

P.I.A. Committee Meeting

Monday, September 28, 2026 6:30 PM

Board Room (K110) at the Bucks County Technical High School, 610 Wistar Road
, Fairless Hills, PA 19030

1. **Program/Policy Updates**

2. **Other Business**

3. **Executive Session**

BOARD POLICY

249 Bullying/Cyberbullying

POLICY NUMBER	VERSION	DOCUMENT STATUS	PRINTED
249	v1.8	DRAFT	9/25/2026

Purpose

~~The Joint Board Committee is committed to providing a safe, positive learning environment for its students. The Joint Board Committee recognizes that bullying creates an atmosphere of fear and~~

~~intimidation, detracts from the safe environment necessary for student learning, and may lead to more serious violence. Therefore, the Joint Board Committee prohibits bullying by students.~~

The Joint Board Committee is committed to the maintenance of a safe, positive learning environment for all students that is free from bullying and cyberbullying. Bullying and cyberbullying are inconsistent with the rights of students and the educational and programmatic goals of the Joint Board Committee and are prohibited. Bullying is prohibited at, or in the course of, school-sponsored programs or activities, including transportation to or from school or school-sponsored activities. Cyberbullying is prohibited regardless of where the conduct originates or occurs, including conduct occurring away from school grounds, outside school hours, or through personally owned devices or accounts, provided that the conduct has the effect of substantially interfering with a student's education, creating a threatening environment, or substantially disrupting the orderly operation of the school. Conduct occurring away from school grounds that does not have one of those effects is not cyberbullying under this policy, although it may be addressed under other Board policies or referred to parents/legal guardians or law enforcement as appropriate.

The school will promptly and equitably respond to, investigate, and resolve all reports of alleged bullying and cyberbullying, whether conveyed verbally or in writing, including off-campus cyberbullying when it has the effect of substantially interfering with a student's education, creating a threatening environment, or substantially disrupting the orderly operation of the school.

In addition to initiating the procedures described in this Policy, a designated employee or building principal shall ensure that reported conduct which meets the definition of other laws, regulations, or Board policies is also appropriately addressed in accordance with those applicable laws, regulations, or Board policies, including but not limited to, incidents under the Safe Schools Act ^[1], reports of educator misconduct, threats, or reports of suspected child abuse.

Violations of this policy, including acts of retaliation as described in this policy, or knowingly providing false information, may result in disciplinary consequences under applicable Board policy and procedures.

Definitions

Artificial Intelligence ("AI") generated or modified media shall mean text, code, images, audio or video data that has been created or modified from its original source data through the use of AI technology, programs or platforms.^[3]

Bullying means an intentional electronic, written, verbal or physical act or series of acts^[3] ~~directed at another student or students, which occurs in a school setting that is severe, persistent or pervasive and has the effect of doing any of the following:~~^[1]

- (1) directed at another student or students;
- (2) which occurs in a school setting;
- (3) that is severe, persistent or pervasive; and
- (4) that has the effect of doing any of the following:
 - (i) Substantially interfering with a student's education;
 - (ii) Creating a threatening environment; **or**
 - (iii) Substantially disrupting the orderly operation of the school.

Bullying, as defined in this policy, ~~includes cyberbullying which includes off campus outside of~~

~~school hours and on personal devices if the expressive activity creates a substantial disruption of the educational environment or if the school officials can reasonably forecast a substantial~~

~~disruption to school operations.~~

Cyberbullying means conduct that meets the criteria in paragraphs (1), (3), and (4) of the definition of “bullying” when an individual uses electronic technology or communication, including data, computer software or online platforms regardless of their origin, or uses a device, system, network, internet service, email, social media or other digital means, including AI generated or modified media to effectuate the conduct ^[3]. Because paragraph (2) of the definition of bullying is not incorporated into this definition, conduct need not occur in a school setting in order to constitute cyberbullying. The required connection to the school is supplied instead by paragraph (4): the conduct must have the effect of substantially interfering with a student’s education, creating a threatening environment, or substantially disrupting the orderly operation of the school. Accordingly, conduct originating or occurring away from school grounds, outside school hours, or through personally owned devices or accounts may constitute cyberbullying, but only where that effect is present. The school will evaluate the effect of the conduct within the school environment rather than the location of the conduct.

A **Report** is a verbal or written conveyance of information to a School Official tending to suggest a violation of this policy.

