

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

Policy Committee Meeting Minutes

June 26, 2023

Chair: Peg Pennepacker

Ex-Officio: Melanie Cunningham, President

Members:

Keith McCarrick

Emily McCormick

Assistant Superintendent-Dr. Andrea Farina

Business Manager-Drew Bishop

Human Resources Director-Georgiann Fisher

Approval of May 15, 2023 Committee minutes.

Policy 805.2: School Security Personnel- The current policy states that the Board shall employ, contract for and/or assign staff to coordinate the safety and security of District students, staff, visitors and facilities. The Superintendent shall appoint a School Safety and Security Coordinator. The School Safety and Security Coordinator reports to the Superintendent and shall be responsible for overseeing all school security guards, review and provide oversight of all Board policies and administrative regulations relating to school safety and security; coordinate training and resources for students and staff related to situational awareness, behavioral health, emergency procedures, etc; coordinate a tour of the District's buildings and grounds biennially or when a building is first occupied, with law enforcement and first responders; serve as the liaison with law enforcement and other state committees/agencies on matters of school safety and security; coordinate assessments and respond to surveys. By June 30 of each year, the Coordinator shall make a report to the Board on the District's current safety and security practices and identify strategies to improve safety and security. The information will include: threat assessment team information, reports of required emergency preparedness, information on required school safety and security training, Safe2Say Something data, behavioral health and school climate information, Safe Schools reports, updates regarding the MOU with local law enforcement agencies, updates to policies, laws and regulations related to school safety and security, information on tours and inspections of facilities, and information on grants or funding.

The District shall contract for one or more school security guards. The guard(s) shall provide school safety support services; enhance campus supervision; assist with disruptive students and monitor visitors on campus.

The proposed revision to Policy 805.2 is to add language for armed school security guards. The proposed language states: School security personnel shall carry weapons, including firearms, in performance of their duties only if, and to the extent, authorized by the Board, including as provided in an agreement with a law enforcement agency for the stationing of a School Resource Officer or in a contract with an independent contractor or third-party vendor approved by the Board.

Policy 426.1: Complaint Process- The purpose of this policy is to secure equitable solutions to the problems which may arise affecting teachers. The guidelines are as follows:

Level One-Principal: a professional employee with a grievance shall first discuss it with his/her principal or immediate superior with the objective of resolving the matter informally. If there is no satisfactory resolution, a written grievance is filed with the PRRC.

Level Two-Assistant to the Superintendent: if the aggrieved employee is not satisfied in writing within 4 school days after the formal presentation of the grievance to the principal, then the UPEA will present the grievance in writing to the Assistant to the Superintendent within 5 school days after the decision at Level One or within 8 school days after the grievance was delivered to the principal.

Level Three-Superintendent: if the aggrieved is not satisfied with the disposition of his/her grievance at Level Two or if no decision has been rendered in writing within 6 school days after the presentation of the grievance to the Assistant to the Superintendent, then the UPEA will present the grievance in writing to the Superintendent within 6 school days after the decision at Level Two or within 8 school days after the grievance was delivered to the Assistant to the Superintendent.

Level Four-Board of School Directors: if the aggrieved person is not satisfied with the disposition of his/her grievance at Level Three or if no decision has been rendered in writing within 4 school days after the presentation of the grievance to the Superintendent, then the UPEA will present the grievance in writing to the Board through the Board Secretary within 2 school days after the decision at Level Three or within 6 school days after the grievance was delivered to the Superintendent.

A Board decision shall be made within 2 weeks and is final. Any aggrieved person may be represented at any stage of the process.

The proposed change is the adoption of Policy 326.1 UPEA Noncontract Grievance Process, and the retirement of Policy 426.1.

The next meeting will be held on August 21, 2023.