

## POLICY COMMITTEE MINUTES

Meeting: February 1, 2021

Members Present: Heather Charity, Cherie Faulkner

Also Present: Superintendent Susan Smith

1. **Call to Order:** The meeting began at 5:30pm.
2. **AC – Nondiscrimination Equal Opportunities and Affirmative Action.** This policy has small language changes and changes recommended by Maine School Management Association (MSMA) to comply with new laws. This policy is ready for board review.
3. **ACAA – Harassment and Sexual Harassment of Students.** This policy has some grammatical and language changes and changes recommended by MSMA to comply with new laws. This policy is ready for board review.
4. **ACAA-R – Student Discrimination Complaint Procedures.** This policy has many changes in cross references and language based on new laws and MSMA recommendations. Discussion on appeal process (Superintendent/Board or Business Manager/Superintendent). Supt. Smith will consult with legal counsel and bring back to the committee recommendations regarding appealing to the Board.
5. **ACAB – Anti-Harassment Policy.** This policy has many cross reference and language changes. This policy is ready for board review.
6. **ACAB-R – Employee Discrimination Complaint Procedures.** This policy has many changes based on new laws and MSMA recommendations. Discussion on appeal process (Superintendent/Board or Business Manager/Superintendent). Supt. Smith will consult with legal counsel and bring back to the committee recommendations regarding appealing to the Board.
7. **BA – Operational Goals.** – Add Mission Statement to the narrative with new changes that include more inclusive language.
8. **Mission and Vision Statements.** The Mission will be added to the narrative of policy BA – Operational Goals with more inclusive language. Superintendent Smith will email policy IMC – Controversial Speakers, Programs to the policy committee. A policy committee workshop has been scheduled for March 10, 2021 to work on language change to the Mission Statement.
9. **Policies to Review Next:**  
For the March Policy Meeting
  - ACAA-R – Student Discrimination Complaint Procedures
  - ACAB-R – Employee Discrimination Complaint Procedures
  - BEDG – Minutes of Meetings
  - BIE – Board Member Liability Insurance
  - BEC – Executive Sessions
  - BEC-R – Executive Session Law
  - BDA – Organizational Meeting
  - BDE – Board Advisory Committee
10. **Next Meetings:**  
Policy Committee: Wednesday, March 3, 2021 at 5:30pm in the Holbrook Library and Remotely  
Policy Committee Workshop: Wednesday, March 10, 2021 at 6:30pm in the Holbrook Library and Remotely
11. **Other:** Community Conversation, Thursday, March 18, 2021 at 6:30pm, topic will include language ideas for the Mission/Vision/Goals.

The meeting adjourned at 6:35pm.

Approved: February 22, 2021