

Policy Committee Meeting Minutes
April 20, 2017
SAU Conference Room

Policy Committee Members:

Bob Marquis, Superintendent of Schools
Ron Carvell, School Board Chair
Bob Willette, School Board Member
Anthony DeMarco, Principal MMS
Jen Burk, Business Administrator
Janice French, Administrative Assistant to the Superintendent

Mr. Marquis opened the meeting at 9:30 AM.

Policy # 2403 Sexual Harassment:

After reviewing our Sexual Harassment policy, the attorney at Primex, Kate Spillane, indicated the policy is problematic because 1) there is no mention that reporting of violations of the policy by all employees is mandatory, 2) there is no reporting procedure outlined in the policy, and 3) there is no mention of a prohibition of retaliation against those who make a good faith complaint of harassment or who participate in an investigation into such a complaint.

Mr. DeMarco explained that all of those items are covered in policy 2404, Dispute Procedure. Back in 2012 policy 2404 was updated to include the procedures for assisting in resolving all complaints and grievances not covered by collective bargaining agreements.

Discussion ensued regarding adding a reference to policy 2404, Dispute Procedure, in policy 2401, Sexual Harassment, or adding the required information directly into policy 2401.

Mr. Carvell asked why we do not use the NHSBA policy, which is an in depth policy covering everything. Mr. DeMarco stated that it has been the committees practice to keep all the Board policies very general, so the policy would be applicable to all kinds of situations.

Mr. Carvell asked if we needed policy 2404. He stated he is not a fan of writing policies that are not being followed. Mr. Willette responded that the policy is a way of keeping disputes at the lowest level.

It was agreed that Mr. Marquis would take the NHSBA policy, modify it to include students and third parties, and bring it back for review at the next Policy Committee meeting in May.

Policy 2160 Minutes:

Review of this policy indicates that the Chair/designee will review the draft minutes for the purposes of ensuring accuracy. The Board is in compliance with the policy by having the school board secretary review the draft minutes.

Policy 2136 Advisory Committees to the School Board:

Review of this policy indicates the Board has the right to dissolve any advisory committee to the Board. The Board is in compliance with the policy in dissolving the Capital Improvement Plan Committee.

Policy 5015 Co-Curricular Activities:

Review of this policy does not indicate that after 3 years, a co-curricular activity must become part of the budget. It only states that the Superintendent shall provide a recommendation to the School Board for the funding of the activity as part of the District's budget, including a three year projection of costs.

Mr. Marquis asked if there were any other questions or comments.

Mr. Carvell stated that the Quarterly Reports for the school board should be given by the committee Chairs, and not the school board representative, that way the Board members would be able to ask questions directly to the Chair of the committee. Mr. Marquis will research that possibility.

Meeting was adjourned at 10:25

Respectfully submitted,

Janice French, Administrative Assistant to the Superintendent