



**BELCHERTOWN SCHOOL DISTRICT  
PERSONNEL & POLICY SUBCOMMITTEE MEETING  
January 10, 2017**

**PLACE:** Swift River Elementary School Library

**TIME:** 6:00 p.m.

**SUBCOMMITTEE:** Ms. Myndi Bogdanovich, Chair (present); Dr. Thomas Laughner, Member (present)

**ADMINISTRATION:** Karol G. Coffin, Superintendent of Schools, Mr. Brian Cameron, Assistant Superintendent and Director of Student Support Services

**VISITORS:**

**Minutes**

- I. Call Subcommittee Meeting to order  
Ms. Bogdanovich called the meeting to order at 6:00 pm.
- II. Acceptance of Minutes
  - A. December 13, 2016, Personnel & Policy Subcommittee Meeting  
Motion: Dr. Laughner moved to accept the minutes as presented.  
Second: Ms. Bogdanovich  
Vote: 2,0,0
- III. Public comment regarding items on the agenda  
There were no public comments regarding items on the agenda.
- IV. Items for action/discussion
  - A. Policy AC – Nondiscrimination (BPS) & (MASC)
    1. Consider developing:
      - a) Policy ACB - Ethnicity
      - b) Policy ACC – Age
      - c) Policy ACD – Religion

Motion: Dr. Laughner moved to recommend the MASC version of policy AC - Nondiscrimination to the full Committee as amended.  
Second: Ms. Bogdanovich  
Vote: 2,0,0

Discussion: Superintendent Coffin noted these areas are not included in the policy. She would like to recommend they be included. The committee discussed the wording of policy AC. Mr. Cameron noted that gender identity is missing. The committee agreed to adopt the MASC wording and change the order list to read, “national origin, disability or sexual orientation”.....

Superintendent Coffin noted that the policy will need to be rewritten to include, ethnicity, age, and religion in the staff handbook. The committee noted that policy GBA covers the necessary requirements. The online version needs to be updated to include gender identity.

B. Review Town of Belchertown Electronic communications policy

Discussion: Superintendent Coffin noted the addition to the policy under Conduct, staff or faculty communication. The committee discussed adding “with limited exceptions as outlined in IJNDD-R Section 3” and under Disciplinary actions adding “disciplinary action up to and including termination”.

C. Policy IJNDD –

1. Electronic Contact and Social Networking Policy and Regulations (BPS)
2. Policy IJNDD – MASC’s Policy on Social Media

Motion: Dr. Laughner moved to recommend policy IJNDD (MASC version) as amended to the full Committee.

Second: Ms. Bogdanovich

Vote: 2,0,0

Discussion:

V. Unfinished business

A. Policy JFABB Foreign Exchange Program

The committee tabled this for a future meeting.

B. Private Music Teachers

The committee tabled this for a future meeting.

VI. New business

Ms. Bogdanovich noted the policy manual update, sections A & F for review for the second meeting in February.

VII. Subcommittee correspondence

A. Agenda, January 10, 2017

B. Minutes, December 13, 2016

C. Policy AC – Nondiscrimination (BPS) & (MASC)

D. Town of Belchertown Electronic Communication Policy

E. Policy IJNDD – Electronic Contact and Social Networking Policy and Regulations (BPS) & (MASC)

F. Policy JFABB Foreign Exchange Program

VIII. Adjourn

Motion: Dr. Laughner moved to adjourn at 6:53 pm.

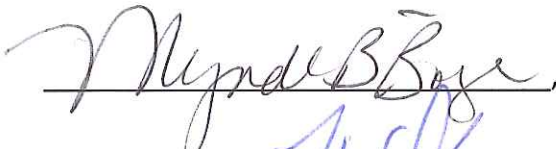
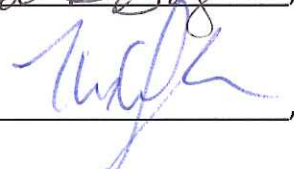
Second: Ms. Bogdanovich

Vote: 2,0,0

Respectfully submitted by,

Ramona Griffin  
Non-Confidential Recording Secretary to the School Committee

School Committee members' signatures:

 Myndi Bogdanovich, Chair  
 Thomas Laughner, member

*Vision Statement*

*Belchertown students, both individually and collaboratively, will be innovative thinkers, problem solvers and unique, creative contributors to their community and the world*

*Mission Statement*

*In the pursuit of excellence and the development of life-long learners, it is the mission of the Belchertown Public Schools to challenge and engage all students in a respectful, positive learning environment that fosters personal, social and academic growth in order to achieve success in a global society.*

The Belchertown Personnel & Policy Subcommittee conducts its business in open session pursuant to Chapter 30A, Section 21 of the Massachusetts General Laws. The public is welcome to comment only on items on the agenda for this meeting as noted above. If you wish to address the School Committee regarding an item not on the agenda for this meeting, please contact the Superintendent of Schools, at 413.323.0423 or via email at [superintendent@belchertown.org](mailto:superintendent@belchertown.org) to determine the best way to address your concerns.

