

School Board Meeting:

October 24, 2011

Subject:

Human Resources

Presenter:

Moreen Martell

SUGGESTED SCHOOL BOARD ACTION:

Board approval.

DESCRIPTION:

The following policies were presented to the Board for a first reading at the September Board workshop. No additional revisions were suggested.

Final Reading of a Revised Policy (Board Action Required)

The following revised policies are being presented to the School Board for first reading:

- **Policy #401 - Equal Employment Opportunity**
X Mandatory Policy
Brief Description:
 - Reflects minor changes.

- **Policy #406 - Public and Private Personnel Data**
X Mandatory Policy
Brief Description:
 - Reflects 2010 legislative changes to the definition of public personnel data.

- **Policy #413 – Harassment and Violence**
X Mandatory Policy
Brief Description:
 - The Minnesota Department of Education, with assistance from the Minnesota Department of Human Rights, has developed a model harassment and violence policy. The purpose of this model policy is to provide a template for school districts' individual policies to help maintain a positive, safe learning and working environment for students and staff that is free from harassment and violence based upon their actual or perceived sex/gender, sexual orientation, race, color, creed, national origin, religion, disability, receipt of public assistance, or marital status and age..
 - Makes reporting procedures consistent with other policies.

- **Policy #414 – Mandated Reporting**
X MSBA Recommended Policy
Brief Description:
 - Reflects 2010 legislative changes, especially those relative to definitions.

- **Policy #419 – Tobacco-Free Environment**

X Mandatory Policy

Brief Description:

- Prohibits the use of electronic cigarettes.
- Expands the definition of tobacco.
- Allows an adult non-student to possess a cessation product.
- Recommends no contributions, gifts, or promotion from tobacco companies.

- **Policy #526 – Hazing Prohibition**

X Required Policy

Brief Description:

- Makes reporting procedures consistent with other policies.
- Clarifies that “hazing” under the policy is connected to a school-related purpose.