

UPPER PERKIOMEN SCHOOL DISTRICT
Education Center, 2229 E. Buck Road, Pennsburg PA 18073

Policy Committee Meeting Minutes

January 17, 2023

Chair: Peg Pennepacker

Ex-Officio: Melanie Cunningham, President

Members:

Keith McCarrick

Emily McCormick

Assistant Superintendent-Dr. Andrea Farina

Business Manager-Dan Direso

Human Resources Director-Georgiann Fisher

Policy 318: Penalties for Tardiness- proposed title: Attendance and Tardiness. The proposed change is to delete Authority language regarding assessment of salary as a result of tardiness. This is addressed more generally with language on penalties. Specific penalties would be addressed within the ACP/CBA or contract.

Policy 340: Responsibility for Student Welfare- Recommended language was added on employees not assuming responsibility voluntarily for duties they cannot reasonably perform. Recommended language was added on employees not requiring students to perform work or services detrimental to the student's health. PSBA recommended language was added on building principals maintaining oversight and developing plans for supervision. Language was deleted on Superintendent promulgating guidelines and was replaced with recommended language on building principal responsibilities.

Policy 341: Benefits for part-time Employees- Language was updated to be applicable to all three employee classifications. Recommended language was added to specify that benefits are in accordance with administrative compensation plan, individual contract, collective bargaining agreement, or Board resolution.

Policy 342: Court/Jury Duty- proposed title: Jury Duty. Minor language updates were made.

Policy 343: Paid Holidays-Reference to holidays being established in accordance with applicable administrative compensation plan, individual contract, collective bargaining agreement, or Board resolution was added.

Policy 351/351 AR: Drug-Free Workplace-proposed title: Drug and Substance Abuse. Definition of Criminal Drug Statute was added. Language throughout the policy was updated to reflect current Chapter 10 regulations and other applicable laws and regulations. The time frame for employee notification to employer of conviction was updated to 72 hours, per School Code requirements. PSBA recommended language was added on safe schools reporting, in accordance with Chapter 10 requirements.

Policy 354: Resignation from Employment-Recommended deletion as the resignation of employees is addressed in policy 308- Employment Contract/Board Resolution and would be more appropriately addressed within applicable ACP/CBA/contract/etc.

Policy 355/355 AR: Conflict of Interest- This was deleted as an updated policy will be drafted with the 800 section of the policy manual.

Policy 441: Staff/Student Relations- Recommended deletion as this was covered in Policy 340: Responsibility for Student Welfare and Policy 235: Student Rights and Responsibilities.

Policy 115, 137, 137.1 AR: Career and Technical Education/Home Education Programs: With the passage of Act 55, policies related to Career and Technical Education and Home Education will require revision. Once a model PSBA policy is released, discussion about changes will occur.

Policy 122/122 AR: Extracurricular Participation- This policy and AR will be revised and aligned with PSBA policies for 115 and 137.