

**MIDDLETOWN BOARD OF EDUCATION  
POLICY COMMITTEE**

Meeting Minutes

Tuesday, March 18, 2025

In Person Meeting 5:30 P.M.

**Board of Education Policy Committee Members participating:**

Deb Kleckowski, Policy Committee Chair

Harold Panciera, Board Member

Liz Crooks, Board Member

Stacy Porch, Parent

**Also participation:**

Marco Gaylord, Executive Director of Operations

Elba Llantin-Cruz, DEIB Director

Jill Power, Operations Administrative Secretary

**The Meeting was called to order by Liz Crooks at 5:45P.M.**

**1. Introductions**

**2. Policy #4112.5 Employment and Student Teacher Checks**

Marco stated that this policy went through legal review and there were only a few sections that were added. Liz Crooks brought up that this policy is just now stating that if someone is accused of something and they are found guilty then they will not be held accountable for that in the hiring process because they were dismissed and that is correct. After discussion the Board moved this policy to its first reading at the Board meeting on April 8th, 2025 with a few changes.

**3. Policy #0301 Equity Policy - Discussion**

Deb stated that this policy was brought forth because of a letter that was sent to the Board from FIRE. FIRE is an organization that is threatening lawsuits with districts if they do not update or have certain policies. The Board is reviewing policy 0301 for that reason. This policy is not mandatory but the Board would like to review it for consideration of discussion so no lawsuit is filed. Elba Llantin-Cruz stated that in the second paragraph "Disruptive Equity Framework" would be changed to SOP (Strategic Operating Plan) because that already has a framework and models a pathway for how the district operates. If we have that as our framework that is always changing so that would just change and we would not have to change the entire policy. Discussion was also had on why do we need this policy? We have others that are for discrimination and equity. Marco stated this policy is more of a framework for the district to follow and beliefs the district has. More discussion was had about the policy also being too broad and maybe needing to be narrowed down. Notes from Shelia Daniels, who was not present, stated that she would like to see paragraph two removed, Liz Crooks agreed. After discussion a motion was made to keep discussing this policy at the next policy meeting with Dr. Vazquez Matos present as well. The motion was seconded and all were in favor of continuing the conversation.

#### **4. Policy #4010 Hiring of Certified Staff - Discussion**

Liz Crooks started off the discussion with wanting at least one board member in the process of choosing applicants before they go into the interview process. Liz was stating she would like this added for Administrators, not teachers. Marco stated that HR reviews the applicants before interviewing just to make sure the applicant is qualified before the interview process and committee is formed. Harold would like to see the Board at least offered the opportunity to be part of the selection process before interviews. If no Board member chooses to do so then so be it, but he would like it to be offered. Notes from Shelia Daneils, who was not present, mentioned having the two final candidates sit in front of the Board and the Board would vote on their choice. After discussion, members of the committee did not like the option of the Board voting on the final candidate. They would like the Superintendent to make the final decision. A motion was brought forth to continue this discussion at the next April policy meeting. The motion was seconded and all were in favor of continuing the discussion.

#### **5. Policy #4020 Hiring of Non-Certified Staff - Discussion**

A motion was moved to discuss this policy at the next policy meeting in April. The motion was seconded and all in favor.

#### **6. Policy #9316 Length of Board Meetings - Discussion**

A motion was moved to discuss this policy at the next policy meeting in April. The motion was seconded and all in favor.

The next policy committee meeting will take place on April 22nd, 2025 or TBD.

#### **ADJOURNMENT**

**The meeting was adjourned at 7:20 P.M.**

**Respectfully submitted,**

**Marco Gaylord**

**Executive Director of Operations**