Ms. Mary A. Manning Mr. James M. Fleming Dr. Kristin Pangallo



Ms. Ana Nuncio Mr. Manny Cruz Ms. Amanda Campbell

Mayor Kimberley Driscoll, Chair

"Know Your Rights Under the Open Meeting Law, M.G.L. c.30A § 18-25 and City Ordinance Sections 2-2028 through 2-2033"

Policy Subcommittee Meeting

Notice is hereby given that the Salem School Committee Policy Subcommittee will hold a Policy Subcommittee meeting on Thursday, February 27, 2020 at 8:30 a.m. The meeting will be held at the Collins Middle School, in the School Committee Chambers.

Agenda

8:30 a.m.

- -Approval of minutes from 1/23 and 2/6 Policy Subcommittee meetings
- -Continue discussion of Transportation policy 3601
- -Continue discussion review of academic policies (with questions for Kate). This includes:
 - 5205 Honor Roll
 - 5212 Eval of instructional programs
 - 5215.01 Directory of Information for Students
 - 5216 Student Awards and Scholarships
 - 5217 Student Publications
 - 5219 Teaching about Drugs, Alcohol, and Tobacco
 - 5221 Co-Curricular and Extra-Curricular Program
- -Continue discussion and review of Policy 6409 (Public Participation at School Committee meetings)
- -Discuss possible formation of new policy for ALICE drills (to be numbered 3504.01)

Respectfully submitted by:	
Jennifer Gariepy	
Secretary to the School Committee	

This notice posted on "Official Bulletin Board" City Hall, Salem, Mass. on FEB 2 5 2020 at 8:09 km in accordance with MGL Chap. 30A, Sections 18-25.

2020 FEB 25 AM 8: 09

POLICY SUBCOMMITTEE MEETING 2/27/20

REVIEW AND APPROVE MINUTES

Approval of minutes from 1/23 and 2/6 Policy Subcommittee meetings

ACADEMIC POLICIES FOR REVIEW (KATE QUESTIONS)

- 5205 Honor Roll (Kate will be checking in with principals on this one; SC members wanted to hear from the principals)
- 5212 Evaluation of Instructional Programs (Q: is the term "standardized tests" (2nd to the last paragraph) still relevant? Should it be "standards-based assessments"?)
- 5215.01 Directory Information Regarding Students question #4, do parents do this? What are the procedures? (sent to Colby for review)
- 5216 Student Awards and Scholarships edits suggested, review with edits
- 5217 Student Publications (members wanted to follow up with the SAC)
- 5219 Teaching about Drugs, Alcohol, and Tobacco
- 5221 Co-Curricular and Extra-Curricular Programs

UPDATE ON DISCUSSION ON BUS TRANSPORTATION POLICY # 3601

- Review suggested policy revisions/language
- Review and discuss draft procedures for invoking superintendent exception

OTHER ITEMS

- Continue discussion of Carlton Winter/Spring trimester enrollment issue (if needed)
 Continue discussion and review of Policy 6409 (Public Participation at School Committee meetings)
- Discuss possible formation of new policy for ALICE drills (to be numbered 3504.01)

POLICIES TO BE REVIEWED, BUT WAITING FOR ADMINISTRATIVE INPUT OR NEEDING OTHER TYPES OF FOLLOW-UP

- 4105 Staff Conduct with Students (need Superintendent and team to review and determine whether a separate policy needed pro's and con's of it)
- 5213 Field Trips and Excursions suggested revisions discussed, need to look at MASC recommendation (question about when a school uses outside transportation – Jill will ask Kristin

Salem School Committee Policy Subcommittee Meeting Minutes January 29, 2020

A meeting of the Policy Subcommittee was held on Wednesday, January 29, 2020 at 4:45pm in Room 222 at Collins Middle School, 29 Highland Avenue, Salem, MA.

Members Present: Ms. Ana Nuncio (Policy Subcommittee Chair), Mr. Manny Cruz

Members Absent: Mr. James Fleming

Others Present: Ms. Mary Manny (School Committee Vice-Chair), Jill Conrad, Chief of Systems Strategy

Call of Meeting to Order

Ms. Nuncio called the meeting to order at 4:46 p.m.