Retaliation shall mean actions including, but not limited to, intimidation, threats, coercion, or discrimination against a victim or other person because they report bullying or cyberbullying or participate in an investigation or other process addressing bullying or cyberbullying.

School Official means an appropriate school staff person designated by the Administrative Director to process reports made under this policy ^[2]

School setting means in the school, school grounds, in school vehicles, at a designated bus stop or at any activity sponsored, supervised or sanctioned by the school. ^[3]

Student with a disability means a student who is an individual with a disability as defined in the Rehabilitation Act of 1973 ^[4], as amended, or a child with a disability as defined in the Individuals with Disabilities Education Act ^[5].

Authority

Under Pennsylvania Law, school entities must adopt a policy relating to the prohibition of bullying and cyberbullying. ^[2] All incidents of alleged bullying or cyberbullying must be promptly investigated, and the policy must contain an investigation procedure. ^[2]

~~The Joint Board Committee prohibits all forms of bullying by students.~~^[1]

~~The Joint Board Committee encourages students who believe they or others have been bullied to promptly report such incidents to the building administrator or designee.~~

~~Students are encouraged to use the school's report form, available from the building administrator, or to put the complaint in writing; however, oral complaints shall be accepted and documented. The person accepting the complaint shall handle the report objectively, neutrally and professionally;~~

~~setting aside personal biases that might favor or disfavor the student filing the complaint or those accused of a violation of this policy.~~

~~The Joint Board Committee directs that verbal and written complaints of bullying shall be investigated promptly, and appropriate corrective or preventative action shall be taken when allegations are~~

~~substantiated. The Joint Board Committee directs that any complaint of bullying brought pursuant to this policy shall also be reviewed for conduct which may not be proven to be bullying under this~~

~~policy but merits review and possible action under other Joint Board Committee policies.~~

~~When a student's behavior indicates a threat to the safety of the student, other students, school employees, school facilities, the community or others, staff shall report the student to the threat assessment team, in accordance with applicable law and Joint Board Committee policy.[2]~~

~~Title IX Sexual Harassment and Other Discrimination~~

~~Every report of alleged bullying that can be interpreted at the outset to fall within the provisions of policies addressing potential violations of laws against discrimination and discriminatory harassment shall be handled as a joint, concurrent investigation into all allegations and coordinated with the full participation of the Compliance Officer and Title IX Coordinator. If, in the course of a bullying~~

~~investigation, potential issues of discrimination are identified, the Title IX Coordinator shall be~~

~~promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged discrimination as well as the incidents of alleged bullying.[9]~~

Confidentiality

Confidentiality of all parties, witnesses, the allegations, the filing of a complaint and the

investigation shall be handled in accordance with applicable law, regulations, this policy and the school's legal and investigative obligations. This policy shall be applied consistent with the Family Educational Rights and Privacy Act ("FERPA") and its implementing regulations; however, the school's obligation to comply with Title IX and its implementing regulations is not obviated or alleviated by FERPA. [13] In the event of a direct conflict between a specific Title IX regulatory requirement and FERPA, the Title IX requirement controls; FERPA otherwise continues to govern the disclosure of student education records throughout the investigation. [14]

Any notification to parents/legal guardians required by this policy shall be limited to information the school is permitted to disclose. A parent/legal guardian shall not be apprised of another student's education records, including any consequences or discipline imposed, except as permitted by law.

Retaliation

~~Reprisal or retaliation relating to reports of bullying or participation in an investigation of allegations of bullying is prohibited and shall be subject to disciplinary action.~~

Delegation of Responsibility

Each student shall be responsible to respect the rights of others and to ensure an atmosphere free from bullying.

The Administrative Director or designee shall develop administrative regulations to implement this policy.

The Administrative Director shall designate at least one school administrator to process reports of bullying or cyberbullying. [2] These individuals shall keep adequate records of the receipt of reports and their disposition.

~~The Administrative Director or designee shall ensure that this policy and administrative regulations are reviewed annually with students. [1]~~

~~The Administrative Director or designee, in cooperation with other appropriate administrators, shall review this policy every three (3) years and recommend necessary revisions to the Joint Board Committee. [1]~~

~~The administration shall annually provide the following information with the Safe School Report:[1]~~

- ~~1. Joint Board Committee's Bullying Policy.~~
- ~~2. Report of bullying incidents.~~
- ~~3. Information on the development and implementation of any bullying prevention, intervention or education programs.~~

The designated school administrator shall track reports of bullying or cyberbullying. The school shall annually provide the information required by law, including on acts of bullying or cyberbullying as defined in this Policy, to the Pennsylvania Department of Education on the required form or document.^{[18][19]}

Guidelines

~~The Code of Student Conduct, which shall contain this policy, shall be disseminated annually to students.[1][4]^[5]~~

~~This policy shall be accessible in every classroom. The policy shall be posted in a prominent location within the school building and on the school's website, if available.[1]~~

Reporting

The Joint Board Committee encourages students who believe they or others have been subject to bullying or cyberbullying to promptly report such incidents to any school employee or, even if some elements of the related incident took place or originated away from school grounds, school activities or school conveyances.

