

Policy & Governance Meeting Minutes
April 1, 2019

Present: Eric Torres, Charles Vue. Absent: Joe Luginbill

Also present: Mary Ann Hardebeck, Kay Marks, Kim Koller, Patti Iverson-Recording Secretary

Chair Eric Torres called the meeting to order at 8:45 a.m.

Public Comment

There was no public comment.

Policy 443.5 – Student Use of Electronic Devices

Kim Koller shared recommended language from WASB regarding this policy. The committee discussed the proposal and were in agreement with moving it forward.

Charles Vue moved, second by Eric Torres, to bring Policy 443.5 to the next available School Board meeting for discussion and possible first reading. Carried by unanimous voice vote.

Policy 825 – Distribution of Non-School Related Materials

Kim Koller shared a recommendation received from the District's legal counsel regarding a modification to this policy that would allow Youth-Serving Patriotic Societies listed under Title 36 of the U.S. Code access to District-sanctioned student activities. The attorney would not advise the District to make this change. The equal access law was created to give groups at least as much access as other groups. By adding this language, it would give these groups more access and would not be advised. The attorney cited a case where a school district was sued for the same situation, and the district lost that case.

The committee agreed not to move this policy forward for modification.

Inclusive Hiring Clause

Kay Marks said that Joe Luginbill worked with Blia Schwahn, School/Community Liaison, to draft language that would indicate that the District what strive to be representative of the racial/ethnic demographics and gender balance of the District when hiring employees. The District's Hiring Committees would include individuals from diverse backgrounds during the hiring process. Mrs. Marks followed up with Ms. Schwahn to see if there have been any concerns expressed to her about the District's practices. She was not aware of any. Ms. Schwahn felt that she would be difficult to find people from diverse backgrounds to be involved in all interviews simply because there aren't a lot of employees to chose from.

Mrs. Marks said the District has unconscious bias training that principals receive before the hiring season begins. The District's Diversity Team has worked on ways to increase diversity and reaching out to diverse populations to increase the comfort level of employees. In addition, the team has worked on the "Grow Your Own" process to get internal candidates. She also met with leaders of the multi-cultural student group at UWEC and they were very interested in getting involved.

Charles Vue suggested that the District look into having existing staff who need to renew their licenses to be made aware of preferred qualifications for culturally relevant practices. Mrs. Marks will research that possibility.

Mr. Vue said if a clause is considered, that it says that all District RECRUITS AND HIRES shall strive to INCLUDE representatives of the racial/ethnic demographics and gender balance of the District.

The committee asked Mrs. Marks to look at adding positive language that the District's hiring and recruiting practices are inclusive of racial/ethnic demographics and gender balance. She will look at sample WASB language under the Personnel section.

Another suggestion was made to incorporate inherent bias training into the protocol for hiring practices.

Mr. Torres shared a document used by the Tucson Unified School District to incorporate culturally responsive practices in the classroom by using the SPARKS Program. This practice fosters reflective, inclusive, relevant, and engaging learning experiences for all students. Mrs. Marks will review this information.

Mr. Torres said he would support having some inclusive language when positions are posted. She said the newly-created Diversity Team could look into that.

Charles Vue moved, second by Eric Torres, to adjourn. Carried by unanimous voice vote.

Meeting adjourned at 9:58 a.m.