

Policy Development Committee Minutes

DATE: July 27, 2020

PRESENT: Melinda Fagundus, Caroline W. Doherty, Tracy Everette-Lenz, Amy Cole

ALSO PRESENT: Dr. Ethan Lenker, Emma Hodson

ABSENT: Worth Forbes

TIME: 9:00 A.M.

PLACE: 3rd Floor Superintendent Conference Room, Pitt County Office Building

Melinda Fagundus, Policy Committee Chair, called the Policy Development Committee meeting to order at 9:00 A.M.

New Policy 2127, Board Member Technology Use

Ms. Hodson reviewed new Policy 2127, and much discussion occurred among the policy committee members. After review of the policy, and a small change concerning social posting of students photos, the committee members agreed to present this policy to the full Board for 1st reading.

New Policy 2302, Remote Participation in Board Meetings

Ms. Hodson and the policy committee reviewed new policy 2302, and consensus was not to take this policy to the full Board, but to revise the current Policy 2300, Board meetings.

New Policy 4203, Curricular Animals

Ms. Hodson and the policy committee reviewed new policy 4203, dealing with curricular animals. After review of the policy, the committee members agreed to present this policy to the full Board for 1st reading.

Policy 1310/4002, Parental Involvement

Ms. Hodson and the policy committee reviewed revised policy 1310/4002, dealing with parental involvement and creating equity and transparency. After review of the policy, the committee members agreed to present this policy to the full Board for 1st reading.

Policy 1320/3650, Title I Parent and Family Engagement

Ms. Hodson and the policy committee reviewed policy 1320/3650, and the revisions of legal updates to the policy. After review of the policy, the committee members agreed to present this policy to the full Board for 1st reading.

Policy 1610/7800, Professional and Staff Development

Ms. Hodson and the policy committee reviewed policy 1610/7800, and the revisions dealing with mandatory two-hour sexual abuse training for employees every even year. After review of the policy, the committee members agreed to present this policy to the full Board for 1st reading.

Policy 2300, Board Meetings

Ms. Hodson and the policy committee reviewed policy 2300, and the revision dealing with emergency Board meetings. The committee agreed to incorporate Section D of the NCSBA new policy 4203. After review of the policy, the committee members agreed to present this policy to the full Board for 1st reading.

Policy 3410, Testing and Assessment Program

Ms. Hodson and the policy committee reviewed policy 3410, and the revision reflecting a statutory update concerning notices to the State Board of Education. After review of the policy, the committee members agreed to present this policy to the full Board for 1st reading.

Policy 3460, Graduation Requirements

Ms. Hodson and the policy committee reviewed policy 3460, and the revision dealing with bringing PCS in line with the new graduation requirements. After review of the policy, the committee members agreed to present this policy with one revision to correct a typographic error, to the full Board for 1st reading.

Policy 3620, Extracurricular Activities and Student Organizations

Ms. Hodson and the policy committee reviewed policy 3620, and the proposed amendments to clarify the requirements of the Equal Access Act and to reflect the current practice of allowing sixth grade student participation in extracurricular athletics, except for football. After review of the policy, the committee members agreed to present this policy to the full Board for 1st reading.

Policy 4040/7310, Staff-Student Relations

Ms. Hodson and the policy committee reviewed policy 4040/7310, and the proposed amendments which are recommended by the North Carolina School Boards' Association to make clear that the policy applies to outside volunteers who work with students. After review of the policy, the committee members agreed to present this policy to the full Board for 1st reading.

Policy 4110, Immunization and Health Requirements for School Admission

Ms. Hodson and the policy committee reviewed policy 4110, and the proposed amendment to reflect the new requirement that students entering 12th grade receive a booster dose of meningococcal conjugate vaccine. After review of the policy, the committee members agreed to present this policy to the full Board for 1st reading.

Policy 4120, Domicile or Residency Requirements

Ms. Hodson and the policy committee reviewed policy 4120, and a new federal law requiring LEAs to permit the participations of home schools students in JROTC. This new law does not expressly require home school participants to meet domicile,

immunization, or other state admission standards. After review of the policy, the committee members agreed to present this policy to the full Board for 1st reading.