Students and parents/legal guardians may make verbal or written reports of bullying or cyberbullying. A School Official shall provide the reporting party with the Discrimination/Harassment/Bullying/Cyberbullying Report Form ("Report Form"). The School Official shall handle the report objectively, neutrally, and professionally, setting aside any personal bias that might favor or disfavor the reporting student or any student accused of violating this policy.

When a student's behavior indicates a threat to the safety of the student, other students, school employees, school facilities, the community, or others, school staff shall report the student to the threat assessment team in accordance with applicable law and Board policy.^[6]^[7]^[8]^[9] A referral to the threat assessment team does not relieve the School Official of the obligation to process and investigate the report under this policy.

Investigation and Determination

A School Official who receives a Report Form shall perform intake to determine which policy or policies are implicated.

A report that can be interpreted at the outset to allege conduct prohibited by Policy 103 or 104 shall be handled as a joint, concurrent investigation coordinated with the full participation of the Compliance Officer and Title IX Coordinator. If potential issues of discrimination or harassment based on a protected class are identified at any point during an investigation under this policy, the Compliance Officer and Title IX Coordinator shall be promptly notified, and the investigation shall proceed jointly and concurrently to address both the alleged discrimination or harassment and the alleged bullying or cyberbullying.^[10]^[11]

Upon determining that the Report Form should be processed under this policy, the School Official must contact the parents/legal guardians of all parties named in the Report Form without undue delay. Regardless of whether or not the parents/legal guardians have knowledge of the conduct in the Report Form, the School Official must initiate a comprehensive investigation into the conduct that could violate this policy. If the reporting party declines to complete the Report Form, the School Official who receives a verbal report of conduct that may constitute bullying or cyberbullying shall promptly reduce the report to writing on the Report Form and proceed with intake under this policy. An investigation shall not be delayed or withheld because the reporting party declines to complete the Report Form.

The Administrative Director or designee shall create administrative regulations to this policy that contain detailed investigation procedures. Investigation procedures may be amended without Board approval.

The designated School Official shall ensure an investigation is completed to determine whether the reported conduct violates this policy. The School Official may designate themselves or another school administrator as the investigator, unless a conflict of interest

exists that would prevent an impartial investigation.

Under most circumstances, a final written determination about a policy violation will be made within sixty (60) calendar days of the initiation of an investigation. The timeframe may be extended for good cause. Good cause may include but is not limited to: (1) the absence of a party or witness; (2) concurrent law enforcement activity; (3) the need for language assistance or accommodations for disabilities; (4) appointment of a third-party, such as a law firm, to conduct any step of the procedure; or (5) breaks in the school calendar.

The results of the investigation must be documented in a final written determination. The administrative regulations must contain guidelines for the contents of the final written determination.

Upon completion of the final written determination, the parents/legal guardians of any student involved in the incident must be informed of the disposition of the Report Form (i.e., whether the conduct constituted a policy violation).^[2] Unless permitted by law, parents/legal guardians shall not be apprised of another student's consequences or discipline when the investigation culminates in consequences or discipline.

Appeals shall not be provided.

Discipline

For conduct covered by this policy other than sexual harassment, discipline may be applied prior to the completion of the entire investigation process. In the event of a finding that bullying or cyberbullying did not occur, the discipline record shall be expunged. Discipline for a violation of this Policy shall be in accordance with other Board policies and the Student Code of Conduct up to and including expulsion.^[2]

Student with a Disability

Students with disabilities are entitled to certain disciplinary protections as further described in other Board policies and under the law, including the right to a Manifestation Determination Review under certain circumstances.^[12] Special education administrators must be consulted when a written report involves a student with disabilities.

Retaliation Prohibited

Retaliation, as defined in this Policy, is prohibited. Anyone who feels as though they have been retaliated against in violation of this Policy should report the retaliation to a School Official. In the event that the person accused of retaliation is the School Official, the report should be made to the Administrative Director.