Ms. Nuncio acknowledged having received a request from Mr. Stephen Kapantais to video tape and live stream the meeting, which she had approved. Mr. Kapantais began filming the meeting with his cell phone camera.

Ms. Conrad provided the members discussed proposed additional revisions to Policy 6409 on Public Participation at School Committee Meetings. The additional revisions were not yet in place when this policy was reviewed for first reading during the January 21st Regular School Committee meeting. The additional revisions included changing the word "precis" to "summary" in #1, changing the wording of #4 to be less awkward (from "Any person wishing to speak must identify him or herself" to "Individuals wishing to speak must identify themselves" and also from "interest to which they wish to speak" to "topic they wish to address," and in #6 adding the phrase, "but not required" after the word "writing" and before the word "to."

The members discussed the importance of the summary statement that would be read in that it should reflect the values they hope to promote regarding public participation and decorum. They discussed the importance of preparing a sample summary that could be reviewed and agreed to by the members.

Ms. Nuncio moved to re-refer Policy 6409 to the full Committee for second reading. Mr. Cruz seconded. The motion carried.

Mr. Kapantais and another member of the public also in attendance, a parent, Kathleen Coates, asked to speak on this topic. Chairman Nuncio allowed them to share their views. Both spoke against the idea of eliminating the second public comment period in the meeting agendas citing the value they felt it had for working parents who may not be able to get to a school committee meeting until later or who wanted to comment on an item discussed during a meeting. Subcommittee members shared their views as well as the underlying reasons for why they were seeking this change.

Respectfully s	submitted by:		
Kathleen S	,		
Superintende	nt of the Salen	1 Public Schoo	OIS

The meeting adjourned at 5:15 p.m.

Policy Subcommittee Meeting Minutes February 6, 2020

Ms. Nuncio motioned to call the meeting to order at 8:35am. Mr. Cruz second. Motion carried. Ms. Nuncio motioned to move an agenda item up on the schedule. Mr. Cruz seconded and the discussion began regarding the Carlton Innovation School.

Bethann Jellison, Principal of the Carlton Innovation Academy, informs the Committee she only has three students enrolled for the March session. She explained that enrollment occurs three times. There is a fall enrollment, a winter enrollment, and a spring enrollment. Due to popularity the fall enrollment always has a waiting list and so does the winter program. However, we can only pull from the waiting for the program they applied for. She would like to pull from the winter waiting list to fill the empty slots in the spring program. She spoke with Jill Conrad and she suggested to bring it to policy subcommittee.

The Ms. Jellison suggested that we create one list for the winter and spring programs. This way she can pull from a larger list. This will also assist families who are still waiting or could not get into the winter program. Mr. Cruz informed her this wasn't a school committee policy, but he believed this would be under the prevue of the Superintendent. In the absence of a policy the Superintendent makes the decision.

Ms. Nuncio explained she understands the issue but also needs to discuss this with Jill Conrad prior to making any decisions. The Committee informed the Ms. Jellison they will discuss it with Dr. Conrad and follow up with the committee. Ms. Jellison had to leave to attend a school concert.

Dr. Conrad joined the meeting at 8:53 a.m.

Dr. Conrad began with reviewing the outstanding policies needing to be included at school committee. She informed the Committee that policy number 3504 was missed for a third reading. However, she asked about including Alice Training with this policy. Mr. Cruz suggested we develop a new policy around programs like Alice Training. Ms. Nuncio agreed. Mr. Nuncio motioned to send policy 3504 to the full committee for a 3rd reading and Ms. Nuncio agreed. Both Mr. Cruz and Ms. Nuncio agreed to create a policy for programs such as Alice and give it a number of 3504.01.

Dr. Conrad informed the Committee about Alice training and who is eligible for training and the costs associated with the training. She also explained the time and effort involved in who tracks who had this training. Mr. Cruz and Ms. Nuncio suggested an I.T. person to assist.

Dr. Conrad asked to review the agenda for the upcoming meeting. She suggested the minutes be included. Mr. Cruz suggested a review of the policies be put on hold until after the Superintendent Search.

