

METROPOLITAN SCHOOL DISTRICT of NEW DURHAM TOWNSHIP

207 E. Valparaiso Street, Westville, Indiana 46391-9712

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Administration

Dr. Sandra M Wood, Superintendent
Alissa L. Schnick, Secondary Principal
Brian A. Ton, Elementary Principal
Jessica Nygra, Secondary Assistant Principal
Andrew Eubank, Athletic Director

Board of Trustees

Mark Parkman, President
Wayne R. Hodge, Deputy Secretary
Lynn M. Wilson, Secretary
Karen Jedrysek, Member

January 7, 2022 – News Release (Justin Kiel – Westville Indicator, Isis Cains – MC News-Dispatch - LP Herald Argus,
cindy.kimmel@NWI.com)

School Board Meeting: The MSD of New Durham Township School Board will meet in Regular Session on Wednesday January 12, 2022 at 6:10 p.m. in Westville Schools Media Center.

1.	Call to Order
2.	Pledge of Allegiance
3.	Roll Call
4.	Blackhawk Pride/Good News Report
5.	Community Input – Persons wishing to make the board aware of suggestions, ideas, and/or comments may address the board at this time. Comments that involve personnel or students must be discussed in private.
6.	Superintendent's Report
7.	Solar Update
8.	Approval of December 14, 2021 Board Minutes
9.	Personnel <ul style="list-style-type: none">A. Resignations<ul style="list-style-type: none">1. Geni Hisick – JV / Assistant Varsity Softball Coach2. Sarah Klosinski – Middle School Assistant Track Coach3. William Smith - High School Vocational Teacher4. Jane Bachman – Academic Awards / Senior Awards Program Coordinator5. Molly Ochall - Junior Class / Prom SponsorB. Recommendations<ul style="list-style-type: none">1. Jennifer Massengill – Middle School Boys Volleyball Coach2. Mike Jones – Substitute Teacher3. Melissa Malloy – Blackhawk Academy Instructional AssistantC. Volunteers<ul style="list-style-type: none">1. Jacob Shores – Elementary Girls Basketball Coach
10.	Professional Leave Requests
11.	Donations
12.	Update on Return to Learn Plan—CDC Guideline for 5 Day Quarantine
13.	Approval of 2022 Non-Certified Pay Rates
14.	IRS Mileage Rate
15.	Second Reading and Approval of Neola Policy Updates (Nondiscrimination and Electronic Meeting Policies
16.	Financials
17.	Correspondence
18.	Adjournment

Regular Meeting 2/9/2022

The Board's meeting site is fully accessible to all persons. Any person requiring further accommodation should contact the Superintendent with the School Corporation's administrative office at 219-785-2239.

NONDISCRIMINATION POLICIES

Policy 1422 - Nondiscrimination and Equal Employment Opportunity (Replacement)

Policy 3122 - Nondiscrimination and Equal Employment Opportunity (Replacement)

Policy 4122 - Nondiscrimination and Equal Employment Opportunity (Replacement)

To maintain consistency in procedures for complaints of discrimination and the grievance process, the policies, administrative guidelines and forms related to discrimination and harassment on the basis of a protected class have been revised to comport with the new Title IX policy, administrative guidelines and forms. Because of the number of revisions involved, these have been issued as replacement policies.

Policy 1422.02 - Nondiscrimination Based on Genetic Information of the Employee (Replacement)

Policy 3122.02 - Nondiscrimination Based on Genetic Information of the Employee (Replacement)

Policy 4122.02 - Nondiscrimination Based on Genetic Information of the Employee (Replacement)

To maintain consistency in procedures for complaints of discrimination and the grievance process, the policies, administrative guidelines and forms related to discrimination on the basis of genetic information of an employee have been revised to comport with the new Title IX policy, administrative guidelines and forms. Because of the number of revisions involved, these have been issued as replacement policies.

Policy 1623 - Section 504/ADA Prohibition Against Disability Discrimination in Employment (Revised)

Policy 3123 - Section 504/ADA Prohibition Against Disability Discrimination in Employment (Revised)

Policy 4123 - Section 504/ADA Prohibition Against Disability Discrimination in Employment (Revised)

To maintain consistency in procedures for complaints of discrimination and the grievance process, the policies, administrative guidelines and forms related to discrimination on the basis of disability in employment have been revised to comport with the new Title IX policy, administrative guidelines and forms. Because of the number of revisions involved, these have been issued as replacement policies.

Policy 1662 - Anti-Harassment (Revised)

Policy 3362 - Anti-Harassment (Revised)

Policy 4362 - Anti-Harassment (Revised)

Policy 5517 - Anti-Harassment (Revised)

To maintain consistency in procedures for complaints of discrimination and the grievance process, the policies, administrative guidelines and forms related to harassment on the basis of a protected class have been revised to comport with the new Title IX policy, administrative guidelines and forms.