Education

~~The school may develop, implement and evaluate bullying prevention and intervention programs and activities. Programs and activities shall provide staff and students with appropriate training for effectively responding to, intervening in and reporting incidents of bullying.~~^{[1][6]}^[7]^[8]

Publication and Education

This policy shall be posted on the school's website, made available in every classroom, and posted at a prominent location in each school building.^[15] This policy shall be reviewed at least every three (3) years.^[16] This policy shall be included in the Code of Student Conduct and any Disciplinary Action Schedule, which shall be disseminated annually to students.^[10]^[17]

Within ninety (90) days of the adoption of this policy, and at least once per school year thereafter, a School Official will cause all students to be educated, using developmentally appropriate strategies, about the school's prohibition on bullying and cyberbullying as well as the procedures for reporting bullying and cyberbullying incidents.^[15] Students shall also be educated on the definition of bullying and cyberbullying and the harms of bullying and cyberbullying at least annually.

The school may develop, implement, and evaluate bullying and cyberbullying prevention and intervention programs and activities.^[2] Such programs shall provide school staff and students with appropriate training for effectively responding to, intervening in, and reporting incidents of bullying and cyberbullying.

Consequences for Violations

A student who violates this policy shall be subject to appropriate disciplinary action consistent with **other Board policies and the Student Code of Conduct up to and including expulsion.**^[2] ~~the Code of Student Conduct, which may include:~~^[1]

- ~~1. Counseling within the school.~~
- ~~2. Parental conference.~~
- ~~3. Loss of school privileges.~~
- ~~4. Exclusion from school-sponsored activities.~~
- ~~5. Detention.~~
- ~~6. Suspension.~~
- ~~7. Expulsion.~~
- ~~8. Referral to law enforcement officials.~~
- ~~9. Transfer to another classroom or bus.~~

BOARD POLICY

716 Integrated Pest Management

POLICY NUMBER	ADOPTED	LAST REVIEWED	VERSION
716	2/24/2003	3/27/2017	v2.5
DOCUMENT STATUS	WORKFLOW	PRINTED	
UNDER-REVIEW	Pending Board Review	9/25/2026	

Purpose

The ~~center~~ school shall utilize integrated pest management procedures to manage structural and landscape pests and the toxic chemicals used for their control in order to alleviate pest problems with the least possible hazard to people, property and the environment.

Definition

Integrated Pest Management (IPM) is the managed use of combined pest control alternatives, including cultural, mechanical, biological and chemical to most effectively prevent or reduce to acceptable levels of damage caused by pests.^[1]

Integrated Pest Management Plan is a plan that establishes a sustainable approach to managing pests by combining biological, cultural, physical and chemical tools in a way that minimizes economic, health and environmental risks.^[2]

Authority

The Joint ~~Operating~~ Board Committee establishes that the ~~center~~ school shall use pesticides only after consideration of the full range of alternatives, based on analysis of environmental effects, safety, effectiveness and costs.^{[3][4]}

The Joint ~~Operating~~ Board Committee shall adopt an IPM Plan for ~~center~~ school buildings and grounds that complies with policies and regulations promulgated by the Department of Agriculture.^{[2][4]}

The Joint ~~Operating~~ Board Committee shall designate an employee to facilitate IPM for the ~~district~~ school. The designated employee will be referred to as the ~~centers~~ school's IPM Coordinator or otherwise specified as the ~~center~~ school.

Delegation of Responsibility

The IPM Coordinator shall be responsible to implement the IPM Plan and to coordinate communications between the ~~center~~-school and the approved contractor.

The IPM Coordinator shall be responsible to annually notify parents/guardians of the procedures for requesting notification of planned and emergency applications of pesticides in the ~~center~~ school buildings and on ~~center~~-school grounds. [5]

The IPM Coordinator shall maintain detailed records of all chemical pest control treatments for at least (3) years. Information regarding pest management activities shall be available to the public at the administrative office. [5]

{ } Appropriate personnel involved in making decisions relative to pest management shall participate in periodic training, as needed.

Guidelines

Pest management strategies may include education, exclusion, sanitation, maintenance, biological and mechanical controls and site appropriate pesticides.

{ } An IPM Plan shall include the education of staff, students and the public about IPM policies and procedures.

