Policy Committee

Wednesday, November 11, 2026 10:00 AM
KCSD Administration Board Room, 86 Administration Drive, Mill Hall, PA 17751

1.	**Meeting Opening**	
1.A.	Call to Order	
2.	**Public Comment**	
3.	**Discussion**	
3.A.	Policy 209 Health Examination /Screenings	**Speaker(s):** Chair, Mr. Christopher Scaff
3.B.	Policy 302 - Employment of Superintendent and/or Assistant Superintendent	**Speaker(s):** Chair, Mr. Christopher Scaff
3.C.	Policy 312 - Performance Assessment of Superintendent/Assistant Superintendent	**Speaker(s):** Chair, Mr. Christopher Scaff
3.D.	Local Board Procedure 006 Meetings	**Speaker(s):** Chair, Mr. Christopher Scaff
3.E.	Policy 123 - Interscholastic Athletics and Intramural Programs	**Speaker(s):** Chair, Mr. Christopher Scaff
3.F.	246-AR-7 Healthy School Environment	**Speaker(s):** Chair, Mr. Christopher Scaff
4.	**Future Meeting**	
4.A.	The next Policy Committee meeting date and time will be determined following the Board Reorganization Meeting scheduled for December 3, 2026. Future meeting details will be shared once established.	
5.	**Adjournment**	

BOARD POLICY

209 Health Examinations/Screenings

POLICY NUMBER	VERSION	DOCUMENT STATUS	PRINTED
209	v3	DRAFT	10/9/2026

AUTHORITY

In compliance with applicable law and regulations, and Board-approved health and safety plans, the Board shall require that district students submit to health and dental examinations, screenings and health monitoring in order to protect the school community from the spread of communicable disease and to ensure that the student's participation in health, safety and physical education courses meets the student's individual needs and that the learning potential of each student is not lessened by a remediable physical disability.[1][2][3][4]

GUIDELINES

Each student shall receive a comprehensive health examination conducted by the school physician upon original entry, in sixth grade, and in eleventh grade.[2][4][5]

Each student shall receive a comprehensive dental examination conducted by the school dentist upon original entry, in third grade, and in seventh grade.[3][4][5]

A private health and/or dental examination conducted at the parents'/guardians' request and expense shall be accepted in lieu of the school examination. The district shall accept reports of privately conducted physical and dental examinations completed within one (1) year prior to a student's entry into the grade where an exam is required.[5]

The school nurse or medical technician shall administer to each student vision tests, hearing tests, tuberculosis tests **and** other tests deemed **advisable at** intervals established by the district. Height and weight measurements shall be used to calculate the student's weight-for-height ratio.[2][4][6]

The school nurse or other health care practitioner shall conduct measurements of height and weight for each student for the purpose of tracking growth patterns. Height and weight measurements will be conducted at intervals established by the district and in a manner that protects student confidentiality. Parents/Guardians have the right to request an exemption from height and weight measurements for their child, and the district must provide notification of the exemption request procedure.[2][25]

Parents/Guardians of students who are to receive physical and dental examinations or screenings shall be notified. The notice shall include the date and location of the examination or screening and notice that the parents/guardians may attend. The notice shall encourage the parent/guardian to have the examination or screening conducted by the student's private

physician or dentist at the parent's/guardian's expense to promote continuity of care. Such statement may also include notification that the student may be exempted from such examination or screening if it is contrary to the parent's/guardian's religious beliefs.[7][8][9]

A student who presents a statement signed by the parent/guardian that a health examination is contrary to the student's or parent's/guardian's religious beliefs shall be examined only when the Secretary of Health determines that facts exist indicating that certain conditions would present a substantial menace to the health of others in contact with the student if the student is not examined for those conditions.[10][11]

Where it appears to school health officials or teachers that a student deviates from normal growth and development, or where school examinations reveal conditions requiring health or dental care, the parent/guardian shall be notified of the apparent need for a special examination by the student's private physician or dentist. The parent/guardian shall report to the school whether a special examination occurred. If the parent/guardian fails to report whether the examination occurred within a reasonable time after being notified of the apparent need and the abnormal condition persists, appropriate school health personnel shall arrange a special health examination for the student.[2][4][12]

In the event that the parent/guardian objects to or refuses to obtain a regular or special health or dental examination or refuses to permit the child to be examined as arranged by the school nurse or school physician, the school nurse, in consultation with the school physician, shall determine whether the student appears to have unaddressed health conditions such that under the circumstances the refusal should be reported to the PA Department of Health or other appropriate authorities.

Where school health officials or staff have reasonable cause to suspect that a student may be the victim of child abuse, the school employee shall make a report of suspected child abuse in accordance with law and Board policy.[13] **[14]**

Health Monitoring

The Board directs district staff to monitor student health in accordance with applicable Board policy and the Board-approved health and safety plan. **[15]**

A student may request an alternative method of monitoring as a religious accommodation, and designated district staff shall assess and respond to such request in accordance with applicable law, regulations and Board policy. A request for an accommodation that would unreasonably impair safety or cause undue hardship will not be granted. **[16]**

A student with a health condition that may render a monitoring method ineffective should notify designated staff so that alternative or supplemental methods may be considered. **[16]** **[17]**

Students who may be exhibiting symptoms that indicate health concerns shall be referred to the school nurse or designated staff for further assessment and response, in accordance with Board policy. **[15]**

Health Records

The district shall maintain for each student a comprehensive health record which includes a record of immunizations and the results of tests, measurements, regularly scheduled examinations and special examinations.[2]

All health records shall be confidential and shall be disclosed only when necessary for the health of the student or when requested by the parent/guardian, in accordance with law and Board policy.[18] **[19]** **[20]**

The district may disclose information from health records to appropriate parties in connection with an emergency when necessary to protect the health or safety of the student or other individuals, in accordance with applicable law and Board policy. **[15]** [18] **[19]** **[20]** [21][22] **[23]**

Designated district staff shall request from the transferring school the health records of students transferring into district schools. Staff shall respond to such requests for the health records of students transferring from district schools to other schools.[18]

The district shall destroy student health records only after the student has not been enrolled in district schools for at least two (2) years.[18] **[24]**

DELEGATION OF RESPONSIBILITY

The Superintendent or designee shall instruct all staff members to continually observe students for conditions that indicate health concerns or disability and to promptly report such conditions to the school nurse or designated staff.[2]

The Superintendent or designee shall ensure that educational information and materials regarding eating disorder awareness and education are made available to students in grades six through twelve. Eating disorder awareness and educational materials must also be posted on the district's website.[26][27]

The Superintendent or designee shall ensure that notice is provided to all parents/guardians regarding the existence of and eligibility for the Children's Health Insurance Program (CHIP). [12]

PSBA Revision 8/26 © 2026 PSBA

Legal Footnotes

[1] 24 P.S. 1401
LEGAL REFERENCE

[2] 24 P.S. 1402
LEGAL REFERENCE

[3] 24 P.S. 1403
LEGAL REFERENCE

[4] 22 PA Code 12.41
LEGAL REFERENCE

[5] 24 P.S. 1407
LEGAL REFERENCE

[6] 28 PA Code 23.1 et seq
LEGAL REFERENCE

[7] 24 P.S. 1405
LEGAL REFERENCE

[8] 28 PA Code 23.2
LEGAL REFERENCE

[9] 20 U.S.C. 1232h
LEGAL REFERENCE

[10] 24 P.S. 1419
LEGAL REFERENCE

[11] 28 PA Code 23.45
LEGAL REFERENCE

[12] 24 P.S. 1406
LEGAL REFERENCE

[13] 23 Pa. C.S.A. 6311
LEGAL REFERENCE

[14] Pol. 806 — Child Abuse
POLICY REFERENCE

[15] Pol. 203 — Immunizations and Communicable Diseases
POLICY REFERENCE

[16] Pol. 103 — Discrimination/Harassment Affecting Students
POLICY REFERENCE

[17] Pol. 103.1 — Nondiscrimination — Qualified Students With Disabilities
POLICY REFERENCE

[18] 24 P.S. 1409
LEGAL REFERENCE

[19] Pol. 113.4 — Confidentiality of Special Education Student Information
POLICY REFERENCE

