

SCHOOL COMMITTEE: POLICY SUBCOMMITTEE MEETING

Present: School Committee
Terri Medeiros, Meghan Fleck,
Melissa Keefe, and Andrea Thorrold;
Jim Hardy, MASC

District Administration
Lori Duerr, Sonia Tellier, and Anne Barnes

Absent:

Date: Thursday, May 13, 2019

1. Other Item 1: Discuss School Committee Feedback on KHB: Advertising in Schools

School Committee members raised numerous questions during the first read as the policy scope is much broader than the single site on which the already approved banners are displayed. Members questioned how the District may respond if places of worship or other nonprofits ask to have a banner. Melissa pointed out that there are “blurred lines” especially with some local agencies at this time that should be considered. Most concurred that, if advertising is permitted, two years is a fair period of time to permit the signs to be posted. Yet, there was discussion that perhaps it would be advisable to have the currently displayed banners taken down rather than to have to decide for or against the addition of a new policy. Jim Hardy, our MASC Representative, explained the difference between town and school properties, noting that it is the District’s discretion whether to permit signage on school property. Meghan noted that Barnstable has a policy that leaves it to the discretion of the School Committee. Members noted that it would be very difficult for School Committee to vet and approve every request. The current discussion came about because it has already been allowed, and the current signs are displayed in a prominent location. Lori recommended putting it on the next School Committee agenda (May 21, 2019) as a discussion item rather than an action item.

2. Comprehensive Policy Review: Begin Discussion of Section G

Aside from minor updates in language to align with practice, here is a general summary of revisions:

Deletions from the Falmouth Policy Manual

- GA: Personnel Policies Goals – MASC has removed policies that articulate goals.
- GBAC: Diversity Committee – extensive discussion regarding pros and cons of maintaining the policy. The annual report would be covered in the preceding policy. The subcommittee recommends eliminating it and strengthening language in paragraph 5 of GBA (implementing “across all schools”).

Revisions within the Falmouth Policy Manual

- GBA: Affirmative Action - keep affirmative action policy with nondiscrimination clause updated. Modify first paragraph to remove the redundancy. Change #4 to read “Superintendent or designee will” and delete “development and” from #5.
- GBEC: Drug-Free Workplace – add MASC cross-reference IHAMB: Teaching about Drugs, Alcohol, and Tobacco
- GBED: Tobacco Use on School Property by Staff Members – adopt MASC version
- GBGB: Staff Personal Security and Safety – members confirmed Falmouth’s procedure for physical examinations and agreed to use Falmouth’s version, adding language from MASC’s model policy regarding the Employee Assistance Program (EAP).
- GBGE: Domestic Violence Leave – Discussion centered on whether the language indicating that the leave shall be unpaid should be changed to correspond with the MASC wording. Members temporarily tabled to check collective bargaining agreement and the status of employee handbooks. Falmouth’s policy is listed as GCCD; it will be changed to GBGE.

Addition to the Falmouth Policy Manual

GBAA: Equal Employment Opportunity – new policy articulating equal opportunity practices and expectations

Other

GBEBC: Gifts and Solicitations to Staff and GBEBD: Crowdfunding were updated in October; they are to remain as written and approved.

3. Other Item 2

Agenda for Next Meeting

- ✓ Continue Comprehensive Policy Review
 - Complete Section G
 - Advance to Section H
- ✓ Other

Next meeting: Monday, May 20, 2019, 5 – 7 pm, at the Falmouth Public Schools’ Administration Building

Respectfully Submitted by,

Sonia L. Tellier
Assistant Superintendent

Anne Barnes
Director of Out of District Placement & Policy