When pesticide applications are scheduled for ~~center~~-school buildings and grounds, the ~~center~~ school shall provide notification at least seventy-two (72) hours in advance in accordance with the law, including: [5]

1. Posting a pest control sign in an appropriate area, at the place to be treated. The sign shall remain in place for at least two (2) days following each planned treatment.
2. Providing the pest control information sheet to all individuals working in the affected building.
3. Providing required notice to all parents/guardians of students or to a list of parents/guardians who have requested notification of individual applications of pesticides.
4. Pesticides will not be applied inside the school or on grounds where students will be within 7 hours unless it's an emergency.

Where pests pose an immediate threat to the health and safety of students or employees, the ~~center~~-school may authorize an emergency pesticide application and shall notify by telephone any parent/guardian who has requested such notification. [5]

1. 7 PA Code 128.2
2. 24 P.S. 772.1
3. 3 P.S. 111.21 et seq
5. 7 PA Code 128.1 et seq
6. 24 P.S. 772.2
- 7 U.S.C. 136 et seq

Purpose

~~The school shall utilize integrated pest management procedures to manage structural and landscape pests and the toxic chemicals used for their control in order to alleviate pest problems with the least possible hazard to people, property and the environment.~~

~~The school shall integrate IPM education into the curriculum in accordance with relevant academic standards.~~^[1]^[2]

Definition

~~**Integrated Pest Management (IPM)** is the coordinated use of pest and environmental information to design and implement pest control methods that are economically, environmentally and socially sound. IPM promotes prevention over remediation, and it advocates the integration of at least two (2) or more strategies to achieve long term solutions.~~

~~**Integrated Pest Management Plan** is a plan that establishes a sustainable approach to managing pests by combining biological, cultural, physical and chemical tools in a way that minimizes economic, health and environmental risks.~~^[3]

Authority

~~The Joint Board Committee establishes that the school shall use pesticides only after consideration of the full range of alternatives, based on analysis of environmental effects, safety, effectiveness and costs.~~^[4]^[5]

~~The Joint Board Committee shall adopt an Integrated Pest Management Plan for school buildings and grounds that complies with policies and regulations promulgated by the Department of Agriculture.~~^[3] ^[5]

Delegation of Responsibility

~~The Administrative Director, or designee, shall be responsible to implement integrated pest management procedures and to coordinate communications between the school and the approved contractor.~~

~~The Administrative Director shall designate an employee to serve as IPM coordinator for the school.~~

~~The Administrative Director, or designee, shall be responsible to annually notify parents and guardians of the procedures for requesting notification of planned and emergency applications of pesticides in school buildings and on school grounds.~~^[6]

~~Appropriate personnel involved in making decisions relative to pest management shall participate in update training.~~

Guidelines

~~Pest management strategies may include education, exclusion, sanitation, maintenance, biological and mechanical controls and site appropriate pesticides.~~

~~An integrated pest management decision shall consist of the following five (5) steps:~~

- ~~1. Identify pest species.~~
~~-~~
- ~~2. Estimate pest population and compare to established action thresholds.~~
~~-~~
- ~~3. Select the appropriate management tactics based on current on-site information.~~
~~-~~
- ~~4. Assess effectiveness of pest management.~~
~~-~~
- ~~5. Keep appropriate records.~~

~~An Integrated Pest Management Program shall include the education of staff, students and the public about IPM policies and procedures.~~

~~When pesticide applications are scheduled in school buildings and on school grounds, the school shall provide notification in accordance with law, including:~~^[6]

- ~~1. Posting a pest control sign in an appropriate area.~~
~~-~~
- ~~2. Providing the pest control information sheet to all individuals working in the school building.~~
~~-~~
- ~~3. Providing required notice to all parents and guardians of students or to a list of parents and guardians who have requested notification of individual applications of pesticides.~~

~~Where pests pose an immediate threat to the health and safety of students or employees, the school may authorize an emergency pesticide application and shall notify by telephone any parent and guardian who has requested such notification.~~^[6]

~~The school shall maintain detailed records of all chemical pest control treatments for at least three (3) years. Information regarding pest management activities shall be available to the public at the school's administrative office.~~^[6]

Legal Footnotes

[1] 22 PA Code 4.12
LEGAL REFERENCE

[3] 24 P.S. 772.1
LEGAL REFERENCE

[4] 3 P.S. 111.21 et seq
LEGAL REFERENCE

[5] 7 PA Code 128.1 et seq
LEGAL REFERENCE

[6] 24 P.S. 772.2
LEGAL REFERENCE