[20] Pol. 216 — Student Records
POLICY REFERENCE

[21] 20 U.S.C. 1232g
LEGAL REFERENCE

[22] 34 CFR Part 99
LEGAL REFERENCE

[23] Pol. 805 — Emergency Preparedness and Response
POLICY REFERENCE

[24] Pol. 800 — Records Management
POLICY REFERENCE

[25] 28 PA Code 23.7
LEGAL REFERENCE

[26] 24 P.S. 1408
LEGAL REFERENCE

[27] 24 P.S. 1426 — 24-P-S-1426
LEGAL REFERENCE

Report This Email

---------- Forwarded message ---------
From: **David Lindsay** <DavidLindsay@hallandlindsay.com>
Date: Sat, Oct 24, 2026 at 3:46 PM
Subject: Re: Policy 209 – Health Examinations/Screenings
To: Joni MacIntyre <jmacintyre@kcsd.k12.pa.us>

Joni:

I have reviewed Policy 209 together with the corresponding concerns raised by members of the Board. In this regard, I have also reviewed the requirements of the Pennsylvania School Code, Pennsylvania law and Federal law as it relates to this Policy. To this end, I recommend the following additions and/or amendments to the Policy:

1. The phrase “under medical supervision” should be added to this Paragraph to be consistent with the language of Section 1402(a)(4) which states that “each child of school-age shall be given by methods established by the Advisory Health Board,... tests for tuberculosis under medical supervision,...”.

2. The word “annually” should be added to this Paragraph where indicated. This is because 28 Pa. Code 23.7 mandates that “height and weight measurements shall be conducted at least once annually and preferably twice annually.” In other words, it is my opinion that this Paragraph should be amended in order to be more consistent with the Pennsylvania law from which this Policy language originates.

3. The exemption portion of this Paragraph need not refer to any “religious exemption” as Section 1402(a.3) of the Pennsylvania School Code simply requires that a parent submit a general written exemption request in order to acquire the same. In other words, the exemption will be granted, pursuant to law, regardless of the reason. As a consequence, this portion of the Policy does not need to include any language relative to a religious exemption. However, including this language is also not contrary to Pennsylvania law.

In all other respects, it is my opinion that this Policy is acceptable and also in compliance with Pennsylvania and Federal law. Nonetheless, please review the foregoing and contact me with any questions or concerns.

David

From: Joni MacIntyre <jmacintyre@kcsd.k12.pa.us>
Sent: Tuesday, October 13, 2026 8:58 AM
To: dlindsayesquire <dlindsayesquire@comcast.net>; Christine Taylor <ctaylor@kcsd.k12.pa.us>
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BOARD POLICY

209 Health Examinations/Screenings

POLICY NUMBER	VERSION	DOCUMENT STATUS	PRINTED
209	v3.1	DRAFT	11/5/2026

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[1] 24 P.S. 1401
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[2] 24 P.S. 1402
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[3] 24 P.S. 1403
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[4] 22 PA Code 12.41
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[5] 24 P.S. 1407
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[6] 28 PA Code 23.1 et seq
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[8] 28 PA Code 23.2
LEGAL REFERENCE

[9] 20 U.S.C. 1232h
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[10] 24 P.S. 1419
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[11] 28 PA Code 23.45
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[12] 24 P.S. 1406
LEGAL REFERENCE

[13] 23 Pa. C.S.A. 6311
LEGAL REFERENCE

[14] Pol. 806 — Child Abuse
POLICY REFERENCE

[15] Pol. 203 — Immunizations and Communicable Diseases
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[17] Pol. 103.1 — Nondiscrimination — Qualified Students With Disabilities
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[20] Pol. 216 — Student Records
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[21] 20 U.S.C. 1232g
LEGAL REFERENCE

[22] 34 CFR Part 99
LEGAL REFERENCE

[23] Pol. 805 — Emergency Preparedness and Response
POLICY REFERENCE

[24] Pol. 800 — Records Management
POLICY REFERENCE

[25] 28 PA Code 23.7
LEGAL REFERENCE

[26] 24 P.S. 1408
LEGAL REFERENCE

[27] 24 P.S. 1426 — 24-P-S-1426
LEGAL REFERENCE

BOARD POLICY

302 Employment of Superintendent and/or Assistant Superintendent

POLICY NUMBER	ADOPTED	REVISED	VERSION
302	3/2/2017	8/14/2024	v2.7
DOCUMENT STATUS	**PRINTED**		
ACTIVE	10/28/2026		

PURPOSE

The Board places the primary responsibility and authority for the administration of the district in the Superintendent and Assistant Superintendent. Therefore, selection of a Superintendent or Assistant Superintendent is critical to the effective leadership and management of the district.[1]

AUTHORITY

During the last year of the Superintendent's term or any other time the position of Superintendent becomes vacant, the Board shall meet to appoint, by a majority vote of all members of the Board, a properly qualified district Superintendent. The appointed Superintendent shall enter into a written contract with the Board for a term of three (3) to five (5) years.[2][3][4]

An Assistant Superintendent shall be appointed by a majority vote of all members of the Board upon nomination of the Superintendent and/or by the same process used to determine the Superintendent. An Assistant Superintendent may serve through the term of the Superintendent or enter into a contract for a term of three (3) to five (5) years.[2][3][5][6]

At a regular Board meeting occurring at least 150 days prior to the expiration date of the Superintendent's or an Assistant Superintendent's term of office, the Board meeting agenda shall include an item requiring affirmative action by five (5) or more Board members to notify the Superintendent or Assistant Superintendent that the Board intends to retain him/her for a further term of three (3) to five (5) years or that other candidates will be considered for the office. If the Board fails to take such action, the current Superintendent or Assistant Superintendent shall continue in office for a term similar in length to that which s/he is currently serving.[4][6]

Whenever the Board finds it impossible or impractical to immediately fill a vacancy in the office of Superintendent or Assistant Superintendent, the Board may appoint an acting Superintendent or Assistant Superintendent to serve not longer than one (1) year from the time of appointment.[7]

In the event the Board appoints an acting Superintendent or Assistant Superintendent, the Board shall approve and document the recruitment and assessment procedures to be used to permanently fill such vacancy in accordance with Board policy.

GUIDELINES

Recruitment and Assessment of Candidates

The Board shall actively seek candidates who meet the qualifications and requirements for the position of Superintendent and/or Assistant Superintendent. It may be aided in this task by a committee of Board members and administrative staff, the services of professional consultants, and/or the counsel of the retiring Superintendent.

1. When undertaking a search to fill the position of Superintendent or Assistant Superintendent, recruitment procedures shall be prepared and may include the following:
2. Preparation of a job description for the position, written in accordance with the requirements of federal and state laws and regulations.[8]
3. Preparation of written qualifications, including proper certification, in addition to applicable state requirements, for all applicants.[9][10][11][12][13]
4. Preparation of informative materials describing the school district, the Superintendent/Assistant Superintendent position, and the district's educational goals.
5. Opportunity for selected applicants to visit the district schools, meet with internal staff and external stakeholders at the Board's invitation.
6. Solicitation of applications from a geographical area large enough to ensure a range of backgrounds and experience.

Recruitment, screening and evaluation of candidates shall be conducted in accordance with Board policy, Board established leadership criteria and state and federal law. The screening process shall ensure that the Board has an opportunity to interview a sufficient number of finalist candidates so that an appropriate range of choices is available for final selection.[8]

The Board shall determine prior to interviewing finalists which expenses associated with such interviews will be reimbursed by the school district. A candidate's misstatement of fact material to qualifications for employment or determination of salary shall constitute grounds for dismissal by the Board.

