

South Orange Maplewood School District
Policy Committee of the Board 2021
September 13, 2021 - 5:30 pm
Agenda

Superintendent: Dr. Ronald Taylor

Committee Chair: Susan Bergin

Members: Elissa Malespina¹, Erin Siders, Student Representative Noah Morros, Thair Joshua²

Administrative Liaison: Dr. Gretel Perez, Assistant Superintendent for Access and Equity,
Leroy Johnson

1. Board Policy Reviews and SLT (and Administration) Input

- **Policies for Second Reading (review any comments received)**

2415.05- Student Surveys, Analysis and/or Evaluations

- Question about student surveys - pulled in July regarding language about invasive physical exams to determine what exams are referenced
- Language can be removed if we don't know what it refers to. Default can be that the exams can be done with consent.
- We have a policy for students under the influence and students cannot opt out, so that is not what is referenced.
- Reach out to Strauss Esmay to find out the reasoning behind the language.

5111 - Eligibility of Resident/Non-resident Students - discuss implementation 5111

- There's a lot of feedback from parents about the registration process;
 - Parents waiting for appointments; how to communicate with parents making the appointment versus when the child will go to school;
 - No parent is being denied into the district for missing documentation;
 - Pre-registration does not finalize a student being enrolled in the district;
 - Time clock starts when the parents register;
 - Parents are giving provisional enrollment from the day of the appointment;
 - Need to address the notion that students are being kept out of school;
- Concern about communication to parents so they understand;
- May need to allocate staff in a different way in the summer to get as many students registered as possible.
- Need to do a better job communicating and giving the registration office support to complete registration as soon as possible;

¹ Ms. Malespina left the meeting at 7:07 pm;

² Joshua joined the meeting at 7:09 pm.

- For next year -- discussed having the last two or three weeks of August to have support staff come out to process registration documents.
 - In the past, an overwhelming number of families registered at the same time; In response, an appointment system was implemented to provide information and give parents time to gather documents.
 - In some places each school does their own registration.
 - Staff could be approved for payment for the months of August & September to assist with registration.
 - The District is not trying to keep parents out of the District.
 - It's important to stress that there are humans behind the scenes doing the work; it takes time to ensure all systems are in place;
- When looking at the implementation, would like better communication of the process with parents.

- **Policies in Process of Being Prepared for First Reading**

Personnel - employee relationships

- Needs to be discussed in Personnel first;
- Will discuss in Policy meeting next month.

Staff Quarantine Policy

1648.13 - School Employee Vaccination Requirements

Discussion:

- What happens to teachers who return to the district without much leave or from maternity leave;
- Quarantining for teachers vs. students
- Need clarification about teachers quarantining who are asymptomatic but not sure where they got COVID from;
 - Administration shared the policy with SOMEA & ASCA;
 - Changes from SOMEA: Teacher will do their best to have working internet/bandwidth connection;
 - No other objections from SOMEA;
 - Contact tracing has been pretty good;
 - If a teacher tests positive, they have to quarantine;
 - If contracted at school, can teach virtually from home;
 - If contracted somewhere else, teacher will have to use their leave;
 - Question of how classwork or homework would look for a student on virtual instruction;
 - Governor is not allowing virtual learning;
 - Can move the policy forward for first reading and invite labor counsel to the next policy meeting to discuss.
 - Question of whether the District is providing students who need to quarantine with a link for school;

- It's easier for an elementary school student versus a high school student due to scheduling;

2417 Pupil Intervention and Referral Service

- Language changes should include that the "report shall be forwarded to the Superintendent of schools *and the Board*" so we can know how to best support students when doing the budget;
- History of I&RS not being done in the District;
- Report would need to be redacted or contain an executive summary;

2422 Health & Physical Education (Combine with 2425; repeal 2425)

- Combine and repeal 2425;
- Need to double check why the language is in the Health & Physical Education policy: *"Financial Literacy (N.J.S.A. 18A:35-4.34) requires instruction with basic financial literacy necessary for sound financial decision-making in each of the grades six through eight."*
- Reach out to Curriculum & Strauss Esmay for further information;

2431 Athletic Competition (M)

- Strauss Esmay option regarding whether home schooled students can participate in District sports;
- Would like to keep homeschooled students to play sports as well as out of district students;
- Will reach out to Ken Mullen about what we're doing as a District;
- As long as a student can meet the requirements to participate, no objection to them participating in sports;
- Parent/guardian edits need to be made to the policy;

5770 Student Right of Privacy

- There was an option for superintendent to be notified of proposed search;
- Thinks it should be whenever it's possible -- don't want a search to be held up in case we cannot reach the superintendent;
- Clarification is that it's a notification rather than obtaining permission;
- Adding monthly search report.

