POLICY COMMITTEE MEETING
Monday, June 3, 2024
Immediately Following Education Committee Meeting
Administration Office
Board Room

Committee Members							
X	Gale Husack - Chairperson	X	Matthew Link	X	Christopher Mann		
	Chad Christman	X	Tania Stoker		Gene Marks		
X	Gary Fedorcha	X	Todd Breiner		Sherri Molitoris		
	Rhonda Frantz	X	Michele Dotta	x	Scott Pyne		
X	Mathias Green	X	Nichole Fink	X	James Schnyderite		
X	Robert Kern		Bryan Geist	X	Michael Strohl		
X	Donna Kulp	X	David Hauser		Lori Bali		
X	Natalie Snyder	X	Eric Hill		Tim Weaber		
X	Angela Williams						

Also in attendance: Ms. Wilde, Ms. Dunham

AGENDA

(Dr. Stoker)

The Lehigh County Board of Commissioners approved a county-wide nondiscrimination Ordinance on February 14, 2024, which goes into effect on June 1, 2024. Revisions to the following NLSD policies were recommended by our solicitor as a result of the passing of the Ordinance.

- Policy 004.1 - Student Representative to the Board
  - Under the ordinance, citizenship is a protected class so it was removed as a reason to reject a candidate as a student representative to the Board
- Policy 103 - Discrimination Affecting Students
  - Under the ordinance the following anti-discrimination bases were added: source of income, height, weight, domestic or sexual violence victim staus, and GED as opposed to high school dimploma. (Veteran status does not apply to K-12.)

    - These changes need to be made wherever this policy is referenced (i.e. student handbooks, faculty handbooks, Code of Conduct, etc.)
- Policy 104 - Discrimination Affecting Staff
    - Under the ordinance the following anti-discrimination bases were added: source of income, height, weight, domestic or sexual violence victim staus, veteran status, and GED as opposed to high school dimploma.
    - Citizenship status was not added because Federal Law prohibits the employment of anyone who does not have a lawful immigration status that permits them to work in the U.S
- Policy 302 - Employment of Superintendent / Assistant Superintendent
    - The Ordinance requires employers to wait until after a first interview is offered to inquire about criminal history. Therefore, prospective hires should not be required to disclose criminal history until after an initial interview is offered. Thereafter, however, the district should inquire.
    - Policy was also updated with required clearances and that they are at the cost of the candidate.
- Policy 304 - Employment of District Staff
    - The Ordinance requires employers to wait until after a first interview is offered to inquire about criminal history. Therefore, prospective hires should not be required to disclose criminal history until after an initial interview is offered. Thereafter, however, the district should inquire.
    - Policy was also updated with required clearances and that they are at the cost of the candidate.
- Policy 305 - Employment of Substitutes
    - The Ordinance requires employers to wait until after a first interview is offered to inquire about criminal history. Therefore, prospective hires should not be required to disclose criminal history until after an initial interview is offered. Thereafter, however, the district should inquire.
    - Policy was also updated with required clearances and that they are at the cost of the candidate.
- Policy 306 - Employment of Summer School Staff
    - The Ordinance requires employers to wait until after a first interview is offered to inquire about criminal history. Therefore, prospective hires should not be required to disclose criminal history until after an initial interview is offered. Thereafter, however, the district should inquire.
    - Policy was also updated with required clearances and that they are at the cost of the candidate.
- Policy 808.1 - Free/Reduced Meals and Free Milk
    - As a result of the Ordinance, under “Nondiscrimination” section, added the following bases for prohibiting discrimination:
        - citizenship status
        - height
        - weight
        - domestic or sexual violence victim status.

- The board supports all polices moving to the June 10th Board agenda.
- Policy 815.3 - Use of Generative Artificial Intelligence in Education
    - New policy designed to address, in general terms, a structure for implementing Gen AI in education as (Gen AI) technology has progressed rapidly in recent years.
    - Falls under the under the umbrella Policy 815 - *Acceptable Use of Internet, Computers and Network Resources* and next to 815.2 - *Social Media* and 815.2 *Livestream Video*
    - Focuses on the following seven guiding principles from TeachAI:
        - Purpose - Use AI to help all students achieve educational goals
        - Compliance - Reaffirm adherence to existing policies
        - Knowledge - Promote AI Literacy
        - Balance - Realize the benefits of AI and address the risks
        - Integrity - Advance academic integrity
        - Agency - Maintain human decision-making when using AI
        - Evaluation - Regularly assess the impacts of AI
    - The policy contains guidelines for the following:
        - AI literacy for staff and students
        - Ethical considerations
        - Technology protection measures
        - Academic integrity
        - AI-generated content verification
        - Evaluation and monitoring
        - Consequences for inappropriate use
    - This policy is recommended for legal liability purposes to ensure data privacy protections.
    - The board supports all polices moving to the June 10th Board agenda.

Next meeting is scheduled for Monday, August 5, 2024