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Pre-Employment Requirements

The district shall conduct an employment history review in compliance with state law prior to issuing an offer of employment to a candidate. Failure to accurately report required information shall subject the candidate to discipline up to, and include, denial of employment or termination if already hired, and may subject the candidate to civil and criminal penalties. The district may use the information for the purpose of evaluating an applicant's fitness to be hired or for continued employment and may report the information as permitted by law.[14]

A candidate shall not be employed until the individual has complied with the mandatory background check requirements for criminal history and child abuse and the district has evaluated the results of that screening process.[15][16]

Each candidate shall report, on the designated form, all arrests and convictions as specified on the form. Candidates shall likewise report arrests and/or convictions that occur subsequent to initially submitting the form. Failure to accurately report such arrests and convictions may subject the individual to denial of employment, termination if already hired, and/or criminal prosecution.[16]

Before entering the duties of the office, the Superintendent or Assistant Superintendent shall take and subscribe to the oath of office prescribed by law.[17]

After receiving a conditional offer of employment but prior to beginning employment, the candidate shall undergo medical examinations, as required by law and as the Board may require.[18]

Employment Contracts

An individual shall not be employed as Superintendent or Assistant Superintendent unless s/he has signed an employment contract expressly stating the terms and conditions of employment. The written contract shall:[4]

1. Contain the mutual and complete agreement between the Superintendent or Assistant Superintendent and the Board with respect to the terms and conditions of employment.
2. Consistent with state certification requirements, specify the duties, responsibilities, job description and performance expectations, including performance standards and assessments as required by law.[19][20][21][22][23]
3. Incorporate all provisions relating to compensation and benefits to be paid to or on behalf of the Superintendent or Assistant Superintendent.[6][24]
4. Specify the term of employment and state that the contract shall terminate immediately, except as otherwise provided by law, upon the expiration of the term unless the contract is allowed to renew automatically as required by law.[4]
5. Specify the termination, buyout and severance provisions, including all post-employment compensation and the period of time in which the compensation shall be provided. Termination, buyout and severance provisions may not be modified during the course of the contract or in the event a contract is terminated prematurely.
6. Contain provisions relating to outside work that may be performed, if any.[25][26]
7. State that any modification to the contract must be in writing.
8. State that the contract shall be governed by the laws of the Commonwealth.
9. Limit compensation for unused sick leave in employment contracts for Superintendents and/or Assistant Superintendents who have no prior experience as a district superintendent or assistant superintendent to the maximum compensation for unused sick leave under the school district's administrative compensation plan in effect at the time of the contract.
10. Limit transferred sick leave from previous employment to not more than thirty (30) days for Superintendents and/or Assistant Superintendents who have no prior experience as a district superintendent or assistant superintendent.
11. Specify post retirement benefits and the period of time in which the benefits shall be provided.

Removal/Severance

A Superintendent or Assistant Superintendent may be removed from office and have their contracts terminated, after a hearing, by a majority vote of all members of the Board and in accordance with law. The Board shall publicly disclose at the next regularly scheduled meeting the removal from office of a Superintendent or Assistant Superintendent.[27][28]

Any negotiated severance of employment prior to the end of the term of the Superintendent's or Assistant Superintendent's specified contract term shall be limited to either:[4]

1. The equivalent of one (1) year's compensation and benefits due under the contract, if the severance agreement takes effect two (2) or more years prior to the end of the contract term; or

2. The equivalent of one-half (1/2) of the total compensation and benefits due under the contract for the remainder of the term, if the severance agreement takes effect less than two (2) years prior to the end of the contract term.

Legal Footnotes

[1] 24 P.S. 1001
LEGAL REFERENCE

[2] 24 P.S. 508
LEGAL REFERENCE

[3] 24 P.S. 1071
LEGAL REFERENCE

[4] 24 P.S. 1073
LEGAL REFERENCE

[5] 24 P.S. 1076
LEGAL REFERENCE

[6] 24 P.S. 1077
LEGAL REFERENCE

[7] 24 P.S. 1079
LEGAL REFERENCE

[9] 24 P.S. 1002
LEGAL REFERENCE

[10] 24 P.S. 1003
LEGAL REFERENCE

[11] 24 P.S. 1078
LEGAL REFERENCE

[12] 22 PA Code 49.41
LEGAL REFERENCE

[13] 22 PA Code 49.42
LEGAL REFERENCE

[14] 24 P.S. 111.1
LEGAL REFERENCE

[15] 23 Pa. C.S.A. 6344
LEGAL REFERENCE

[16] 24 P.S. 111
LEGAL REFERENCE

[17] 24 P.S. 1004
LEGAL REFERENCE

[19] 24 P.S. 1073.1
LEGAL REFERENCE

[20] 24 P.S. 1081
LEGAL REFERENCE

[21] 24 P.S. 1082
LEGAL REFERENCE

[24] 24 P.S. 1075
LEGAL REFERENCE

[25] 24 P.S. 1007
LEGAL REFERENCE

[26] 24 P.S. 1008
LEGAL REFERENCE

[27] 2 Pa. C.S.A. 551 et seq
LEGAL REFERENCE

[28] 24 P.S. 1080
LEGAL REFERENCE

ADMINISTRATIVE REGULATION

APPROVED:

REVISED:

302-AR-0. USE OF CONSULTANT

The Board may choose to hire a consultant to assist with the employment of a Superintendent or Assistant Superintendent. In such case, the following procedures will be utilized:

1. The Board selects a consultant.

2. The entire Board may participate throughout the process or may appoint a Board committee.

3. The Board and consultant determine the professional and personal criteria, skills and experience required for the position, in accordance with applicable law and regulations.

4. The consultant develops marketing materials and an application form.

5. The consultant advertises the position in media resources chosen by the consultant, with the input of the Board.

6. The consultant prints and/or distributes application materials to all prospective candidates.

7. The consultant receives and reviews applications from candidates, and answers their questions.

8. The consultant conducts preliminary background checks to ensure the eligibility of applicants.

9. The consultant presents completed files of all eligible applicants to the Board for its consideration.

10. Based on the stated criteria, skills and experience requirements, the Board selects applicants to be interviewed.

11. The consultant develops a schedule of interviews.

12. The Board conducts the initial interviews and ranks all candidates at the conclusion of all interviews.

13. The Board selects several candidates and conducts final interviews.

14. The consultant completes reference checks on the finalist candidates.

15. The Board, and designated administrators if applicable, conducts background visits of the finalists.

16. The Board reviews all reference checks, interview notes, and related documents and selects the nominee for the position.

17. The Board President or Committee Chair, after consultation with the district's solicitor, notifies the recommended candidate.

18. The Board negotiates a contract with the nominee.

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BOARD POLICY

312 Performance Assessment of Superintendent/Assistant Superintendent

POLICY NUMBER	ADOPTED	REVISED	LAST REVIEWED
312	8/9/2018	8/9/2018	8/9/2018
VERSION	**DOCUMENT STATUS**	**PRINTED**	
v1	ACTIVE	10/28/2026	

Authority

The Board shall conduct a formal written performance **assessment** of the Superintendent **and Assistant Superintendent** annually **as required by law. A timeframe for the assessment shall be included in the employment contract.**[1]

The employment contract shall include objective performance standards mutually agreed to **in writing by the** Board and the Superintendent **and by the Board and the Assistant Superintendent. The objective performance standards may be based upon any or all of the following:**[1]

1. **Achievement of annual measurable objectives established by the district.**
2. **Achievement on Pennsylvania System of School Assessment (PSSA) tests.**
3. **Achievement on Keystone Exams.**
4. **Student growth as measured by the Pennsylvania Value-Added Assessment System.**
5. **Attrition rates or graduation rates.**
6. **Financial management standards.**
7. **Standards of operational excellence.**
8. **Any additional criteria deemed relevant and mutually agreed to by the Board and Superintendent or Assistant Superintendent.**

The mutually agreed upon performance standards shall be posted on the district website.[1]

Upon completion of the annual performance assessment, the date of the assessment and whether or not the Superintendent and Assistant Superintendent have met the agreed upon objective performance standards shall be posted on the district website.[1]

Legal Footnotes

[1] **24 P.S. 1073.1**
LEGAL REFERENCE

KCSD Policy 006 current with edit in bold, pages 2-3.