Mr. Cruz and Ms. Nuncio asked Dr. Conrad to update them on the Carlton Innovation School waiting lists. She informed them the issue is before the committee because the Innovation Plan includes the district policy. This is why it came to policy subcommittee instead of the Superintendent. She recapped the issue stating the lists were only used for the trimesters they applied for. She agreed with the school principal that we should have one waiting list for winter and spring as long as the student met the age and date requirements. Ms. Nuncio asked if the matter should be referred to the school committee. Mr. Cruz believed the matter could begin with the administration. Ms. Manning arrived at the meeting at 9:28 (non-member of the policy subcommittee).

Dr. Conrad outlined some potential issues with enrollment. One of the issues is notifying parents who apply one year prior to the start of school. The problem is identifying how many open slots there will be. Students who are not ready to move on will remain in their current grade. Therefore, there will be a delay in notifying parents of their child's acceptance. Mr. Cruz asked how long of delay and Dr. Conrad told him notification won't go out until mid-October. Ms. Manning worries about the kids who do not move forward as it pertains to grade and age appropriateness. Dr. Conrad explained some are starting much earlier than their peers who would normally in September therefore, there are no age discrepancies.

Mr. Cruz and Ms. Nuncio are going to put this on the February 24th full committee meeting. The issue may be a public concern and the Committee should be aware. They all agreed to revisit this topic on February 13.

The committee then reviewed the policy on student publications. The Committee had several questions. Ms. Manning asked if the policy had been reviewed by counsel. Dr. Conrad stated it was reviewed but realized there was nothing about on-line publications. Mr. Cruz questioned (C) student strikes. Is the student receiving an unexcused absence if approved by the principal? There was a brief discussion about failure and unexcused absences. Ms. Manning thought a 48-hour turnaround to review a student publication was not enough time. Mr. Cruz let the committee know there is no law stating it must be done within 48 hours. The committee ultimately decided to expand that time to within five days.

The Committee discussed on-line publications. Mr. Cruz suggested this be discussed with student Advisory committee. Ms. Manning stated only official documents need approval. Dr. Conrad will review in more detail and the committee can discuss during the February 13th meeting. Ms. Nuncio informed the committee on February 13, 2020 the following policies will be reviewed, 5217 and 5220.

Ms. Nuncio motioned for a first reading of policy 5220 and a third reading of 3504 to be referred to the full committee. Mr. Cruz seconded and motion carried. Ms. Nuncio motioned to adjourn and Mr. Cruz seconded. Meeting adjourned at 10:20 a.m.

Respectfully submitted,

Jennifer A. Gariepy

Executive Assistant to the School Committee & the Superintendent

STUDENTS AND INSTRUCTION 5000 INSTRUCTIONAL PROGRAM 5200 HONOR ROLL AND/OR RECOGNITION PROGRAMS 5205 A scholastic honor roll will be prepared and published at the end of each marking period for Salem High School. The purpose of this honor roll is to recognize outstanding Deleted: the middle and h achievement. Deleted: s Deleted: s At the middle school and other high schools in the district, a student recognition program shall be determined by the principal in consultation with staff. The Superintendent or designee shall review each school's approach to the honor roll or recognition program at least every other year to ensure consistency, quality, and alignment with the district's academic goals. For pertinent information or criteria for earning recognition, refer to the appropriate student handbook. Reviewed by Policy Subcommittee January 23, 2020 Deleted: ewed

5000

INSTRUCTIONAL PROGRAM

5200

EVALUATION OF INSTRUCTIONAL PROGRAMS

5212

The School Committee considers comprehensive and objective evaluation of the effectiveness of the curriculum to be of primary importance. The Superintendent will translate the stated instructional goals, as they appear in the curriculum documents, into objectives in order to:

Determine educational needs and provide information for planning;

Indicate instructional strengths and weaknesses;

Determine the suitability of programs in terms of community requirements;

Show the relationship between achievement and the stated goals of the Salem Public Schools;

Provide data for public information.