5751 Sexual Harassment

- Task force to be given a draft of the policy and provide feedback;
- Dr. Perez working with Jenny Easton;
- Need to add sanctions and resources in the policy;
- Discussion about the age of consent;
- Joanne researched and provided feedback; it has to do with scenarios for each case;
- Dr. Taylor will share the final draft from the presentation and will share with the committee;
- Discussed whether to change the word victim to complainant;
- Should be put forward with first reading;

The following policies will be added or abolished:

Policy 1648.11

- Add parent/guardian edits
- **1648 – Restart and Recovery Plan - Policy (M) (ABOLISH)**
- **1648.02 – Remote Learning Options for Families - Policy (M) (ABOLISH)**
- **1684.11 – The Road Forward Covid-19 Health and Safety - Policy (M) (NEW)**

- Policies for near future months

C&I

2260.1 Cultural Competency

2415.04 - Title I – District-Wide Parental Involvement

2423 Bilingual and ESL Ed

5530 - Substance Abuse

EC

0143.2- Student Representatives to the Board of Education

FFT

6115.01, 6115.02, 6115.03 - Perkins audit flagged policies

7436 Drug Free Workplace

8330 Student Records

8600 - Transportation (when hazardous routes are ready, update with them and ELL transportation)

9713 - Recruitment by Special Interests

Personnel

3244 - In service training

3283 Electronic Communications School Staff

4283 Electronic Communications Between Support Staff Members And Students

4219 Commercial Driver's License Controlled Substance & Alcohol Use Testing

4431 - Uncompensated Leave

- **Strauss Esmay Policy Alert Review**

Alert 223 (in Drive)

2. New Business

Discussion on which committee should be responsible for the applicable policy series as shown below:

- a. Determine which committee is responsible for which policy sections in reviewing Policy Alerts

1000 Administration: EXEC
2000 Program: C&I
3000 Teaching Staff Members: PERSONNEL
4000 Support Staff: PERSONNEL
5000 Students: C&I
6000 Finances: FFT
7000 Property: FFT
8000 Operations: FFT
9000 Community: POLICY

- b. Discuss re-vote on May policies; awaiting response from legal
- Discussion on if and how to revote on the policies previously voted on in May 2021;
- c. Code of Conduct
- Discussion on whether the Student Code of Conduct should be Board approved.
 - Trying to understand the changes being made to the Code of Conduct;
 - Board has not approved the code of conduct;
 - Updated with Secondary admins;
 - Document should be growing each year with specificity based on District beliefs;
 - It's an administrative piece to help guide the work;
 - Approval appeared on the reorganization meeting agenda for May 2021 and May 2020;
 - Will reach out to legal counsel for guidance;
- d. Policy District Goal - conflicted (held for end of meeting due to conflict)
- Discussion;
 - Want to discuss the dates to see what makes sense and finish the superintendent's evaluation;
 - Board should remember to focus on the "what" and not the "how".
 1. The relationship between the administration and the Board - Superintendent is non voting member; work together toward a specific goal that are of high levels importance paying attention to overarching needs;
 2. The "what" is the "outcome" -- the "how" is how we get there.
 - Dr. Taylor can review the language and send it back to the committee for review.
 - Subgoals should be broader; Policy committee members will work on the language together;
 - Date for the middle school methodology needs to be added;
 - Marshall/Jefferson coupling school needs to be addressed.
 - Another draft of the board goals will be circulated prior to Wednesday's agenda setting meeting.

Policy Meeting adjourned at 7:42 pm.