Adopted: 11/1/2018
Last Revised: 9/30/2026

Parliamentary Authority

All Board meetings shall be conducted in an orderly and business-like manner. Robert's Rules of Order shall govern the Board in its deliberations in all cases in which it is not inconsistent with law, state regulations or Board procedures.[1][2]

Quorum

A quorum shall consist of a majority of the members of the Board. No business shall be transacted at a meeting without a quorum, but the school directors present at such a meeting may adjourn to another time.[3]

Presiding Officer

The President shall preside at all Board meetings. In the absence, disability or disqualification of the President, the Vice-President shall act instead. If neither person is present, a school director shall be elected President pro tempore by a majority of those present and voting to preside at that meeting only. Where no such majority is achieved on the first vote, a second vote shall be cast for the two (2) candidates who received the greatest number of votes.[4][5][6][7]

Meeting Notifications

Notice of all open Board meetings, including committee meetings and work sessions, shall be given by publication of the date, place, and time of such meetings in the newspaper(s) of general circulation designated by the Board and posting of such notice at the administrative offices of the Board.[8][9]

1. Notice of regular meetings shall be given by publication and posting of a schedule showing the date, place and time of all regular meetings for the calendar year at least three (3) days prior to the time of the first regular meeting.[8][9]

2. Notice of all special meetings shall be given by publication and posting of notice at least twenty-four (24) hours prior to the time of the meeting, except that such notice shall be waived when a special meeting is called to deal with an actual emergency involving a clear and present danger to life or property.[8][9]

3. Notice of all rescheduled meetings shall be given by publication and posting of notice at least twenty-four (24) hours prior to the time of the meeting.[8][9]

4. Notice of all recessed or reconvened meetings shall be given by posting a notice of the place, date and time of the meeting and sending copies of such notice to interested parties.[8]

5. Notice of all open meetings shall be given to a newspaper circulating in Clinton County and any radio or television station which so requests. Notice of all open meetings shall be given to any individual who so requests and provides a stamped, addressed envelope for such notification.[9]

Notice of all rescheduled meetings and special meetings shall be given to each school director no later than twenty-four (24) hours prior to the time of the meeting.[9][10]

Agenda Notifications

The agenda, together with all relevant reports, shall be provided to each school director at least three days before the meeting.

If the agenda includes an item of business related to removal of an officer of the Board, the agenda shall be provided to each school director at least seven (7) days before the meeting.

The district shall publicly post the agenda for all open meetings of the Board or Board committees at which deliberation or official action may take place no later than twenty-four (24) hours prior to the time of the meeting, as follows:[9]

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2. At the location of the meeting.

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The posted agenda shall list each matter of agency business that will or may be the subject of deliberation or official action at the meeting.[9]

Agenda Preparation

It shall be the responsibility of the Superintendent, in cooperation with the Board Secretary and Board President to prepare an agenda of the items of business anticipated to come before the Board at each open meeting.

It shall be the responsibility of the Committee Chair, in cooperation with the Committee Secretary and Superintendent or designee to prepare a committee

meeting agenda of the items of business anticipated to come before the Committee at each open meeting.

Order of Business

The order of business for regular meetings and special meetings called for general purposes shall be as follows, unless altered by the President or a majority of those present and voting:

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4. Superintendent's Report.
5. Committee Reports.
6. Information/Discussion Items.
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8. Minutes.
9. Business.
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11. Curricular/Co-Curricular.
12. Negotiations.
13. Adjournment.

The order of business for other special meetings shall be determined according to the stated purpose of the special meeting.

Additions to the Agenda

The Board may deliberate or take official action on matters not included in a posted agenda only under the following circumstances:[11]

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1. The Board may take official action to refer the matter to staff, if applicable, to conduct research and include on a future Board meeting agenda; or

2. If the matter is de minimis (minor) in nature and does not involve the expenditure of funds or entering into a contract or agreement, the Board may take official action on the matter.

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The public posting of agenda requirements and rules for adding items to a posted agenda apply to both regular and special open meetings of the Board. These requirements and rules do not apply to:[9][11][13]

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Regular Board meetings shall be open and shall be held at specified places at least once every two (2) months.[2][14]

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The President may call a special meeting at any time and shall call a special meeting upon presentation of the written requests of three (3) school directors. Upon the President's failure or refusal to call a special meeting, such meeting may be called at any time by a majority of the school directors.[5]

No business shall be transacted at any special meeting except that named in the call sent to school directors for such special meeting.[10]

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At each open Board meeting, prior to official action by the Board, an opportunity shall be provided for public comment in accordance with law and Board procedures and policy.[2][12]

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All motions shall require for adoption a majority vote of those school directors present and voting, except as provided by statute or Board procedures.

All votes on motions and resolutions shall be by voice vote unless an oral roll call vote is requested by the President or another school director.

Special Voting Requirements –

**Indicates actions for which the minutes must reflect how each school director voted.*

1. Actions requiring the unanimous affirmative vote of all members of the Board remaining in office:
    1. Appoint as Board Secretary a former school director who has resigned, before the expiration of the term for which the member was elected.*[16][17]
    2. Appoint as solicitor a former school director who has resigned, before the expiration of the term for which the director was elected.*[16][17]
2. Actions requiring the affirmative votes of two-thirds of the full membership of the Board:
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2. Adding or increasing appropriations to meet an emergency or catastrophe.*[17][19]

3. Hiring as a teacher a former school director who has resigned, before the expiration of the term for which the director was elected.*[16][17]

4. Conveying land or buildings to certain charities or other public agencies without following prescribed valuation procedures or with more favorable financing.*[17][20]

5. Incurring temporary debt.*[17][19][21]

6. Dismissing a tenured professional employee after a hearing.*[17][22]

7. Borrowing in anticipation of current revenue.*[17][23]

8. Adopting or changing textbooks without the recommendation of the Superintendent.*[17][25]

3. Actions requiring the affirmative votes of a majority of the full membership of the Board:

1. Fixing the length of the school term.*[17]

2. Adopting textbooks recommended by the Superintendent.*[17][25]

3. Appointing the district Superintendent and Assistant Superintendent(s).*[17][26][27]

4. Appointing teachers and principals.*[17]

5. Adopting the annual budget.*[17][28]

6. Appointing tax collectors and other appointees.*[17][29][30]

7. Levying and assessing taxes.*[17][31]

8. Purchasing, selling, or condemning land.*[17]

9. Locating new buildings or changing the location of old ones.*[17]

10. Creating or increasing any indebtedness.*[17]

11. Adopting planned instruction.[17][32]

12. Establishing additional schools or departments.*[17]

13. Designating depositories for school funds.*[17][33][34]

14. Authorizing the transfer of any unencumbered balance, or portion thereof, from one appropriation to another, or from one spending agency to another during the last nine (9) months of the fiscal year.*[17][19]

15. Entering into contracts of any kind, including contracts for the purchase of fuel or any supplies where the amount involved exceeds $100 (including items subject to bid requirements).*[17][35]

16. Fixing salaries or compensation of officers, teachers, or other appointees of the Board.*[17]

17. Entering into contracts with and making appropriations to the intermediate unit for the district's proportionate share of the cost of services provided or to be provided by the intermediate unit.*[17]

18. Dismissing, after a hearing, a Superintendent, Assistant Superintendent or non-tenured teacher.*[17][36][37]

19. Determining the location and amount of any real estate required by the school district for school purposes.*[17][38]

20. Vacating and abandoning property to which the Board has title.*[17][39]

21. Appointing a school director to fill a vacancy on the Board.*[17][40]

22. Calling a special meeting when the President has failed to do so after written request of three (3) members of the Board.[5]

23. Declaring that a vacancy exists on the Board by reason of the failure or neglect of a school director to qualify.[41]

24. Adopting, amending or repealing Board procedures and policy.[42]

25. Approving or denying a charter school application.*[43]

26. Approving or denying a multiple charter school organization application.*[44]

27. Establishing joint schools or departments.*[45]

Abstention from Voting

A school director shall be required to abstain from voting when the issue involves either one of the following:

1. Conflict of interest under the Ethics Act.[46][47][48]

   Prior to the vote being taken, the school director shall verbally disclose the

nature of the conflict in public, and shall also provide the Board Secretary with a written memorandum stating the nature of the conflict, which shall be attached to the Board minutes as a public record.

Conflict of interest - use by a public official of the authority of their office or any confidential information received through holding public office for the private pecuniary benefit of the public official, a member of their immediate family or a business with which the public official or a member of their immediate family is associated. The term does not include an action having a de minimis economic impact or which affects to the same degree a class consisting of the general public or a subclass consisting of an industry, occupation or other group which includes the public official, a member of their immediate family or a business with which the public official or a member of their immediate family is associated.[46]

De minimis economic impact – an economic consequence which has an insignificant effect.[46]

Immediate family – parent, spouse, child, brother or sister.[46]

Business with which associated – any business in which the person or a member of the person's immediate family is a director, officer, owner, employee or has a financial interest.[46]

2. Relative recommended for appointment to or dismissal from a teaching position.[22][49]

   Relative – father, mother, brother, sister, husband, wife, son, daughter, stepson, stepdaughter, grandchild, nephew, niece, first cousin, sister-in-law, brother-in-law, uncle, or aunt.