Policy 4230, Communicable Diseases-Students

Ms. Hodson and the policy committee reviewed policy 4230, and the proposed amendments intending to incorporate legally required procedures for students having hepatitis B infection, broaden the focus of the policy beyond HIV infection/AIDS, better distinguish between the requirements related to reportable communicable diseases and those that are not reportable, incorporate FERPA considerations into reporting requirements and information sharing between school officials, address the attendance of students, address other control measures, such as the closure of schools. After review of the policy, and a few tweaks, the committee members agreed to present this policy to the full Board for 1st reading.

Policy 4270/6145, Concussion and Head Injury

Ms. Hodson and the policy committee reviewed policy 4270/6145, and the proposed change intended to update the policy to reflect existing practice of requiring student-athletes and their parents to view the CrashCourse concussion education video prior to each sports season. Viewing this video is required by a new NCHSAA rule. After review of the policy, the committee members agreed to present this policy to the full Board for 1st reading.

Policy 4316, School Dress Code and Appearance

Ms. Hodson and the policy committee reviewed policy 4316, and the proposed amendment to allow students to wear solid colored bottoms. After review of the policy, and much discussion, the committee members agreed to present this revised policy to the full Board on August 3, 2020, and request Policy 2420, Adoption of Policies be waived to allow the policy to be updated prior to the August 17, 2020, start of the 2020-2021 school year.

Consensus of the Committee was to continue the discussion of outerwear restrictions to a Board Work Session.

Policy 4325, Drugs and Alcohol

Ms. Hodson and the policy committee reviewed policy 4325, and the proposed amendments that add language to clarify when the policy applies (consistent with other policies and the code of conduct), modifies the description of prohibited behaviors to be consistent with state law terminology, adds a provision addressing CBD and THC containing substances (to reflect the code of conduct), and provides a clarifying example for when the principal could authorize the use of an otherwise prohibited substance. After review of the policy, the committee members agreed to present this policy to the full Board for 1st reading.

Policy 4333, Weapons, Bomb Threats, and Clear Threats to Safety

Ms. Hodson and the policy committee reviewed policy 4333, and the proposed amendments recommended by the NCSBA to clarify the conduct prohibited by the policy, remove repetitive information, and add prohibitions on other forms of prohibited conduct (e.g. planting a fake weapon of mass destruction on school

property). After review of the policy, the committee members agreed to present this policy to the full Board for 1st reading.

Policy 4400, Attendance

Ms. Hodson and the policy committee reviewed policy 4400, and the revision to include Section 115C-379(b) of the North Carolina General Statutes amended to expressly state that an excused absence for religious observance could also be for the faith of the student's legal guardian. Additionally, Section 115C-379(b) was amended to modify the conditions under which absences of children of service members may be excused. The proposed amendments to the policy also reflect these changes.. After review of the policy, the committee members agreed to present this policy to the full Board for 1st reading.

Policy 5015, School Volunteers

Ms. Hodson and the policy committee reviewed policy 5015, and the proposed amendments to make clear that the requirements of policy 4040/7310, Staff-Student Relations, also apply to volunteers. After review of the policy, the committee members agreed to present this policy to the full Board for 1st reading.

Policy 5050, Emergency Closings

Ms. Hodson and the policy committee reviewed policy 5050, and the proposed amendments update our existing practice of the superintendent providing notice to the board of any closing for inclement weather or other unforeseen circumstance that presents a threat to the safety of the school community. Additionally, in light of COVID, the proposed changes also envision situations where closing for an indefinite period lasting longer than a week may arise. After review of the policy, the committee members agreed to present this policy to the full Board for 1st reading.

Policy 5210, Distribution of Non-School Material

Ms. Hodson and the policy committee reviewed policy 5210, and the proposed amendment reflecting the requirements of Section 136-32 of the North Carolina General Statutes which authorizes any person to erect a political sign in the right-of-way of the state highway system and in municipal street rights-of-way during the period beginning 30 days before the first day of one-stop early voting to 10 days after election day. After review of the policy, and consensus to add additional language concerning sex, the committee members agreed to present this policy to the full Board for 1st reading.

Policy 6325, Parking Areas for Students

Ms. Hodson and the policy committee reviewed policy 6325, and the proposed amendment adding a provision providing notice that school officials may conduct routine patrols of student parking lots and the exteriors of student vehicles for any reason. After review of the policy, the committee members agreed to present this policy to the full Board for 1st reading.