Elements of this evaluation shall include testing required by the Massachusetts Department of Education. The School Committee supports the use of standards-based assessments as one method for assessing content standards. These tests will be used to help improve instruction and student outcomes. When appropriate, data will be compared to state results and to other comparable districts.

An evaluation of the curriculum and its effectiveness will be made periodically and reported to the committee by the Superintendent and or his/her designee.

Legal References: MGL 71A:7; 71B:7;

603 CMR 30.00

for legal references and the other edits are from Asst. Supt. Kate Carbone.

Commented [JC1]: This policy was reviewed by V. Caldwell

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Deleted: establish local achievement norms and longitudinal assessments. When appropriate, data will be

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 Students and Instruction
 5000

 Student Records
 5215

 DIRECTORY INFORMATION REGARDING STUDENTS
 5215.01

- 1. Authorization to Release Directory Information. The Salem School Committee establishes that, in conformity with federal and Massachusetts law governing the privacy of student information, school district administrators or others acting under the authorization of the Superintendent of Schools may, without the prior written consent of a student's parent or guardian, release directory information on any student attending the Salem Public Schools. As used herein, "directory information" shall mean personally identifiable information about a student that is generally not considered harmful or an invasion of privacy if released. Directory information shall include the following personally identifiable student information: (1) name, (2) address, (3) telephone listing, if published, (4) photograph, (5) date and place of birth, (6) dates of attendance, (7) grade level, (8) participation in officially recognized activities and sports, (9) weight and height of members of athletic teams. (10) honors and awards received, and (11) the most recent educational agency or institution attended.
- 2. Specific Requirements for Release of Directory Information. Except as provided in section 3, below, the Salem Public Schools and its agents shall release to military recruiters, upon request, the following directory information on students who are in their third and fourth years of high school: (1) student's name; (2) student's address; and (3) student's telephone listing.
- 3. Parental Advisement to Withhold Release of Directory Information. A parent or guardian who does not wish directory information on her/his child to be released pursuant to either Section 1 or Section 2, above, or both, may prevent release of that information by providing an annual written notification to the Superintendent of Schools or the principal of her/his child's school. Said written notification shall be postmarked or delivered in person by the parent or guardian by not later than the thirtieth (30th) calendar day after the start of the school year for which the denial of permission shall be effective, or, in the case of a child who enters the Salem Public Schools after the first day of the school year, by not later than the thirtieth (30th) calendar day after the student is enrolled.
- 4. <u>Notification to Parents of Right to Withhold Consent to Disclosure of Personally Identifiable Student Information</u>. The Salem Public Schools shall comply with all <u>requirements of federal or Massachusetts law regarding notice to parents or guardians of the <u>release of directory</u> information and the right of parents or guardians to opt not to permit release of such information.</u>

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 Students and Instruction
 5000

 Student Records
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 DIRECTORY INFORMATION REGARDING STUDENTS
 5215.01

5. <u>Regulations Authorized</u>. The Superintendent shall issue such regulations as may be necessary to effectuate the purposes of this policy and to comply with all pertinent laws and regulations.

REFERENCES

20 USC 1232g (Family Educational Rights & Privacy Act)
20 USC 7908
10 USC 503(c)
34 CFR Part 99
603 CMR 23.00

Approved: April 5, 2010

Reviewed: October 2015

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INSTRUCTIONAL PROGRAM

5200

STUDENT AWARDS AND SCHOLARSHIPS

5216

Contests and activities which are sponsored by outside agencies and which involve participation by pupils or granting of awards or prizes to pupils shall not be announced or permitted in the schools unless approved by the superintendent. Such activities must be judged to have educational value for the participants before permission may be granted.

Reviewed: October 2015

Commented [JC1]: Policies on this topic from other districts vary widely. Some give principals authority to approve scholarships. Others have the SC approve it. Language varies significantly which indicates it's really local preference.

5000

INSTRUCTIONAL PROGRAM

5200

STUDENT PUBLICATIONS

5217

The School Committee commits to insuring freedom of expression by its students and will encourage student publications for their educational benefit and as a means for students to express responsibly their views.