The Board is encouraged to seek the guidance of the district solicitor or the State Ethics Commission for questions related to conflict of interest.[47][48]

Minutes

The Board shall cause to be made, and shall retain as a permanent record of the district, minutes of all open Board meetings. Said minutes shall be comprehensible and complete and shall show:[50][51]

1. Date, place, and time of the meeting.
2. Names of school directors present.
3. Presiding officer.

4. Substance of all official actions.

5. Actions taken.

6. Recorded votes and a record by individual members of all roll call votes taken.[52]

7. Names of all residents who appeared officially and the subject of their testimony.

8. Any matter added to a posted agenda, including the substance of the matter, the announced reason and the recorded vote, where applicable.[9][11]

The Board Secretary shall provide each school director with a copy of the minutes of the last meeting prior to the next regular meeting.[1]

The minutes of Board meetings shall be approved at the next succeeding meeting and signed by the Board Secretary.[53]

Notations and any tape or audiovisual recordings shall not be the official record of an open Board meeting but may be available for public access, upon request, in accordance with Board policy. Any notations and/or audiovisual recordings of a Board meeting shall be retained and disposed of in accordance with the district's records retention schedule.[1]**[54][55]**

Recess/Reconvene

The Board may at any time recess or reconvene to a reconvened meeting at a specified date and place, upon the majority vote of those present. The reconvened meeting shall immediately take up its business at the point in the agenda where the motion to recess was acted upon. Notice of the reconvened meeting shall be given as provided in Board policy.[8][9]**[56]**

Executive Session

The Board may hold an executive session, which is not an open meeting, before; during; at the conclusion of an open meeting; or at some other time. The presiding officer shall announce the reason for holding the executive session; the announcement can be made at the open meeting prior to or after the executive session.[13][15][57]

The Board may discuss the following matters in executive session:

1. Employment issues.

2. Labor relations.

3. Purchase or lease of real estate.

4. Consultation with an attorney or other professional advisor regarding potential litigation or identifiable complaints that may lead to litigation.

5. Matters that must be conducted in private to protect a lawful privilege or confidentiality.

6. School safety and security, of a nature that if conducted in public, would:[15]

    1. Be reasonably likely to impair the effectiveness of school safety measures.

    2. Create a reasonable likelihood of jeopardizing the safety or security of an individual or a school, including a building, public utility, resource, infrastructure, facility or information storage system.

Official actions based on discussions held in executive session shall be taken at an open meeting.

Work Sessions

The Board may meet as a Committee of the Whole in an open meeting to vote on or to discuss issues. Public notice of such meetings shall be made in accordance with Board procedures.[2][56]

A meeting of the Committee of the Whole, not regularly scheduled, may be called at any time by the President; the President shall call such a meeting when requested to do so by school directors. Public notice of the meeting shall be made in accordance with Board procedures.

The Board Secretary shall provide notice of a meeting of the Committee of the Whole in accordance with Board procedures.[8][9][56]

Committee Meetings

Standing committee meetings may be called at any time by the committee chairperson, with proper public notice, or when requested to do so by a majority of the members of the committee.[8][9][56]

A majority of the total membership of a committee shall constitute a quorum.

Unless held as an executive session, standing committee meetings shall be open to the public, other school directors, and the Superintendent.[2]

A majority of the committee or the chairperson may invite employees, consultants or other persons who have special knowledge of an area under discussion.

Attachments

006-BOG 0.pdf
FILE · 146 KB
006-BOG-1-OfficialBoardMin.pdf
FILE · 110 KB
006-BOG-2-AbstentForConflictMemo.pdf
FILE · 82 KB

Footnotes

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BOARD POLICY

006 Meetings

POLICY NUMBER	ADOPTED	REVISED	VERSION
006	11/1/2018	9/30/2026	v1

DOCUMENT STATUS	PRINTED
ACTIVE	11/11/2026

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   d. Conveying land or buildings to certain charities or other public agencies without following prescribed valuation procedures or with more favorable financing.*[17][20]

   e. Incurring temporary debt.*[17][19][21]

   f. Dismissing a tenured professional employee after a hearing.*[17][22]

   g. Borrowing in anticipation of current revenue.*[17][23]

   h. Adopting or changing textbooks without the recommendation of the Superintendent.*[17][25]

3. Actions requiring the affirmative votes of a majority of the full membership of the Board:

   a. Fixing the length of the school term.*[17]

   b. Adopting textbooks recommended by the Superintendent.*[17] **[25]**

   c. Appointing the district Superintendent and Assistant Superintendent(s).*[17][26][27]

   d. Appointing teachers and principals.*[17]

   e. Adopting the annual budget.*[17] **[28]**

   f. Appointing tax collectors and other appointees.*[17] **[29]** **[30]**

   g. Levying and assessing taxes.*[17] **[31]**

   h. Purchasing, selling, or condemning land.*[17]

   i. Locating new buildings or changing the location of old ones.*[17]

   j. Creating or increasing any indebtedness.*[17]

   k. Adopting planned instruction.[17] **[32]**

   l. Establishing additional schools or departments.*[17]

   m. Designating depositories for school funds.*[17][33] **[34]**

   n. Authorizing the transfer of any unencumbered balance, or portion thereof, from one appropriation to another, or from one spending agency to another during the last nine (9) months of the fiscal year.*[17][19]

   o. Entering into contracts of any kind, including contracts for the purchase of fuel or any supplies where the amount involved exceeds $100 (including items subject to bid requirements).*[17] **[35]**

   p. Fixing salaries or compensation of officers, teachers, or other appointees of the Board.*[17]

   q. Entering into contracts with and making appropriations to the intermediate unit for the district's proportionate share of the cost of services provided or to be provided by the intermediate unit.*[17]

r. Dismissing, after a hearing, a Superintendent, Assistant Superintendent or non-tenured teacher.*[17][36][37]

s. Determining the location and amount of any real estate required by the school district for school purposes.*[17][38]

t. Vacating and abandoning property to which the Board has title.*[17][39]

u. Appointing a school director to fill a vacancy on the Board.*[17][40]

v. Calling a special meeting when the President has failed to do so after written request of three (3) members of the Board.[5]

w. Declaring that a vacancy exists on the Board by reason of the failure or neglect of a school director to qualify. **[41]**

x. Adopting, amending or repealing Board procedures and policy. **[42]**

y. Approving or denying a charter school application.*[43]

z. Approving or denying a multiple charter school organization application.*[44]

aa. Establishing joint schools or departments.*[45]

Abstention from Voting

A school director shall be required to abstain from voting when the issue involves either one of the following:

1. Conflict of interest under the Ethics Act.[46][47][48]

   Prior to the vote being taken, the school director shall verbally disclose the nature of the conflict in public, and shall also provide the Board Secretary with a written memorandum stating the nature of the conflict, which shall be attached to the Board minutes as a public record.

   Conflict of interest - use by a public official of the authority of their office or any confidential information received through holding public office for the private pecuniary benefit of the public official, a member of their immediate family or a business with which the public official or a member of their immediate family is associated. The term does not include an action having a de minimis economic impact or which affects to the same degree a class consisting of the general public or a subclass consisting of an industry, occupation or other group which includes the public official, a member of their immediate family or a business with which the public official or a member of their immediate family is associated.[46]

   De minimis economic impact – an economic consequence which has an insignificant effect.[46]

   Immediate family – parent, spouse, child, brother or sister.[46]

   Business with which associated – any business in which the person or a member of the person's immediate family is a director, officer, owner, employee or has a financial interest.[46]

2. Relative recommended for appointment to or dismissal from a teaching position.[22][49]

   Relative – father, mother, brother, sister, husband, wife, son, daughter, stepson, stepdaughter, grandchild, nephew, niece, first cousin, sister-in-law, brother-in-law, uncle, or aunt.

