

POLICY SUBCOMMITTEE
Minutes

Present: Mr. Joshua Amaral, Chair; Mr. Bruce J. Oliveira; Mr. Christopher Cotter

Absent: None

In attendance: Dr. Durkin; Mr. DeFalco; Dr. Rabinovitch; Ms. Emsley; Mr. O'Leary; Mr. James Hardy, MASC Field Representative; Mr. Carvalho (recording)

The meeting was called to order by Mr. Amaral at 5:17 p.m.

A motion was made by Mr. Amaral and seconded by Mr. Oliveira to approve the minutes of the December 17, 2015 meeting.

Old business:

Continuation of the School Committee Policy Manual review.

Mr. Hardy reviewed several sections of the policy manual with the Subcommittee. The updates are listed as follows:

SECTION G

Personnel

GA	PERSONNEL POLICIES GOALS – Omit
GBA	EQUAL OPPORTUNITY EMPLOYMENT – Revision
GBAA	SEXUAL HARASSMENT POLICY AND PROCEDURES – Omit
GBD	SCHOOL COMMITTEE-STAFF COMMUNICATIONS – Minor revision
GBE	STAFF HEALTH AND SAFETY – Minor update
GBEA	STAFF PROTECTION – Omit
GBEA	STAFF ETHICS/CONFLICT OF INTEREST – No change
GBEB	STAFF CONDUCT – No change
GBEBB	STAFF-STUDENT RELATIONS – Omit
GBEBC	STAFF GIFTS AND SOLICITATIONS – Revision
GBEC	DRUG-FREE WORKPLACE POLICY – No change

GBECA DRUG AND ALCOHOL TESTING POLICY FOR EMPLOYEES IN POSITIONS REQUIRING A COMMERCIAL DRIVER'S LICENSE (CDL) AND WHICH ARE DEFINED AS SAFETY-SENSITIVE - Omit
GBECA-E-1 DRUG/ALCOHOL TESTING POLICIES - Omit
GBED TOBACCO USE ON SCHOOL PROPERTY BY STAFF MEMBERS - Minor revisions
GBF STAFF PARTICIPATION IN COMMUNITY ACTIVITIES - Omit
GBG STAFF PARTICIPATION IN POLITICAL ACTIVITIES - No change
GBGA STAFF HEALTH AND SAFETY - Omit
GBGB STAFF PROTECTION - Omit
GBGB STAFF PERSONAL SECURITY AND SAFETY - Omit
GBH STAFF-STUDENT RELATIONS - Omit
GBHA STAFF PARTICIPATION IN COMMUNITY ACTIVITIES - Omit
GBI STAFF GIFTS AND SOLICITATIONS - Omit
GBI STAFF PARTICIPATION IN POLITICAL ACTIVITIES - Omit
GBJ PERSONNEL RECORDS - Minor revision
GBL PERSONNEL RECORDS - Omit
GBJ-R PERSONNEL RECORDS - Omit
GBK STAFF COMPLAINTS AND GRIEVANCES - Revision
GBN POLICY FOR DRUG-FREE WORKPLACE - Omit
GBO SEXUAL HARASSMENT POLICY AND PROCEDURES - Omit
GBP DRUG AND ALCOHOL TESTING POLICY FOR EMPLOYEES IN POSITIONS REQUIRING A COMMERCIAL DRIVER'S LICENSE (CDL) AND WHICH ARE DEFINED AS SAFETY-SENSITIVE - Omit
GBP-E DRUG/ALCOHOL TESTING POLICIES - Omit
GBQ CRIMINAL RECORD INFORMATION - Omit
GBR POLICY TO ADDRESS WORKPLACE BULLYING - *HOLD - To be reviewed*
GCA PROFESSIONAL STAFF POSITIONS - Omit
GCBA PROFESSIONAL STAFF SALARY SCHEDULES - Revision
GCBB EMPLOYMENT OF PRINCIPALS - Omit
GCBC PROFESSIONAL STAFF SUPPLEMENTARY PAY PLANS - Omit
GCC PROFESSIONAL STAFF LEAVES AND ABSENCES - Omit
GCC-R PROFESSIONAL STAFF LEAVES AND ABSENCES - Omit
GCCC FAMILY AND MEDICAL LEAVE - No change
GCCD DOMESTIC VIOLENCE LEAVE POLICY - No change
GCE PROFESSIONAL STAFF RECRUITING - Omit
GCE-R PROFESSIONAL STAFF RECRUITING - Omit
GCD PROFESSIONAL STAFF HIRING - Omit
GCDA-R PROFESSIONAL STAFF CERTIFICATION RESPONSIBILITIES - Omit
GCF PROFESSIONAL STAFF HIRING - Omit
GCF PROFESSIONAL STAFF ORIENTATION - Omit
GCF-R PROFESSIONAL STAFF ORIENTATION - Omit
GCG PROFESSIONAL STAFF PROBATION AND TENURE - Omit
GCN EVALUATION OF PROFESSIONAL STAFF - Omit
GCO PROFESSIONAL STAFF PROMOTIONS - Omit

