

Present: Alexa Anderson, Court Booth, Domingos DaRosa, Tracey Marano, Cynthia Rainey, Carrie Rankin, Laurie Hunter, Dorothy Presser (MASC), Sharon Whitt, Sara Wilson

- 1. Call to Order** – Ms. Rankin called the meeting to order at 12:35 PM.
- 2. Vote to Approve Minutes** – *Mr. DaRosa joined the meeting.* A motion was made by Mr. Booth, seconded by Ms. Rainey, to approve the May 5, 2022 minutes. The motion was approved unanimously.
- 3. Public Comments**
None.
- 4. Review MASC Policy Updates February 2022**

AC and AC-R: Non-Discrimination including Harassment and Retaliation
ACAB: Sexual Harassment
JICK: Harassment of Students

Ms. Presser stated that these policies have been updated in the MASC policy manual to incorporate more protected classes per the Attorney General's Office and to include not just non-discrimination, but non-discrimination, harassment and retaliation. In an effort to have the policy be more readable and accessible, she stated that AC-R was created to show how the policy would be implemented. Ms. Presser stated that if the district had policies ACAB (Sexual Harassment) and JICK (Harassment of Students), they could be added as cross-references. Dr. Hunter stated that ACAB had been eliminated in 2017 and they have been working under ACA (Policy Prohibiting Harassment), noting how effective the policy has been. Ms. Rankin noted that policy JICFB (Bullying Prevention) also contains some harassment language. Mr. Booth asked if an incident has to fall under either bullying or harassment and if it ever gets fuzzy and Dr. Hunter stated that they often overlap, noting that bullying is more common in the student population and harassment is most often used in adult-to-adult situations. To adopt MASC's updates, Ms. Rankin stated that the current policy AC would be updated, and AC-R, ACAB and JICK would be adopted as new policies. Dr. Hunter stated that ACA (Policy Prohibiting Harassment) and JBA (Student-to-Student Harassment) would need to be looked at in the future to determine if they are still necessary or could be pulled out as long as the new policies cover everything.

A motion was made by Ms. Marano, seconded by Ms. Rainey, to bring policies AC, AC-R, ACAB, JICK (update AC; adopt AC-R, ACAB, and JICK), to the SC for a first reading and to remove ACA (Nondiscrimination) and JBA (Student-to-Student Harassment). Ms. Rainey questioned the titles referenced in AC-R and Dr. Hunter noted it was better to reference positions instead of names. The motion was unanimously approved.

- 5. Review MASC Policy Updates August 2022**

JIC: Student Discipline
JICA: Student Dress
AC: Non-Discrimination including Harassment and Retaliation
AC-R: Non-Discrimination including Harassment and Retaliation
GBA: Equal Employment Opportunity
GCF: Professional Staff Hiring
JB: Equal Educational Opportunities
JFBB: School Choice
JFBB-1: School Choice

Ms. Rankin stated that the MASC updates to these policies are around the 2019 CROWN Act (Creating a Respectful and Open World for Natural Hair), prohibiting discrimination against employees, students and other individuals

based on their natural or protected hairstyles. Ms. Rankin stated that, in addition to incorporating the CROWN Act language, new language has been added to JIC with respect to discipline around people with disabilities. She stated that JICA, GBA, GCF, JB and JFBB just incorporate new language around the CROWN Act. Ms. Presser noted that JIC had no change to the content of the policy, but a new reference had been added.

A motion was made by Mr. Booth, seconded by Ms. Rainey, to bring JIC to the SC for a first reading, adding the reference. The motion was unanimously approved.

Ms. Presser noted that the body of the other policies does not change, only the addition of the C.R.O.W.N. Act reference. Regarding JFBB and JFBB-1, Ms. Presser stated that only one should be adopted (one states that the district has School Choice and one states that it does not have School Choice), noting that the district's current policy just needed to be updated to reflect the CROWN Act language.

A motion was made by Mr. Booth, seconded by Ms. Rainey, to bring policies JICA, GBA, GCF, JB and JFBB forward to the SC for a first reading, with the addition of the CROWN Act reference. The motion was unanimously approved.

6. Discussion of Prioritizing Future Policies for 2022-2023

Ms. Rankin stated that there are more MASC updates to consider and asked members to let her know of any policies they feel should be reviewed. She noted that they also need to ensure policies align with DEIB and Student Success goals. Ms. Rainey stated that Section D has not been reviewed in a while, noting that MASC has provided updates to several of these policies. Ms. Presser stated that the Inspector General's Office has asked MASC to hold off on updating those policies until it was determined any regulations that might follow after passage of the law. Ms. Marano noted the new METCO representative policy, asking Mr. DaRosa to share feedback at some point during the year to make sure the policy aligns with practice. Ms. Wilson suggested having an addendum of policy updates at the end of the year for summary purposes.

7. Adjournment - A motion was made by Ms. Marano, seconded by Ms. Anderson, to adjourn the meeting. The motion was unanimously approved and the meeting adjourned at 1:30 PM.

Respectfully submitted,
Erin Higgins

Approved: 12.7.22