The Board is encouraged to seek the guidance of the district solicitor or the State Ethics Commission for questions related to conflict of interest.[47][48]

Minutes

The Board shall cause to be made, and shall retain as a permanent record of the district, minutes of all open Board meetings. Said minutes shall be comprehensible and complete and shall show:[50][51]

1. Date, place, and time of the meeting.

2. Names of school directors present.

3. Presiding officer.

4. Substance of all official actions.

5. Actions taken.

6. Recorded votes and a record by individual members of all roll call votes taken.[52]

7. Names of all residents who appeared officially and the subject of their testimony.

8. Any matter added to a posted agenda, including the substance of the matter, the announced reason and the recorded vote, where applicable.[9][11]

The Board Secretary shall provide each school director with a copy of the minutes of the last meeting prior to the next regular meeting.[1]

The minutes of Board meetings shall be approved at the next succeeding meeting and signed by the Board Secretary.[53]

Notations and any tape or audiovisual recordings shall not be the official record of an open Board meeting but may be available for public access, upon request, in accordance with Board policy. Any notations and/or audiovisual recordings of a Board meeting shall be retained and disposed of in accordance with the district's records retention schedule.[1] **[54]** **[55]**

Recess/Reconvene

The Board may at any time recess or reconvene to a reconvened meeting at a specified date and place, upon the majority vote of those present. The reconvened meeting shall immediately take up its business at the point in the agenda where the motion to recess was acted upon. Notice of the reconvened meeting shall be given as provided in Board policy.[8][9] **[56]**

Executive Session

The Board may hold an executive session, which is not an open meeting, before; during; at the conclusion of an open meeting; or at some other time. The presiding officer shall announce the reason for holding the executive session; the announcement can be made at the open meeting prior to or after the executive session.[13][15][57]

The Board may discuss the following matters in executive session:

1. Employment issues.
2. Labor relations.
3. Purchase or lease of real estate.
4. Consultation with an attorney or other professional advisor regarding potential litigation or identifiable complaints that may lead to litigation.
5. Matters that must be conducted in private to protect a lawful privilege or confidentiality.
6. School safety and security, of a nature that if conducted in public, would:[15]
    a. Be reasonably likely to impair the effectiveness of school safety measures.
    b. Create a reasonable likelihood of jeopardizing the safety or security of an individual or a school, including a building, public utility, resource, infrastructure, facility or information storage system.

Official actions based on discussions held in executive session shall be taken at an open meeting.

Work Sessions

The Board may meet as a Committee of the Whole in an open meeting to vote on or to discuss issues. Public notice of such meetings shall be made in accordance with Board procedures.[2] **[56]**

A meeting of the Committee of the Whole, not regularly scheduled, may be called at any time by the President; the President shall call such a meeting when requested to do so by school directors. Public notice of the meeting shall be made in accordance with Board procedures.

The Board Secretary shall provide notice of a meeting of the Committee of the Whole in accordance with Board procedures.[8][9] **[56]**

Committee Meetings

Standing committee meetings may be called at any time by the committee chairperson, with proper public notice, or when requested to do so by a majority of the members of the committee.[8][9] **[56]**

A majority of the total membership of a committee shall constitute a quorum.

Unless held as an executive session, standing committee meetings shall be open to the public, other school directors, and the Superintendent.[2]

A majority of the committee or the chairperson may invite employees, consultants or other persons who have special knowledge of an area under discussion.

Legal Footnotes

[1] 24 P.S. 407
LEGAL REFERENCE

[2] 65 Pa. C.S.A. 701
LEGAL REFERENCE

[3] 24 P.S. 422
LEGAL REFERENCE

[4] 24 P.S. 405
LEGAL REFERENCE

[5] 24 P.S. 426
LEGAL REFERENCE

[6] 24 P.S. 427
LEGAL REFERENCE

[7] 24 P.S. 428
LEGAL REFERENCE

[8] 65 Pa. C.S.A. 703
LEGAL REFERENCE

[9] 65 Pa. C.S.A. 709
LEGAL REFERENCE

[10] 24 P.S. 423
LEGAL REFERENCE

[11] Pol. 903
POLICY REFERENCE

[12] Pol. 903
POLICY REFERENCE

[13] 65 Pa. C.S.A. 707
LEGAL REFERENCE

[14] 24 P.S. 421
LEGAL REFERENCE

[15] 24 P.S. 425
LEGAL REFERENCE

[16] 24 P.S. 324
LEGAL REFERENCE

[17] 24 P.S. 508
LEGAL REFERENCE

[18] 24 P.S. 609
LEGAL REFERENCE

[19] 24 P.S. 687
LEGAL REFERENCE

[20] 24 P.S. 707
LEGAL REFERENCE

[21] 24 P.S. 634
LEGAL REFERENCE

[22] 24 P.S. 1129
LEGAL REFERENCE

[23] 24 P.S. 640
LEGAL REFERENCE

[25] Pol. 108
POLICY REFERENCE

[26] 24 P.S. 1071
LEGAL REFERENCE

[27] 24 P.S. 1076
LEGAL REFERENCE

[28] Pol. 604
POLICY REFERENCE

[29] Pol. 005
POLICY REFERENCE

[30] Pol. 606
POLICY REFERENCE

[31] Pol. 605
POLICY REFERENCE

[32] Pol. 107
POLICY REFERENCE

[33] 24 P.S. 621
LEGAL REFERENCE

[34] Pol. 608
POLICY REFERENCE

[35] Pol. 610
POLICY REFERENCE

[36] 24 P.S. 1080
LEGAL REFERENCE

[37] 24 P.S. 514
LEGAL REFERENCE

[38] 24 P.S. 702
LEGAL REFERENCE

[39] 24 P.S. 708
LEGAL REFERENCE

[40] 24 P.S. 315
LEGAL REFERENCE

[41] Pol. 004
POLICY REFERENCE

[42] Pol. 003
POLICY REFERENCE
Referenced policy is not available in this policy book.

[43] 24 P.S. 1717-A
LEGAL REFERENCE

[44] 24 P.S. 1729.1-A
LEGAL REFERENCE

[45] 24 P.S. 1701
LEGAL REFERENCE

[46] 65 Pa. C.S.A. 1102
LEGAL REFERENCE

[47] 65 Pa. C.S.A. 1103
LEGAL REFERENCE

[48] Pol. 827
POLICY REFERENCE

[49] 24 P.S. 1111
LEGAL REFERENCE

[50] 24 P.S. 518
LEGAL REFERENCE

[51] 65 Pa. C.S.A. 706
LEGAL REFERENCE

[52] 65 Pa. C.S.A. 705
LEGAL REFERENCE

[53] 24 P.S. 433
LEGAL REFERENCE

[54] Pol. 800
POLICY REFERENCE

[55] Pol. 801
POLICY REFERENCE

[56] Pol. 006
POLICY REFERENCE

[57] 65 Pa. C.S.A. 708
LEGAL REFERENCE

Draft 1 KCSD Policy 123

[Summary of additional schools researched and text inclusions in **bold**: https://go.boarddocs.com/pa/duqu/Board.nsf/goto?open&id=DMU8YU2083C4# , https://www.sssd.k12.pa.us/page/athletics-policies/ , https://policymain.org/pine-richland-school-district/policies/83cb1ca0-c88f-4df6-9202-9a2f96c5ee99 , https://policymain.org/state-college-area-school-district/policies/32fa7042-55eb-4a68-8f9f-6b20ea322755 , https://go.boarddocs.com/pa/pghboe/Board.nsf/Public# , https://go.boarddocs.com/pa/pncr/Board.nsf/files/CLTGDS434EFA/$file/Policy%20123%20Interscholastic%20Athletics.pdf], https://policymain.org/state-college-area-school-district/policies/32fa7042-55eb-4a68-8f9f-6b20ea322755 , and https://www.hcps.org/departments/curriculum/physicaleducation/handbook/AthleticPersonnel.aspx]

Title: Interscholastic Athletics **and Intramural Programs**
Policy 123
Status: Draft 1
[Date: November 1, 2026]

Purpose

The Board recognizes the value of a program of interscholastic athletics **and intramural sports programs** as an integral part of the total school experience for all District students and as a conduit for community involvement; **however, participation in interscholastic athletics and intramural programs is a privilege and not a right.**

Definitions

Interscholastic athletics: For purposes of this policy, the program of interscholastic athletics includes all activities relating to competitive or exhibition sport contests, games or events involving individual students or teams of students when such events occur between schools within this District or outside this District.

Intramural sports programs: For purposes of this policy, the District's intramural sport programs are organized internal recreational activities, focused on spirit of fair play, sportsmanship, and teamwork participation rather than elite performance. Intramural sport programs approved by the Board shall be under the sponsorship of the District.

