POLICY COMMITTEE MEETING
Monday, June 2, 2025
Immediately following the Education Committee Meeting
Northern Lehigh Middle School
Auditorium

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

Also in attendance: Steve Haas, Mr. Williams, Chief Dave Jones

Agenda

- Policy 317 - Conduct/Disciplinary Procedures
  - Our policy was last updated in 2019
  - This policy was updated to reference the Code of Professional Practice and Conduct for Educators
  - PSBA also added policy content to highlight the importance ascertaining if the employee conduct has a direct nexus to or obstructs, disrupts, or interferes with the teaching, research, service, operation, administrative or disciplinary functions of the school entity, or any school-sponsored activity prior to taking disciplinary action.
  - A new statement was added to address the responsibility to investigate allegations prior to considering demotion or dismissal of an employee. The

paragraph previously under the Authority section regarding the filing of demotion or dismissal charges has been moved to the Delegation of Responsibility to follow the statement above regarding investigation of allegations.
    - The policy also now addresses the possibility that the Superintendent may receive notice from the PA Department of Education when a certificated educator has a pending record of arrest, indictment or charge entered upon their state record in the Teacher Information Management System (TIMS).
    - This policy is recommended for legal liability purposes
    - Board members on committee support this policy moving to the June Board meeting for consideration.
- Policy 320 - Freedom of Speech by Employees
    - Our policy was last updated in 2015
    - The title of this policy has been changed from Freedom of Speech in Nonschool Settings to Freedom of Speech by Employees, for clarity
    - Detail has been added to this policy to facilitate acknowledgement of the freedom of rights of school employees and the indications as to when such speech may impact efficiency or constitute a reasonable likelihood of disruption. Any decision in this regard must include consultation with the school solicitor.
    - This policy is a recommended policy
    - Board members on committee support this policy moving to the June Board meeting for consideration
- Policy 718 - Service Animals in Schools - *NEW*
    - This is a new policy for the district
    - In February 2023, NSLD created a Therapy Dogs / Therapy Animals in Schools Policy (#718.1). This would be an associated policy specific to service animals. Here is the distinction:
        - Therapy Animals - Animal-assisted intervention in which there is a "goal directed intervention" in which the animal meeting specific criteria is an integral part of the treatment process.
        - Service Animals - Animal individually trained to do work or perform tasks for the benefit of an individual with a disability.
    - PSBA recently updated their policy to specifically include the only permissible questions a school entity may ask regarding an individual requesting the use of a service animal, as well as those inquiries and requests that a district may NOT ask.
    - The following 2 new sections were also added to the policy by PSBA to reflect statute

        - Reasonable Modification Considerations for Miniature Horses
        - Surcharges
    - This policy is recommended for legal liability purposes
    - Board members on committee support this policy moving to the June Board meeting for consideration