

**Portland Public Schools District 1J, Multnomah County, Oregon
Board of Education's
Policy and Governance Special Committee**

**June 8, 2018
Informal Minutes**

The meeting of the Board's Policy and Governance Special Committee convened on the above date at 8:37 am at the call of Chair Julia Brim-Edwards in the Willamette Conference Room at the Blanchard Educational Service District, 501 N. Dixon Street, Portland, OR 97227

There were present:

Board

Julia Brim-Edwards-Chair
Rita Moore
Mike Rosen

Staff

Liz Large-Interim General Counsel
Gena King-Paralegal, Labor and Employment
Mary Kane-Senior Legal Counsel
Laird Cusack-Senior Director, Employee and Labor Relations
Lidia Lopez Gamboa-District Complaint Coordinator
Rosanne Powell-Senior Board Manager

Others

Marty Pavlik-Uniserve Consultant

Complaint Policy Update

The revised complaint policy is ready to go to the full Board for a second reading.

Access to district public records policy update

Chair Brim-Edwards shared that there has been significant public comment on the Access to District Public Records policy. She shared the amendments made to the proposed policy which were informed by the Portland Association of Teachers. The amendments will be introduced at the June 12 Board meeting.

Student adult boundaries policy

The Whitehurst investigative report highlighted the need for a clear policy on student and adult boundaries. Mary Kane shared a draft policy that is used by North Clackamas. The committee reviewed the draft. Mary Kane shared the definition of staff and that it would include volunteers. There was an attempt to articulate behavior deemed as inappropriate. Director Moore asked if they used the statute definition of misconduct or the one used by the Teachers Standards and Practices Commission. Chair Brim-Edwards would like to add a statement that defines misconduct and when a boundary is crossed. She thinks that we should keep in mind coaches and where there may be some unique boundary issues. Roger Kirschner gave the example of a student who may need a ride home after a practice or game and a parent cannot be reached. Liz Large stated that a staff member cannot give a student a ride home. Mary Pavlik expressed concern that much of the policy language does not take into consideration the personal relationships that teachers build with students to be effective. Chair Brim-Edwards said that once this policy is in place, coaches need to be notified and trained. Director Moore does not want the policy to be so restrictive that it interferes with teachers and staff mentoring students. The committee acknowledged it is difficult to define grooming in the policy. Marty Pavlik said that it can't be both ways to expect teachers to develop relationships and follow the draft policy. PAT would recommend that teachers don't try to develop those kind of relationships. Kim Sordyl stated that most teachers would be fired based

on the draft policy. Mary Kane asked if the committee could start by identifying what they could agree on and then to identify the areas that need to be nuanced. Kim Sordyl recommended that an employment lawyer review the draft. There was discussion on how anonymous reports are investigated. Kim Sordyl suggested the policy should state who is notified of concerns that should be investigated. Mary Pavlik thinks a policy is helpful in giving a letter of expectation to employees. Chair Brim-Edwards said she welcomes comments from PAT. There was discussion on specific examples of job duties, like toileting for special education students, and how this policy would apply in those situations and whether there were other boundaries to consider outside of misconduct. Director Moore believes training is critical. Mary Pavlik said that it is important to make sure people are properly trained when they are hired through out the year. The committee agreed there needs to be more guidance on electronic communication and a review of social media policies.

Staff dismissal hearing policy

The committee ran out of time and did not get to this item.

Chair Brim Edwards adjourned the committee at 10:02 a.m.

Submitted by:

Rosanne Powell, Board Manager