Authority

It shall be the policy of the Board to offer opportunities to male and female students on as equal a basis as is practicable and without discrimination, in accordance with applicable law, regulations and Board policies**. The Board adopts the eligibility standards set by the Constitution and Bylaws of the Pennsylvania Interscholastic Athletic Association (P.I.A.A.).** [1][2][3][4][5][17]

The Board shall approve a program of interscholastic athletics and require that all facilities utilized in that program, whether or not the property of this Board, properly safeguard both players and spectators and are kept free from hazardous conditions. [6]

The Board shall determine the standards of eligibility to be met by all students participating in the interscholastic athletic program. Such standards shall require that each student, before participating in any interscholastic athletic activity, be covered by student accident insurance; and undergo a physical examination by a licensed physician to ensure that there are no obvious illnesses and / or injuries that would place the student or others at enhanced risk of injury. [6][7]

To ensure a student's continued eligibility to participate in athletics, administrators, coaches and sponsors shall evaluate each student's academic work, attendance and behavior according to established District polities and administrative regulations. Participation shall be contingent upon successful final completion of regular curricular requirements.

The Board directs that no student may participate in interscholastic athletics who has not: [6]

1. Met the requirements for academic eligibility.
2. Complied with the requirements of applicable handbooks, Board policies and administrative regulations. [8][9][10]
3. Attended school regularly. [11]
4. Been in attendance on the day of the athletic event or practice for the hours required.
5. Returned all school athletic equipment previously used.
6. Adhered to other applicable conduct standards.

Requests for the addition, moratorium or elimination of interscholastic athletic programs shall be submitted to the Superintendent or designee. The Board shall review all requests for the addition, moratorium or elimination of P.I.A.A. sanctioned sports considering such as but not limited to; Title IX compliance, available space, coaching availability, scheduling, interest and the fiscal capability of the district.

Off-Campus Activities

Student conduct that occurs off school property or during non-school hours shall comply with the provisions of the student discipline policy addressing on and off-campus activities. [10]

Delegation of Responsibility

Each school year, prior to participation in an interscholastic athletic activity, every student athlete and their parent / guardian shall sign and return the acknowledgement of receipt and review of the following: [8][9][12][13]

1. Concussion and Traumatic Brain Injury Information Sheet.
2. Sudden Cardiac Arrest Symptoms and Warning Signs Information Sheet, that includes information about electrocardiogram testing.

The Superintendent or designee shall disseminate rules for the conduct **and expectations** of students **and employees** participating in **District** interscholastic athletics. Such rules shall be in conformity with regulations of the State Board of Education, the P.I.A.A .and the District.

The Superintendent shall ensure that similar athletic programs are offered to both sexes in proportion to the District's enrollment, in accordance with Title IX regulations. [3]

The Superintendent shall ensure that interscholastic athletics are open to all eligible students and that all students are fully informed of the opportunities available to them. [14][15]

The Superintendent or designee shall prepare and present to the Board for its consideration the proposed program of District sponsored interscholastic athletics and intramural sport programs which shall include but not limited to; the schedule and location of competitions, expenditure estimates including transportation, and last 3-years student participation numbers including end of the season outcomes, expenditures and student/parent/guardian/coach survey summary response report for each interscholastic athletic and District sponsored intramural program.

The Superintendent or designee shall inform the Board of changes in the schedule as they occur.

Compensated Varsity athletic coach positions will have a start and end date. Vacancy and job description announcements will be posted internally and externally on various online platforms. Qualified candidate recommendations and compensation will be provided by the Superintendent and appointed by the Board.

To support continuous athletic activity program improvements, the Superintendent or designee shall distribute interscholastic post-activity assessment questionnaire to relevant stakeholders such as but not limited to; student athletes, coaches and volunteers. The Superintendent or designee shall share the survey results in a way that they are publicly accessible online and shall regularly revisit survey objectives and questions to ensure alignment with evolving priorities and the District's objectives.

At the conclusion of their respective season, all compensated Varsity assistant and head coaches will participate in an objective post-season performance and outcomes evaluation conference with the Superintendent or designee and the [Athletic

Director?]. Post-activity survey assessment results may be used as one of the evaluation criteria.

The Superintendent shall provide guidelines for evaluation that shall be shared with the coaches within a reasonable time before the evaluation. It is understood that should a coach receive an overall unsatisfactory rating, he or she may not be considered for the coming year.

Guidelines

Students in High School will not be able to join sports teams after the first official day of practice. Students in Middle School will not be able to join fall sports teams after the first day of school.

Male/Female Athletic Opportunities Report

By October 15th of each year, on the designated disclosure form, the Superintendent or designee shall report to the PA Department of Education the interscholastic athletic opportunities and treatment for male and female secondary school students for the preceding school year. [16]

By November 1st of each year, the completed disclosure form shall be made available for public inspection during regular business hours and posted on the District's website. **The report shall be presented to the Board during their regular public meeting.** [16]

The availability of the completed disclosure form shall be announced by posting a notice on school bulletin boards, in the school newspaper, or any electronic mailing list or list serve, and by any other reasonable means. [16]

Name, Image, and Likeness

Students and their parents/guardians are responsible for following the rules set by the P.I.A.A. for the student to maintain their amateur status in order to be continuously eligible to participate in the District's interscholastic athletics program. [17]

Students may use their own name, image, and likeness for such permissible activities that include commercial endorsements, promotional activities, social media presence, product or service advertisements, and unique digital items/assets. [17]

District employees and any individual affiliated with a P.I.A.A. member school, including booster clubs, coaches, collectives, administrators, and alumni, are prohibited from soliciting, arranging, negotiating, or paying for a student's use of their name, image, and likeness and/or the provision of consideration to a student for the use of their name, image and likeness. This provision does not apply if the use of the name, image, and likeness is for their own child. [17]

Students must notify the building principal or Athletic Director upon entering into any type of name, image, and likeness contracts or agreements within seventy-two (72) hours of entering into such contract or agreement. Such notification does not serve as approval by the District of any name, image, and likeness contract or agreement. [17]

Footnotes

1. [1]
   22 PA Code 4.27
   pacodeandbulletin.gov
   pacodeandbulletin.gov
   Legal Reference
   View source
2. [2]
   24 P.S. 1601-C
   palegis.us
   palegis.us
   Legal Reference
   View source
3. [3]
   34 CFR 106.41
   law.cornell.edu
   law.cornell.edu
   Legal Reference
   View source
4. [4]
   Pol. 103
   Legal Reference
   Open policy
5. [5]
   Pol. 103.1
   Legal Reference
   Open policy
6. [6]
   24 P.S. 511
   palegis.us
   palegis.us
   Legal Reference
   View source
7. [7]
   PIAA Bylaws, Article V
   piaa.org
   piaa.org
   Legal Reference
   View source
8. [8]
   Pol. 123.1
   Legal Reference
   Open policy
9. [9]
   Pol. 123.2
   Legal Reference

Open policy

10. [10]
    Pol. 218
    Legal Reference
    Open policy
11. [11]
    Pol. 204
    Legal Reference
    Open policy
12. [12]
    24 P.S. 5323
    palegis.us
    palegis.us
    Legal Reference
    View source
13. [13]
    24 P.S. 1425
    palegis.us
    palegis.us
    Legal Reference
    View source
14. [14]
    24 P.S. 511
    pacodeandbulletin.gov
    pacodeandbulletin.gov
    Legal Reference
    View source
15. [15]
    22 PA Code 12.4
    pacodeandbulletin.gov
    pacodeandbulletin.gov
    Legal Reference
    View source
16. [16]
    24 P.S. 1603-C
    palegis.us
    palegis.us
    Legal Reference
    View source
17. [17]
    PIAA Bylaws, Article II
    piaa.org
    piaa.org
    Legal Reference
    View source
18. [18]
    22 PA Code 12.1
19. [20]
    24 P.S. 1603-C

BOARD POLICY

123 Interscholastic Athletics

POLICY NUMBER	ADOPTED	REVISED	VERSION
123	8/4/2016	10/6/2026	v1

DOCUMENT STATUS	PRINTED
ACTIVE	11/11/2026

Purpose

The Board recognizes the value of a program of interscholastic athletics as an integral part of the total school experience for all district students and as a conduit for community involvement.

The interscholastic athletic program fosters the growth of school loyalty within the student body as a whole and inspires community interest.

Interscholastic athletic activities and practice sessions provide opportunities to teach the values of competition, sportsmanship, and teamwork.

