



POLICY/COMMUNICATIONS COMMITTEE MEETING MINUTES (PUBLIC)

March 16, 2026

Virtual Meeting - 3:30 p.m.

Committee Members: Ellen DePinto, Chair
Pamela Cassidy, Beth Fiore, Linda Rad

Administrative Staff: Dr. Jonathan Hart, Superintendent of Schools
Jason Bohm, SBA/Board Secretary

MINUTES

1. Communications from Green (email 3/5/26)
 - a. Dr. Hart offered to include the Green Committee's volunteer opportunities in his newsletter and our social media account. Pam received some volunteers from the announcement at the public meeting and she will let Dr. Hart know if more are needed and details regarding the timing. Beth advised that the biodiversity audit may be conducted during classroom time or after school at Holland Brook School and will provide an update if she receives more information.
2. Review of 3000 Series Policies and Regulations
 - a. Policy 3124 - Employment Contract: No changes made as nontenured employees are in the RTEA and RTAA and have this in their contracts. The attorney agreed that we do not need it in this policy.
 - b. 3125.01 - Employment of Non-Represented Employees: No recommendation to adopt after research.
 - c. Policy 3130 - Assignment and Transfer: Attorney agreed no changes needed.
 - d. Policy 3143 - Dismissal: Dr. Hart added "However, the Board reserves the right to terminate a nontenured employee without notice when sufficient cause warrants" The Attorney agreed with this additional language.
 - e. Policy 3150 - Discipline: No changes made as 3144 discussed tenure charges. The evaluation system also authorizes administration to determine inefficiency and incapability of performance.
 - f. Policy 3151 - Assessment of Pay: The following language was added "Regular and prompt teaching staff attendance is critical for the academic success of students." as well as "Teaching staff members may request or the Superintendent may enforce wage deduction in cases where the teaching staff member has exhausted all compensated absences but had good reason for an absence." and "The Superintendent is authorized to direct properly cautioned teaching staff

members who are repeatedly tardy not to report at all on those days when they cannot report on time and to suffer such wage penalties as may be appropriate.

- g. Policy 3223 - Evaluation of Administrators, Excluding Principals, Vice Principals, and Assistant Principals: the missing definitions of administrators were added based on the Strauss Esmay model policy.
 - h. Policy & Regulation 3232 - Tutoring Services: It is recommended that we adopt this policy. Some minor changes were made to the regulation. Questions were asked regarding tutoring trends in our district and Dr. Hart will follow up.
3. Policy 2535 - Library Materials: At the request of a committee member, this policy was added to the agenda to address recent feedback from staff and the public. In light of the formal complaint filed against the Board, the committee maintained a focused discussion on the received comments. Dr. Hart outlined the procedural framework and next steps addressing how this complaint will be handled.
4. Policy Tracking Document to finish 3000 Series Review: TABLED UNTIL NEXT MEETING DUE TO TIME CONSTRAINTS.

Agenda items: Revisions to 3000 series above: 3143, 3151, 3223, 3232

Next Meeting: Wednesday, April 29th @ 3:30PM