

The Subcommittee on School Committee Policies met on Friday, October 8, 2021, in the Virtual Zoom Meeting. Present were Chair Kathy Bent, Barbara Dunn, Jane Moynihan, Jim Hardy, Michael Joyce, and Jen Kruczek. Meg Mayo-Brown were not present.

Ms. Bent called the meeting to order at 1:00PM.

Update Policy AC (Nondiscrimination), Policy ACA (Nondiscrimination on the Basis of Sex), and Update Policy ACAB (Harassment)

- Mr. Joyce stated that some of these policies are non-compliant. Policy AC is compliant. ACA is redundant and can be eliminated. Barnstable's harassment policy is concerning since it is only for harassment and not for discrimination. The policy does not put people on notice of what Barnstable prohibits and how they address it.
- Mr. Hardy stated MASC is working with the Attorney General's (AG) Office on these policies, a draft has been made, and does hit some of Mr. Joyce's points.
- Mr. Joyce does not think a separate policy is required for ACA. He works with 60-80 school districts and this is the only type of law he practices. The School Committee needs to remain in the policy realm and not the procedure realm. He can reduce these policies into one robust policy. AC sets forth what the Committee wants to prohibit. The Superintendent would develop the procedures. Title IX is evolving. The new administration in the White House will have new regulations.
- Mr. Hardy stated the GA's office said the MA regulations would be different than the federal regulations.
- Mr. Joyce stated there is Title IX sexual harassment and other Title IX. There are different procedures for each. The policy should state the Committee's position on these matters.
- Ms. Bent agreed with the policy being broad and as streamlined as it can be and to have the procedures be detailed and robust. She wants the district to be protected with the policies.
- Mr. Joyce stated he would send the Committee the policy and two procedures. The Procedures will not need to be adopted by School Committee. He thinks there will be changes coming up. If Barnstable takes his recommendations, they will be able to go with those changes quickly.
- Ms. Bent asked how the procedures would be noticed to the public. Mr. Joyce stated they are required to be on the website.
- Mr. Joyce discussed his suggestions on updating Policy AC. He discussed the Title XI Sexual Harassment Grievance Procedures. He spoke about the new definition of sexual harassment under Title IX. He spoke about the Title IX Coordinator and wanting more than one: investigation – Assistant Principal, decision maker – Principal, and appeal officer – Superintendent. Informal Resolution should be the Assistant Superintendent or Director of Wellness. The procedure he is recommending is for central administration to be aware of what is going on. He said the district wants to make sure the procedure covers civil rights and that Title IX sexual harassment is separate.
- Ms. Bent stated the Committee should approve the revision to the policy. Before it goes to the School Committee, she wants to make sure all the procedures are ready.
- Mr. Hardy stated the Committee could approve the policy and say the procedures will be out in 30 days. Ms. Moynihan agreed with Mr. Joyce's suggestions. Mr. Joyce stated the Committee could adopt AC and then he and Ms. Moynihan can get together to go over the procedures. Policies ACA and ACAB can be eliminated.
- Ms. Dunn agreed to move forward with Mr. Joyce's recommendations.
- Motion by Ms. Bent, seconded by Ms. Dunn and the Committee voted, unanimously, in a roll call vote, to approve Policy AC as recommended by Mr. Joyce.
- Motion by Ms. Bent, seconded by Ms. Dunn and the Committee voted, unanimously, in a roll call vote, to remove Policies ACA and ACAB.
- Mr. Joyce left the meeting.

Approval of Minutes

- Motion by Ms. Dunn, seconded by Ms. Bent and the Committee unanimously approved the Minutes of August 6, 2021.

Continue Review Policies in Section E of the School Committee Policy Manual

- Mr. Badot joined the meeting.
- The Committee discussed the policies in Section E:
 - ❖ EEAG – The Committee agreed to defer this policy to next meeting.
 - ❖ EF – Mr. Badot stated this policy fine.
 - ❖ EFC – Mr. Badot stated in the second paragraph, remove “teacher” as that has never happened. It is usually a principal or counselor. Ms. Moynihan suggested the change be to “staff” to be more inclusive.
 - ❖ EFD – Mr. Badot stated in the “Payment” section, he asked what was meant by regular. Mr. Hardy suggested changing it to “as needed”. Mr. Badot stated in the Payments section, last sentence of the second paragraph, the regulation is the district is not allowed to carry over a negative balance. Ms. Bent stated to remove “whether positive or negative.” Mr. Badot stated he does have a parent that wants him to refuse a meal to their child, which goes against School Committee policy. He said there needs to be language about this. Mr. Hardy stated in the Delinquent Account/Collection section, the first paragraph should be replaced with the MASC language. The Committee agreed to the changes.

Next Steps

- Ms. Bent stated this is Ms. Dunn’s last meeting and she will need to be replaced.
- Ms. Bent stated the next meeting would include policy EEAG with Dave Anthony and section G with Bill Cole.
- Ms. Bent asked about not having a December meeting. Ms. Moynihan suggested talking about it at the November 19 meeting.

Motion by Ms. Dunn, seconded by Ms. Bent, and the Committee voted unanimously to adjourn the meeting.

Meeting Adjourned at 2:26PM.

Respectfully Submitted,

Jen Kruczek
Executive Assistant