Definition

For purposes of this policy, the program of **interscholastic athletics** includes all activities relating to competitive or exhibition sport contests, games or events involving individual students or teams of students when such events occur between schools within this district or outside this district.

Authority

It shall be the policy of the Board to offer opportunities for participation in interscholastic athletic programs to male and female students on as equal a basis as is practicable and without discrimination, in accordance with applicable laws, regulations and Board policies.[1][2][3] **[4]** **[5]**

The Board shall approve a program of interscholastic athletics and require that all facilities utilized in that program, whether or not the property of this Board, properly safeguard both players and spectators and are kept free from hazardous conditions.[6]

The Board shall determine the standards of eligibility to be met by all students participating in the interscholastic athletic program. Such standards shall require that each student, before participating in any interscholastic athletic activity, be covered by student accident insurance and undergo a physical examination by a licensed physician to ensure that there are no obvious illnesses and/or injuries that would place the student or others at enhanced risk of injury.[6][7]

The Board adopts the eligibility standards set by the Constitution and Bylaws of the Pennsylvania Interscholastic Athletic Association (P.I.A.A.).

The Board directs that no student may participate in interscholastic athletics who has not:[6]

1. Met the requirements for academic eligibility.
2. Complied with the requirements of applicable handbooks, Board policies and administrative regulations. **[8]** **[9]** **[10]**
3. Attended school regularly. **[11]**
4. Been in attendance on the day of the athletic event or practice for the hours required.
5. Returned all school athletic equipment previously used.
6. Adhered to other applicable conduct standards.

Off-Campus Activities

Student conduct that occurs off school property or during nonschool hours shall comply with the provisions of the student discipline policy addressing on and off-campus activities. **[10]**

Delegation of Responsibility

Each school year, prior to participation in an interscholastic athletic activity, every student athlete and their parent/guardian shall sign and return the acknowledgment of receipt and review of the following: **[8]** **[9]** [12][13]

1. Concussion and Traumatic Brain Injury Information Sheet.

2. Sudden Cardiac Arrest Symptoms and Warning Signs Information Sheet, that includes information about electrocardiogram testing.

The Superintendent or designee shall disseminate rules for the conduct of students participating in interscholastic athletics. Such rules shall be in conformity with regulations of the State Board of Education, the P.I.A.A. and the district.

The Superintendent shall ensure that similar athletic programs are offered to both sexes in proportion to the district's enrollment, in accordance with Title IX regulations.[3]

The Superintendent shall ensure that interscholastic athletics are open to all eligible students and that all students are fully informed of the opportunities available to them.[14][15]

Guidelines

Male/Female Athletic Opportunities Report

By October 15 of each year, on the designated disclosure form, the Superintendent or designee shall report to the PA Department of Education the interscholastic athletic opportunities and treatment for male and female secondary school students for the preceding school year.[16]

By November 1 of each year, the completed disclosure form shall be made available for public inspection during regular business hours and posted on the district's website.[16]

The availability of the completed disclosure form shall be announced by posting a notice on school bulletin boards, in the school newspaper, on any electronic mailing list or list serve, and by any other reasonable means.[16]

Name, Image and Likeness

Students and their parents/guardians are responsible for following the rules set by the P.I.A.A. for the student to maintain their amateur status in order to be continuously eligible to participate in the district's interscholastic athletics program.[17]

Students may use their own name, image and likeness for such permissible activities that include commercial endorsements, promotional activities, social media presence, product or service advertisements and unique digital items/assets.[17]

District employees and any individual affiliated with a P.I.A.A. member school, including booster clubs, coaches, collectives, administrators and alumni, are prohibited from soliciting, arranging, negotiating or paying for a student's use of their name, image and likeness and/or the provision of consideration to a student for the use of their name, image and likeness. This provision does not apply if the use of the name, image and likeness is for their own child.[17]

Students must notify the building principal or Athletic Director upon entering into any type of name, image and likeness contracts or agreements within seventy-two (72) hours of entering into such contract or agreement. Such notification does not serve as approval by the district of any name, image and likeness contract or agreement.[17]

Legal Footnotes

[1] 22 PA Code 4.27
LEGAL REFERENCE

[2] 24 P.S. 1601-C
LEGAL REFERENCE

[3] 34 CFR 106.41
LEGAL REFERENCE

[4] Pol. 103
POLICY REFERENCE

[5] Pol. 103.1
POLICY REFERENCE

[6] 24 P.S. 511
LEGAL REFERENCE

[7] PIAA Bylaws, Article V
LEGAL REFERENCE

[8] Pol. 123.1
POLICY REFERENCE

[9] Pol. 123.2
POLICY REFERENCE

[10] Pol. 218
POLICY REFERENCE

[11] Pol. 204
POLICY REFERENCE

[12] 24 P.S. 5323
LEGAL REFERENCE

[13] 24 P.S. 1425
LEGAL REFERENCE

[14] 24 P.S. 511
LEGAL REFERENCE

[15] 22 PA Code 12.4
LEGAL REFERENCE

[16] 24 P.S. 1603-C
LEGAL REFERENCE

[17] PIAA Bylaws, Article II
LEGAL REFERENCE

[18] 22 PA Code 12.1
LEGAL REFERENCE

[20] 24 P.S. 1603-C
LEGAL REFERENCE

BOARD POLICY

246-AR-7 Healthy School Environment

POLICY NUMBER	VERSION	DOCUMENT STATUS	PRINTED
246-AR-7	v2.7	DRAFT	11/5/2026

246-AR-7. HEALTHY SCHOOL ENVIRONMENT

The maintenance of a healthy school environment is conducive to learning and is beneficial to the health of students and staff. A school environmental health program will be developed and implemented to optimize conditions for learning and minimize potential health risks to students and staff.

An effective school environmental health program contains the following key components:

1. Practice effective cleaning, sanitation and maintenance through regular and thorough cleaning and building maintenance to prevent pest problems and minimize irritants, indoor air pollutants and allergens.

2. Prevent mold and moisture through routine inspections to ensure school buildings are free of moisture problems and water damage.

3. Reduce chemical and environmental contaminant hazards including:

4. Mercury.

5. Polychlorinated biphenyls (PCBs).

6. Lead-based paint.

7. Radon.

8. Asbestos.

9. Outdoor air pollution.

10. Diesel emissions/exhaust.

11. Ground level ozone (i.e., smog).

12. Hazardous air pollutants, including excessive vehicle idling.

13. Secondhand smoke.
14. Other factors that are potentially harmful to the health of students and staff including:
15. Pollen.
16. Dust mites.
17. Animal dander.
18. Chalk dust.
19. Cleaning agents.
20. Scented personal care products.
21. Volatile organic chemicals (VOCs).
22. Laboratory chemicals.
23. Lead, bacteria and other contaminants in drinking water.
24. Arsenic-treated lumber.
25. Excessive exposure to direct sunlight.
26. Ensure good ventilation and address poor indoor air quality by properly maintaining ventilation and filtration equipment to provide adequate ventilation with outdoor air.
27. Prevent pests and reduce pesticide exposure through implementation of an Integrated Pest Management Plan.

The district will address additional opportunities for promoting environmental health in school facilities such as:

1. Assessment of environmental factors that can enhance or detract from student learning and classroom comfort including lighting, ventilation, temperature, noise, availability of safe drinking water, and sanitation facilities.
2. Establishment of procedures for daily monitoring of outdoor air quality and for providing indoor alternatives for student physical activity on days with poor air quality.

Faculty and Staff Training

Training opportunities on the school environmental health program will be provided to staff and will address:

1. Environmental health and safety of students and staff in schools.
2. Purpose of the school environmental health program.
3. Components of the program.
4. Benefits of the program to students and staff.
5. Board policies and procedures currently in place that support the program.

Student Curriculum

Environmental health projects may be incorporated into appropriate lesson plans in relevant courses (e.g., science and health curriculum).

Students will be encouraged to:

1. Explore environmental health topics for classroom projects, such as Science Fair.
2. Engage in school-provided extracurricular activities that relate to the environment or to environmental health.
3. Participate in volunteer opportunities at the school or in the community that promote environmental stewardship.

Resources:

Healthy Schools, Healthy Kids, U.S. Environmental Protection Agency – https://www.epa.gov/schools

School Environmental Health Guidelines, U.S. Environmental Protection Agency – https://www.epa.gov/schools/read-state-school-environmental-health-guidelines

Lead in School Drinking Water

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