

Minutes

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7. Public Comment

Minutes

There were no members of the public present

8. Adjournment

Minutes

The meeting was adjourned at 6:02 p.m. The next Policy Meeting will be held on November 9, 2020.