GCPB/GCPC RESIGNATION/RETIREMENT OF PROFESSIONAL STAFF MEMBERS – Omit

GCPD SUSPENSION AND DISMISSAL OF PROFESSIONAL STAFF MEMBERS – Omit

GDA SUPPORT STAFF POSITIONS – Omit

GDBD SUPPORT STAFF LEAVES AND ABSENCES – Omit

GDBD-R SUPPORT STAFF LEAVES AND ABSENCES – Omit

GDD SUPPORT STAFF HIRING – Omit

GDN EVALUATION OF SUPPORT STAFF – Omit

GDPD SUSPENSION AND DISMISSAL OF SUPPORT STAFF MEMBERS – Omit

GCF PROFESSIONAL STAFF HIRING – Omit

GCF-R PROFESSIONAL STAFF HIRING – Omit

GCH PROFESSIONAL STAFF ORIENTATION – Omit

GCH-R PROFESSIONAL STAFF ORIENTATION – Omit

GCIA PHILOSOPHY OF STAFF DEVELOPMENT – Omit

GCJ PROFESSIONAL TEACHER STATUS – Omit

GCO EVALUATION OF THE PROFESSIONAL STAFF – Omit

GCO-R EVALUATION OF TEACHERS AND ADMINISTRATORS – Omit

GCP PROFESSIONAL STAFF PROMOTIONS – Omit

GCQF SUSPENSION AND DISMISSAL OF PROFESSIONAL STAFF MEMBERS – Omit

GCRD TUTORING FOR PAY – No change

GDB SUPPORT STAFF CONTRACTS AND COMPENSATION PLANS – Omit

GDE SUPPORT STAFF RECRUITING/POSTING OF VACANCIES – Omit

GDF SUPPORT STAFF HIRING – Omit

GDJ SUPPORT STAFF ASSIGNMENTS AND TRANSFERS – Omit

GDO EVALUATION OF SUPPORT STAFF – Omit

GDQD SUSPENSION AND DISMISSAL OF SUPPORT STAFF MEMBERS – Omit

Mr. Oliveira made a motion to approve the adoption of edited sections GA – GDQD and elimination of outdated/non-applicable policies and to send to the full School Committee, with the exception of section GBR to be reviewed and discussed at the next Subcommittee meeting. Mr. Cotter seconded the motion. Unanimous vote to approve.

Mr. Hardy suggested that Section I – Instructional Program, be reviewed at the next meeting.

At 6:22 p.m., Mr. Oliveira made a motion to adjourn. Mr. Cotter seconded. All voted in favor.

Next meeting: March 31, 2016 at 5:30 p.m.

Respectfully submitted,


Jonathan Carvalho
Community Relations Manager