POLICY COMMITTEE MEETING
Monday, March 3, 2025
Immediately following the Education Committee Meeting
Administration Office
Board Room

Committee Members							Remaining Meeting Dates
	Gale Husack - Chairperson		**Matthew Link**		**Christopher Mann**		*No April Meeting*
	Chad Christman		**Lori Bali**		**Gene Marks**		*May 5, 2025*
	Gary Fedorcha		**Todd Breiner**		**Sherri Molitoris**		*June 2, 2025*
	Rhonda Frantz		**Michele Dotta**		**Scott Pyne**		*August 4, 2025*
	Mathias Green		**Nichole Fink**		**James Schnyderite**		*September 2, 2025*
	Robert Kern		**Bryan Geist**		**Tania Stoker**		*No October Meeting*
	Donna Kulp		**David Hauser**		**Dan Williams**		*November 3, 2025*
	Natalie Snyder		**Eric Hill**				
	Angela Williams						

Also in attendance:

AGENDA (Dr. Stoker)

- Policy 005- Organization
  - Our policy was last updated in 2019
  - Updated to reflect the United States Court of Appeals Third Circuit decision in Montemuro v. Jim Thorpe Area School District. In this case, the court found that Pennsylvania law establishes that board officers have a property interest in their job as an officer of the board and, as such, cannot be removed from such office without notice of the reason for removal and due process. The section in the policy regarding Officers was revised to appropriately address this court decision.
  - The section in the policy regarding Appointments was revised to generally state that removal of an appointee will be based on the terms of a contract

or provisions of applicable law.
    - Committees were updated to match the current committee structure.
    - This policy is recommended to assist with implementing consistent standards for the organization meeting.
- Policy 121- Field Trips
    - Our policy was last updated in 1997
    - PSBAs newest policy in this area is from 2014, but they are in the process of developing a more updated version too.
    - NLSD is choosing to update this policy at this time to ensure it reflects the needs and realities of the present day.
    - Revisions aim to make the policy more relevant by incorporating opportunities and experiences that extend beyond our immediate geographical area (like those across the United States and abroad), broadening its scope to better serve our students and community. Policy and ARs will also address trips that occur for multiple days.
    - This policy is a recommended policy
- Policy 234-Pregnant/Parenting/Married Students
    - Our policy was last updated in 1997
    - This policy was changed to the 2024 version of this policy. Then additional updates were released at the end of February which deleted some of those changes as well as added some new ones.
    - This policy now uses options instead of a standard listing regarding reasonable modifications for students experiencing pregnancy, parenting or pregnancy-related conditions.
    - Content for Title IX has been removed
    - This policy is recommended for legal liability purposes
- Policy 247- Hazing
    - Our policy was last updated in 2022
    - The language addressing discrimination/harassment in this policy was revised to more broadly reference the responsibilities for coordinating with the Compliance Officer and Title IX Coordinator when reports of alleged hazing may also be impacted by laws, regulations and policies addressing discrimination/harassment.
    - The language on incident reporting to law enforcement and the PA Department of Education was also updated to reflect the current School Code terminology based on Act 33 of 2023.
    - Legal citations to the new sections of the School Code were added.
    - This policy is mandated by 18 Pa. C.S. Sec. 2808.
- Policy 249- Bullying/Cyberbullying
    - Our policy was last updated in 2022

    - The language addressing discrimination/harassment in this policy was revised to more broadly reference the responsibilities for coordinating with the Compliance Officer and Title IX Coordinator when reports of alleged bullying may also be impacted by laws, regulations and policies addressing discrimination/harassment.
    - Reference to the Safe Schools reporting was replaced with language reflecting school safety and security incident reports, in accordance with Act 33 of 2023.
    - This policy is mandated by 24 P.S. 13-1303.1-A
- Policy 308- Employment Contract/ Board Resolution
    - Our policy was last updated in 2020
    - This policy was updated to include a definition and guidelines addressing resignation from employment.
        - Resignations were previously addressed in administrative regulations.
        - At the request of members, PSBA has developed language outlining submission and acceptance of resignations for the board-level policy, including the board's role in this process and in delegating authority to the Superintendent.
        - The policy language addresses the School Code requirement for professional employees to submit a resignation notice at least sixty (60) days prior to the resignation's effective date. It also addresses submission of a resignation by the Superintendent and Assistant Superintendent.
    - This policy is recommended for legal liability purposes.
- Policy 317.1 - Educator Misconduct
    - Our policy was last updated in 2020
    - Language addressing discrimination/harassment in this policy was revised to more broadly reference the coordination with the Title IX Coordinator when allegations of educator misconduct may also be impacted by laws, regulations and policies addressing Title IX sex-based discrimination or harassment.
    - This policy is recommended for legal liability purposes
- Policy 336- Personal Necessity Leave
    - Our policy was last updated in 2016
    - Language and legal citations were added to address situations in which a paid or unpaid leave or absence may be part of an accommodation under the Pregnant Workers Fairness Act, Title IX, the Americans with Disabilities Act or other applicable laws and regulations.
    - This policy is recommended for legal liability purposes

- Policy 339- Uncompensated Leave
  - Our policy was last updated in 2023
  - Language and legal citations were added to address situations in which a paid or unpaid leave or absence may be part of an accommodation under the Pregnant Workers Fairness Act, Title IX, the Americans with Disabilities Act or other applicable laws and regulations.
  - Updated to reflect provisions of uncompensated leave available upon request by a school employee who has been elected to public office as a county official in Pennsylvania.
  - This policy is recommended for legal liability purposes
- Policy 823- Opioid Antagonist (formerly Naloxone)
  - Our policy was last updated in 2016
  - Title was changed
  - Act 135 of 2022 updated the definitions and terminology for drug overdose medication and the state statute now uses the term opioid antagonist.
  - The definition of Naloxone was replaced with the definition of opioid antagonist and the term was changed throughout the policy.
  - Minor language revisions were made to clarify the role of the school nurse in managing building-level administration, maintenance and stocking of opioid antagonist medication in schools.
  - Includes language requiring any school employee who may have custody of or administer an opioid antagonist to successfully complete an online PA Department of Health training program about recognizing opioid-related overdoses, administering opioid antagonist and promptly seeking medical attention for drug overdoses. (This was only previously required by PA Department of Health when they provided free doses of Naloxone to schools.)
  - 35 P.S. 780-113.8 includes provisions for immunity of persons who “act in good faith and with reasonable care” in administration of an opioid antagonist.
  - This policy is recommended for legal liability purposes if the school entity stocks and administers opioid antagonists.
- Policy 824- Maintaining Professional Adult/Student Boundaries
  - Our policy was last updated in 2020
  - The language addressing discrimination/harassment in this policy guide was revised to more broadly reference the coordination with the Title IX Coordinator and the updated terminology from Policies 103, 104 and their accompanying attachments.
  - Minor revisions were made throughout based on recommendations for maintaining appropriate boundaries.
  - Language on incident reporting was updated to reflect the current School Code

terminology based on Act 33 of 2023.

- Legal citations to the new sections of the School Code were added.
- This is a recommended policy

Next meeting is scheduled for Monday, May 5, 2025