

POLICY COMMITTEE MEETING

Liberty School Board Room
Tuesday, June 18, 2024
6:30 pm



MINUTES

Jenny Miller, Chair, Lauren Gold and Jennifer Steben
Superintendent Laatsch, Recording Secretary Betty Jahnke

1. **Call to Order**
The Board Policy Committee Meeting was called to order by Chair, Jenny Miller
2. **Public Comment- None**
3. **Discussion Items**

A. Vol 38 No 2 Neola Updates

Policy 6350 - Prevailing Wage (New)

This is a new policy. Recommended to comply with State and Federal regulations concerning prevailing wage rate. The Superintendent designates the Director of Operations as the Prevailing Wage Coordinator for the district. This will be moved to the July 9th Board Agenda as a 1st reading under Discussion Items.

Policy 6520 - Payroll Deductions (Revised)

This is a revision of an existing SAS Board Policy. This policy has been revised to reflect that districts can deduct union dues or services fees. Policy Committee in agreement with all Neola updates. This will be moved to the July 9th Board Agenda to be approved under the Consent Agenda.

Policy 8800 - Religious/Patriotic Ceremonies and Observances (Revised)

This is a revision to an existing SAS Board policy. The policy is revised to reflect the recent U.S. Supreme Court decision in *Kennedy v. Bremerton School District* in which the Court clarified the equal importance of and the interaction between the Constitution's two (2) First Amendment clauses pertaining to religious rights. The Bremerton decision reinforced employees rights to the free exercise of religion such that a First Amendment analysis regarding district action (i.e. discipline or censorship) must consider whether the employee is exercising the staff members' free exercise rights. As a practical matter, the analysis remains unchanged; however, the Court clarified that the school district officials were not entitled to err on the side of avoiding a violation of the Establishment Clause. Revisions are recommended and if they are not adopted to articulate current law, a District can be exposed to a Constitutional challenge to the policy as facially invalid. Likewise, application of the concepts does require officials to apply the law as described in the policy revisions.

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The Policy Committee asked that the Bremerton vs. Kennedy decision be cited under Legal and also there would be clarification gotten regarding the section referring to flag measurements. Committee agreed to move this to the July 9th Board Agenda as a 1st reading under Discussion Items.

B. Administrative Guidelines - po1230.01

Superintendent Laatsch has requested that a change be made to the paragraph that currently reads:

“A copy of the District’s administrative guidelines manual and a copy of each handbook shall be made a part of the Board’s reference materials maintained in the District Office”

to read ...

“Administrative Guidelines will be posted online alongside the BOE Policy Manual. A copy of each handbook is available on each of the school’s websites.

Secretary Miller has requested that a change be made to the paragraph that currently reads:

“As long as the provisions of these administrative guidelines and handbooks are not inconsistent with Board policies, or with Federal/State law, they will be considered to be an extension of the policy manual and binding upon all employees and students.”

to read...

“Provisions of these administrative guidelines and student handbooks will be revised annually to be consistent with policies and with Federal/State law. Students are bound by the handbooks that are updated and signed each year.

This will be added to the July 9th Board Agenda under Discussion Items

C. DEI AC Policy Language 9141 - Proposed modifications by President McVey

The Policy Committee reviewed some suggested changes to this policy that were recommended by President McVey. The Board Operating Procedure that outlines the process for making changes to existing Policy was reviewed. Feedback on the proposed revisions will be sent to President McVey. The discussion regarding these recommendations will be continued at the next Policy meeting, allowing more time to get answers to clarifying questions.

4. **Public Comment - None**

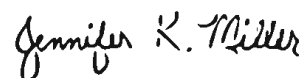
5. **Next Meeting**

Next meeting of the Board Policy Committee Meeting will be Tuesday, August 27th at 5 pm or as needed.

6. **Adjourn**

There being no further business, the meeting was adjourned at 7:36 pm.

Respectfully submitted,



Jennifer Miller
Board Secretary

Recorded by: Betty Jahnke