

Policy Committee						
Wednesday, March 4th, 2026						
Policy Committee Google Drive Draft Policy Spreadsheet Tracker		Attendees: Dr. Toni Jones, Karen Hirsh, Sophie Coven, Paul Cappiali, MJ Mercanti-Anthony Facilitator: MJ Mercanti-Anthony				
Meeting Objectives: • Consider Gift/Donation Policy • Consider Principal/Cabinet Hiring Policy						
Total Time: 50 Minutes						
Time	Min	Activity / Notes				
3:30	5	<u>Feedback from last meeting:</u> <table><tr><th>Pluses</th><th>Deltas</th></tr><tr><td> • Nice to meet in person • Good to be able to play things through and bounce off each other. </td><td> • </td></tr></table>	Pluses	Deltas	• Nice to meet in person • Good to be able to play things through and bounce off each other.	•
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Next Steps from last meeting: • TJ Ask Tom Moody about by-law change ◦ If so, will bring to full Board • Committee to consider Religious Holidays and Bullying next time. • Review existing ethics policy against safe harbor suggestion from Town Ethics board. Approval of Minutes: • 2/18/26 ◦ 3-0-1						
3:35	20	Objective 1: Discussion of draft revision of Policy 9221 (Filling Vacancies)				

		1. Draft Revision a. SK – existing policy requires 30 day notice from a Board member seeking to resign. b. Added language c. KH: Wondering if other districts have this policy d. PC: Likes the deadline as it helps move the process forward. 2. Tom Moody's Feedback 3. Discussion a. KH: Would like more time to review the draft and other town's approaches. b. KH: Will also write up the interview process used last year as a possible regulation/procedure for future Boards to follow. c. SK: Noted Attorney Moody's caution that it could be subject to a legal challenge. d. MJMA: Noted that despite legal challenge, Attorney Moody said the policy was something we could do. e. Committee agreed to discuss this again next meeting.
4:00	20	Objective 2: Discussion of possible revision to Calendar Policy 61111 1. Policy 61111 2. Discussion a. PC: Suggested looking at where staff is taking a lot of personal days. If one point does a particular holiday already create inefficiencies, those are days to add to the calendar. Board could enact a policy policy makes staff absense the barameter. b. KH: Diwali is a state holiday c. TJ: Veterans Day, Juneteenth existing state holidays where school is in session d. TJ: All holidays acknowledged on the calendar. The annual religious holiday memo reminds staff to be flexible. e. KH: Long-standing that practices acknowledge holidays f. SK: Not inclined to add holidays g. MJMA: Suggested that the annual religious holiday memo be a regulation.
	5	Next Steps: ● KR to draft interview procedures based on past practice and investigate if other BOEs have such a provision. ● TJ will also investigate ● Get staff data on Religious Holidays ● TJ to bring draft regulation around religious holidays. ● Turn to bullying policy next time

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