

Columbia Board of Education Policy Committee  
March 17, 2014  
Minutes

Members Present:

From Board: President Christine King, Mr. Jonathan Sessions

*--Ms. Helen Wade joined the meeting at 5:04 p.m.*

From CPS: Dr. Chris Belcher, Dr. Dana Clippard, Dr. Peter Stiepleman, Ms. Andrea Follett

Community: Mr. Paul Rainsberger, Mr. Ben Trachtenberg, Dr. Blake Naughton

Ex-Officio Participants: Ms. Susan McClintic/MNEA, Ms. Kari Schuster/MSTA

The meeting began at 4:33 p.m. on a motion from Dr. Clippard, seconded by President King.

Dr. Clippard moved to approve the minutes of the January meeting, and President King seconded the motion. Minutes were approved.

With regard to Policy JC, the committee decided upon the following amendments to the current policy (bold, italic type indicating added words):

In general, specific attendance areas are established for all schools in the district. However, because of the nature of the program offered in a particular school, or other considerations, the Board may make that school available to all students in the district. ***The Board of Education, upon the advice of the Superintendent, will consider each year whether revisions to the boundaries of school attendance areas are appropriate.***

The primary considerations that govern the establishment of school attendance areas are:

1. The educational opportunities and learning environment.
2. The geographic location of each school ***and student capacity***
3. The needs and desires of the community.

President King moved that the committee accept Policy JC as worded, above. Mr. Sessions seconded the motion. The motion carried.

With regard to Policy GBM, the question was raised as to how the current model MSBA policy aligns with or changes CPS's current version of GBM. Dr. Clippard stated that the current CPS policy is vague and that there is nothing concerning to her about MSBA's model policy, which

was written in 2010. The committee also discussed how the current collective bargaining process between administration and CMNEA would affect a grievance policy. It was discussed that the Collective Bargaining Agreement (CBA) that could arise from the current bargaining session could contain a grievance policy/language that applies only to the bargaining group (i.e., the employees represented in bargaining by CMNEA). Mr. Rainsberger noted that the policy itself is subject to the negotiation procedure. The committee also discussed that in the absence of specific language in the CBA, a Board policy would apply. The committee also questioned whether the grievance policy contains the right to representation. While the CPS Policy GBM does contain such language, the model MSBA policy is silent.

President King stated her belief that the committee's recommendations on Policy GBM should go to the Board of Education for its approval and that those negotiating should determine if the CBA will include a grievance procedure. The question arose as to whether Policy GBM allows a negotiated grievance policy to govern a group of employees and/or specific situation. Mr. Rainsberger questioned whether a CBA would not address the question of a grievance. He also questioned what remedies would be available per Policy GBM and how to ensure that the grievance reaches the appropriate level of authority (for example, if an employee had a grievance about the Superintendent). According to Mr. Rainsberger, a grievance procedure should address 1) an act or failure to act, 2) why the act/failure is a violation of policy/procedure, and 3) the remedy sought.

The committee expressed its interest in seeing how other Missouri school districts address grievances through their versions of Policy GBM. The committee also agreed to further discuss what kinds of issues and items need to be addressed in any version of Policy GBM.

The committee will meet again on Monday, April 21, at 4:30 p.m. in the Aslin Administration Building, Lower Level Conference Room.

The meeting adjourned at 5:58 p.m. on a motion from President King, seconded by Mr. Sessions.

--Submitted by Andrea Follett