You will notice that a number of provisions/options pertaining to prohibited staff-student relationships have been omitted from the anti-harassment policies listed above, including references to the sexual harassment of students and criminal sexual misconduct with minors. **Because the policies referenced above exclude Title IX matters, which instead are addressed in Policy 2266 - Nondiscrimination on the Basis of Sex in Education Programs or Activities, including the sexual harassment of students, those provisions are no longer applicable to the anti-harassment policies listed above.** However, the omitted provisions/options will be incorporated into a new policy regarding staff-student relations that will be included in the next update to be released in the Fall of 2021.

Policy 2260 - Nondiscrimination and Access to Equal Educational Opportunity (Replacement)

To maintain consistency in procedures for complaints of discrimination and the grievance process, the policies, administrative guidelines and forms related to discrimination and harassment on the basis of a protected class have been revised to comport with the new Title IX policy, administrative guidelines and forms. Because of the number of revisions involved, this policy has been issued as a replacement policy.

Policy 2260.01 – Section 504/ADA Prohibition Against Discrimination Based on Disability (Replacement)

Board Policy 2260.01 places particular emphasis on protections for students who are identified as having a disability under Section 504 and ADA, including accessibility to qualified individuals with regard to facilities, programs and activities, according to federal law. Revisions to this policy are based on recent Office for Civil Rights (OCR) investigations and reviews of compliance issues, particularly related to vocational education/Career-Technical education programs, with particular emphasis on vocational education. Other revisions have been made to address changes in the terminology used to refer to students with disabilities and to revise the Complaint and Grievance Procedure for the processing of complaints of discrimination or retaliation so this procedure is consistent with the other nondiscrimination and anti-harassment policies. Due to the significance of the revisions involved, this policy has been issued as a replacement policy.

Policy 2266 – Nondiscrimination on the Basis of Sex in Education Programs or Activities (Revised)

This policy has been revised to reflect the recognized definition of “Rape” as of January 2021, deleting the original reference to the definition required by the Clery Act at the time of the release of the regulations in May 2020. The revised definition is that provided by the National Incident-Based Reporting System (NIBRS). Also, there is a suggested revision in the Appeals section of the policy. While the current regulation does not specifically address the implementation of remedies during the appeals process, it seems to be inappropriate to impose disciplinary sanctions while an appeal is pending.

ELECTRONIC MEETING POLICIES**Bylaw 0164.5 Member Participation in Meetings Through Electronic Means of Communication (NEW)**

HEA 1437, enacted by General Assembly in its Spring2021 Legislative Session, provides specific conditions related to the participation by School Board members in Board meetings by electronic communication. This new Bylaw addresses the required conditions and offers options to address those areas, as allowed by HEA 1437, where local Boards may add their own specifications. This Bylaw provides legal means by which Board members may attend Board meetings by electronic communication when the Board is not subject to an emergency governmental order.

HEA 1437 requires a Board to adopt a policy to address procedures that allow Board members to participate in Board meetings by electronic communication. Therefore, it is recommended this Bylaw should be adopted to provide direction to members and allow for the flexibility of members attending Board meetings by electronic communication.

Bylaw 0164.6 Meetings During Declared Disaster Emergencies (NEW)

HEA 1437 also creates a new code section, Ind. Code 5-14-1.5-3.7, which provides for the participation of all Board members via electronic communication when the Governor declares a disaster emergency or the executive of the local governmental unit declares a local disaster emergency. The new Bylaw

addresses the requirements for Board members to participate via electronic communication when a disaster emergency/local disaster emergency is in effect.

Bylaw 0164.4 Meeting of the Board Defined (Revised)

This Bylaw has been revised to comply with HEA 1437, which gives Boards the authority to allow members to participate in Board meetings through electronic communication even when not subject to an emergency governmental order.

This Bylaw should be recommended to the Board for adoption in coordination with the adoption of the new Bylaw 0164.5. The Board should adopt the Bylaw to maintain congruence of the definition of Board meeting and the new provision allowed by HEA1437.

Bylaw 0167.1 Voting (Revised)

This Bylaw also has been revised to comport with HEA 1437 by setting forth the requirements for voting when a Board member participates by electronic communication.

This Bylaw should be recommended to the Board for adoption in coordination with the adoption of the new Bylaw 0164.5 and the new Bylaw 0164.6. The Board should adopt the Bylaw to maintain compliance with the laws governing voting at Board meetings and the changes in the law effected by HEA 1437.