Policy 6420, Contracts with the Board

Ms. Hodson and the policy committee reviewed policy 6420, and the proposed amendments to clarify that contracting authority limits apply to contracts for materials, services, and equipment and add a provision that would result in more

than a board-specified dollar amount being paid to the same vendor during the same fiscal year or any 12-month period. After review of the policy, the committee members agreed to present this policy to the full Board for 1st reading.

Policy 7100, Recruitment and Selection of Personnel

Ms. Hodson and the policy committee reviewed revised policy 7100 and the proposed amendment that clarifies the meaning of convicted of a criminal offense in the third paragraph of Section C to be consistent with the first paragraph of that section. After review of the policy, the committee members agreed to present this policy to the full Board for 1st reading.

Policy 7130, Licensure

Ms. Hodson and the policy committee reviewed revised policy 7130, and the proposed amendment that updates information regarding employment of adjunct CTE instructors and adds that a residency license may be converted to a continuing professional license to reflect changes to Sections 115C-157.1, 270.15, and 270.20 of the North Carolina General Statutes. After review of the policy, the committee members agreed to present this policy to the full Board for 1st reading.

Policy 7240, Drug-Free and Alcohol-Free Workplace

Ms. Hodson and the policy committee reviewed revised policy 7240, and the proposed amendments that address CBD and THC containing substances, add impairment by mood-altering substances to the list of prohibited behaviors, and revise Section D to align with reporting requirements with those in policy 7300, Staff Responsibilities. After review of the policy, the committee members agreed to present this policy to the full Board for 1st reading.

Policy 7241, Drug and Alcohol Testing of Commercial Motor Vehicle Operations

Ms. Hodson and the policy committee reviewed revised policy 7241, and the proposed amendments which are intended to better reflect federal regulatory requirements and clarify that the policy applies to CDL drivers as opposed to other staff who may operate a vehicle for the district but are not required to hold a CDL (e.g. a school social worker). After review of the policy, the committee members agreed to present this policy to the full Board for 1st reading.

Policy 7410, Teacher Contracts

Ms. Hodson and the policy committee reviewed revised policy 7410, and the proposed amendments intending to reflect a change to Section 115C-325.3 of the North Carolina General Statutes. Specifically, the change establishes that for purposes of determining a teacher's years of employment prior to being eligible for a multi-year contract, a year is at least 120 workdays performed as a teacher in a full-time permanent position. The statute also allows the board to calculate the three years of service necessary to qualify for a multi-year contract consecutively or cumulatively. The HR Department recommends that the Board continue to calculate this consecutively for purposes of retention. After review of the policy, the committee members agreed to present this policy to the full Board for 1st reading.

Policy 7560, Permitted Salary Deductions for Absences and Discipline of Certain Exempt Employees

Ms. Hodson and the policy committee reviewed revised policy 7560, and the proposed amendments intending to clarify the group of exempt employees to whom the policy applies (i.e. those subject to the Fair Labor Standards Act) and further clarifies when deductions from the salary of exempt employees can be made. After review of the policy, the committee members agreed to present this policy to the full Board for 1st reading.

Policy 7620, Payroll Deductions

Ms. Hodson and the policy committee reviewed revised policy 7620, and the proposed amendments to revise the introductory paragraph for clarity, remove extraneous language in paragraphs 8, 12, and 13, and add a new provision to authorize deductions to recoup advancement or overpayment of wages. After review of the policy, the committee members agreed to present this policy to the full Board for 1st reading.

Policy 7900, Resignation

Ms. Hodson and the policy committee reviewed revised policy 7900, and the proposed amendment adds language to clarify the notice period for classified employees which was somewhat unclear. After review of the policy, the committee members agreed to present this policy to the full Board for 1st reading.

Ms. Hodson advised the committee that a Title IX policy revision will be forthcoming.

The committee agreed to hold the next Policy Committee meeting earlier in the day of the next Board Work Session.

The Policy Development Committee adjourned at 12:15 P.M.

Respectfully Submitted,

Melinda Fagundus, Chair

Carol Rankin, meeting recorder