

**Columbia Board of Education Policy Committee
Meeting Minutes**

May 26, 2015

Members Present:

Board:	Mr. Jonathan Sessions (Chair) Ms. Jan Mees
CPS:	Dr. Peter Stiepleman Ms. Melinda Adams (arrived late)
Community Member:	Mr. Ben Trachtenberg
Ex-Officio:	Ms. Susie Adams/CMSTA
Guests:	Mr. Kyle Picolla/PROMO Ms. Kerri Schaefer/University of Missouri
Unable to attend:	Mr. James Whitt Ms. Susan McClintic/CMNEA

Opening

The meeting was called to order by Mr. Sessions.

Approval of Previous Meeting Minutes

Ms. Mees notes GBCC we don't have anything in the minutes. This was during the time the minutes were not taken due to stepping out to get copies.

Trachtenberg needs to be spelled consistently.

Old Business

Policy GCBA/GCBA-R – Professional Staff Salary Schedules Update

Dr. Stiepleman updated the policy committee regarding the policy review impacting teacher's morale due to teacher's w/longevity and frozen steps. Per the Board's request, the policy was brought to the Finance Committee last month.

CPS Finance Committee thoughts/concerns included:

- Questioned whether this language was appropriate for policy forcing future boards to a commitment
- Concern regarding the level of programming and staff required to track and manage such a system
- Note that the question at hand is one of a business standard in most industries
- Each year would have a slightly lower average pay for new hires who would be "held back" a year" which would result in annual savings that would go into fund balances as one time money available
- When the step is reinstated, the cost would have grown significantly and would be a continuing cost. This would make it more difficult to reinstate as it would be harder for the ongoing budget to sustain.

The Finance Committee voted to recommend to the policy committee that they not make this change to the policy.

Mr. Sessions suggested that at this point, based on the finance committee's review, that the Policy Committee no longer have further discussion on this policy. Sessions stated that he understands the morale issue and it could put future boards and Superintendents in position where they would be unable to recover a frozen step. Sessions suggested that not moving forward on this policy puts pressure on the Board to unfreeze steps.

Mr. Trachtenberg requested a motion to remove this from agenda. Ms. Mees motioned to postpone indefinitely from the policy committee agenda. Mr. Trachtenberg seconded.

There was further discussion for clarification, and another motion by Jan Mees to no longer discuss this policy. All approved.

Policy AC & JG-R Gender Identity/Gender Expression

Dr. David Tager was introduced to the policy committee. He is a founder of Transgender Health Network that helps healthcare providers understand the transgender community. It came to his attention that there were not policies @ CPS to protect this group.

Mr. Kyle Picolla was introduced again (he was in attendance at last month's meeting).

Mr. Sessions reviewed policy handouts AC and JGR. Discussion was held to include in gender identity and gender expression

Dr. Tager asked whether transgender individuals were protected in policy and then reviewed the policy and language wasn't in there so he asked if this was something CPS was willing to do.

Dr. Stiepleman shared that administration is forming a "task force" to understand how to support transgender students and staff. Melinda Adams stated that supporting the policy change would be fairly simple but as this is implemented we should address the procedures to support it, such as use of facilities, preferred name and pronoun, etc.

Ms. Mees asked what would the impact be for a district who acted on policy without specific direction in place? Mr. Trachtenberg said if the district doesn't want to do this, there could be arguments made, but it sounds like CPS wants to do this. Dr. Stiepleman said we have precedent for it, even without the language. Dr. Stiepleman feels we have a full summer to come up with process for supporting.

Mr. Trachtenberg suggested adding "gender identity and gender expression" after "gender" in both policies.

Dr. Tager said it sounds as if we want to have all the procedures in place before changing policy. By his experience it is impossible to see all you will need in place prior to doing it and you'll have to take the steps to start working on this and procedures will follow. You will also learn from students.

Melinda Adams asked for clarification on terminology "gender identity" and "gender non-conforming". Mr. Picolla said a "non-conforming" would fall under gender expression (i.e. male who wants to wear makeup).

Mr. Trachtenberg motion to insert after gender the following: "gender identity, gender expression". Mr. Sessions seconded.

Discussion occurred on whether the policy should contain definitions. It was decided that definitions would be more applicable in procedures, such as AC-AP.

Changes were reviewed including:

- Page 3, bottom, behaviors that could preclude, insert btw gender and sex orientation add “Gender ID,, gender expression
- Under Discrimination & Harass on page 3 and then we need to modify pg 4, under Defined as Sex Harass, 1st line, it would be appropriate to add verbiage there as well
- #6, page 4 lists generalities
- Page 4, #4, you could say gender or perceived gender.
- Page 4, #8 is ok.
- Ensure sexual orientation is listed in both policies.

Action: Mr. Trachtenberg motioned we send these changes to the Board. Mr. Sessions seconded. All approved to send to Board as 1st Read in June.

JG-R1

Changes were discussed for policy JG-R1 including

- Page 6 under Harassment. Item #2 on same page in btw gender & race.
- Add “sexual orientation” to be consistent with policy AC

Action: Mr. Trachtenberg we send these changes to Board. Mr. Sessions seconded. All in favor to BOE as 1st Read in June.

New Business

Policy GBCBC Staff Absences and Tardiness discussion

The discussion opened with an explanation that this policy went to the Board as First Read, but the Board ask for the policy committee to review first.

Melinda Adams reviewed the MSBA proposed policy with Helen Wade’s comments for discussion. Ms. Adams explained if we have employee w/concerns about attendance, it has typically been in relation to the short term leave & absences policy. The current policies are not as clear cut as GBCBC. This new policy gives much more detail to determine excessive absenteeism or job abandonment.

The committee suggested revising “will” to “may” and reviewed each of the seven (7) reasons to determine if employee is demonstrating excessive absenteeism. Ms. Adams explained that job protected leave, such as FMLA and Emergency Leave, are not counted towards excessive absenteeism. The committee further discussed each comments highlighted by Helen Wades policy review to determine if the committee recommended any changes.

- Action: Ms. Mees motioned to make the changes the policy committee discussed and send the revisions to the board as a second read in June (1st Read occurred last month). Mr. Sessions seconds motion. All approved.

June 2015 Policy Committee Meeting Schedule

Next scheduled meeting is Monday, June 22nd. Request to start at 3:30 pm. By June 9th we should have decision on whether PC will meet June 22nd.

- **Action:** confirm next meeting with the policy committee by June 9.

2015-16 Policy Committee

Ms. Mees will be the new chair starting next year. No July meeting will be held. Ideally, the future meetings will be the last Monday of the month for 2015-16.

Mr. Sessions moved to adjourn the meeting. It was seconded and meeting adjourned at 5:47pm.