



The Helena Public Schools educate, engage, and empower each student to maximize his or her individual potential with the knowledge, skills and character essential to being a responsible citizen and life-long learner.

Board of Trustees – Policy Committee Meeting

Tuesday, October 6, 2020

MINUTES

Attendees

| <i>Committee:</i> | <i>Others:</i> |
|----------------------------------|--|
| Libby Goldes, Committee Chair | Tyler Ream, Superintendent |
| John McEwen, Committee Member | Josh McKay, Assistant Superintendent |
| Jennifer McKee, Committee Member | Barb Ridgway, Chief of Staff |
| | Janelle Mickelson, Business Services Administrator |
| | Stacy Collette, Human Resources Director |
| | Elizabeth Kaleva, District Attorney |
| | Jane Shawn, HEA President |

I. CALL TO ORDER / INTRODUCTIONS

The meeting was called to order at 12:04pm by Committee Chair, Libby Goldes.

II. REVIEW OF AGENDA

Ms. Ridgway clarified that Policies 3000 and 3005 would be presented for a second reading; 5000 and 5005 would be presented for a first reading.

III. GENERAL PUBLIC COMMENT

There was no public comment.

IV. REVIEW OF THE 9.1.2020 POLICY COMMITTEE MINUTES

The minutes were reviewed.

V. PRESENTATION OF POLICIES FOR SECOND REVIEW

A. Policy 3000: Equal Educational Opportunities

Ms. Ridgway reported no requested changes to the policy from the full board's first reading. Dr. Ream recommended adding Lines 8-16 – which referenced equal opportunity and non-discrimination – from

Policy 5000 to this policy. The committee agreed to the addition and determined to forward the policy to the board for a second reading.

B. Policy 3005: Bullying, Intimidation, Harassment, Hazing Prevention and Reporting Policy

Ms. Ridgway reminded the committee that Policies 3000 and 3005 were the student policies pertaining to sexual harassment. Dr. Ream asked if emotional and mental harm could be included as creating a hostile educational environment and asked if the committee would like to discuss the additional language. Ms. Kaleva provided clarification that policy could be more stringent than the law – an instance could violate a district policy without violating statute. The committee discussed the potential inclusion and determined emotional and mental harm was implied in “a hostile educational environment,” so the policy would stand as it was.

Ms. Goldes asked if the policy applied to school events and activities which took place online. Ms. Kaleva answered the district had jurisdiction over students if the situation was related directly to school or was performed on a district device.

Ms. Ridgway asked the committee if they would like to include “All other complaints are handled through the district’s uniform grievance procedure” at the conclusion of Line 111. The committee agreed to add it. A few word choice revisions were requested by the committee, after which Ms. Goldes asked if the committee would like to forward the revised policy to the full board. The committee agreed.

VI. PRESENTATION OF POLICIES FOR FIRST REVIEW

A. Policy 5000: Equal Educational Opportunities

Ms. Kaleva told the committee changes to this policy resulted from two Supreme Court cases over the summer and Federal updates to Title IX. She added this policy also included language from Section 504, which now has a different grievance procedure than Title IX. Ms. Kaleva outlined the three grievance procedures: uniform grievance, sexual discrimination, and disability discrimination under ADA or Section 504. Ms. Kaleva said language also had been added to address retaliation.

The committee agreed to forward the policy to the full board for a first review with requested changes.

B. Policy 5005: Sexual Harassment

According to Ms. Kaleva, updates to this policy were the result of changes to federal laws; this policy applied specifically to staff. After a few editing questions and clarifications, the board agreed to forward the policy to the full board.

VII. SUPERINTENDENT’S REPORT / BOARD COMMENTS

Ms. Goldes said she would discuss future policies to be brought to the committee meetings with Ms. Ridgway. Ms. Kaleva added she felt it might be a good time to review the facilities series. The committee agreed.

VIII. ADJOURNMENT

Committee Chair, Ms. Goldes, adjourned the meeting at 12:51 p.m.