The right of students to freedom of expression in the Salem Public Schools shall not be abridged, provided that such right shall not cause any disruption or disorder within the school, as defined by MGL Chapter 71, Section 82. Disagreement with, or offense taken at, the views expressed by a student shall not amount to a "disruption or disorder" within the meaning of this policy. Freedom of expression shall include without limitation, the rights and responsibilities of students, collectively and individually, (a) to express their views through speech and symbols, (b) to write, publish and disseminate their views, (c) to assemble peaceably on school property for the purpose of expressing their opinions. Any assembly planned by students during regularly scheduled school hours shall be held only at a time and place approved in advance by the school principal or his/her designee.

The School Committee recognizes that in order to achieve the goal of determining whether or not a student publication will cause disruption or disorder within the school, as defined by Section 82 of Chapter 71 of the general laws, prior review of the student publication by the administration is necessary. The faculty advisor shall deliver the student publication with time and date stamped upon it for review by the school administrator designated by the superintendent for the sole purpose of determining whether or not such publication will cause disruption or disorder within the school as defined by the statute before print or online publication. The designated administrator shall not delay or prevent such publication unless he/she finds that such publication will cause disruption or disorder within the school as defined by the statute. Such a determination by the designated administrator shall be made in writing to the superintendent, faculty advisor, and student editors of the publication within five (5) school days after receiving such publication, exclusive of Saturdays, Sundays, and legal holidays. After receipt of the publication from the faculty advisor, a failure to respond in writing by the designated administrator within the prescribed timeframes shall operate as a determination that such publication will not cause disruption or disorder within the school as defined by the statute and the publication may be published and distributed without further review or delay.

Commented [VC1]:

Commented [JC2]: See other sample policies from MASC – policy JICE

Commented [JC4]: Policy SC wants to discuss with Student Advisory Council and SHS school leaders to better understand how this works now in practice.

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STUDENTS AND INSTRUCTION INSTRUCTIONAL PROGRAM STUDENT PUBLICATIONS STUDENT PUBLICATIONS S217 Regardless of such review by the school administrator designated by the superintendent, no expression made by students in the exercise of such rights shall be deemed to be an expression of school policy and no school officials shall be held responsible in any civil or criminal action for any expression made or published by the students.

Legal Reference: MGL 71:82

Approved: 5/3/04

APPROVED: 1/9/06

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Reviewed: October 2015

Reviewed by Policy Subcommittee on 2/6/20 – seek input from SAC and SHS and bring back to 2/13 meeting

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INSTRUCTIONAL PROGRAM

5200

TEACHING ABOUT DRUGS, ALCOHOL, AND TOBACCO

5219

The Salem School Committee recognizes its responsibility to educate its students about drug abuse, including the illegal and inappropriate use of alcohol, and to formulate policies that will assist school administrators and teachers with problems arising from the misuse of drugs.

In accordance with state and federal law, the District shall provide age-appropriate, developmentally appropriate, evidence-based alcohol, tobacco, and drug prevention education programs in grades K-12.

The alcohol, tobacco, and drug prevention program shall address the legal, social, and health consequences of alcohol, tobacco, and drug use, with emphasis on nonuse by school-age children. The program also shall include information about effective techniques and skill development for delaying and abstaining from using, as well as skills for addressing peer pressure to use alcohol, tobacco, or drugs.

The objectives of this program, as stated below, are rooted in the Committee's belief that prevention requires education, and that the most important aspect of the policies and guidelines of the District should be the education of children and youth on healthy decision-making:

- To prevent, delay, and/or reduce alcohol, tobacco, and drug use among children and youth.
- To increase students' understanding of the legal, social, and health consequences of alcohol, tobacco, and drug use.
- To teach students self-management skills, social skills, negotiation skills, and refusal skills that will help them to make healthy decisions and avoid alcohol, tobacco, and drug use.

The curriculum, instructional materials, and outcomes used in this program shall be recommended by the Superintendent and approved by the School Committee.

This policy shall be posted on the district's website and notice shall be provided to all students and parents in accordance with state law. Additionally, the district shall file a copy of this policy with DESE in accordance with law in a manner requested by DESE.

The committee and school department employees shall cooperate with other community agencies concerned with drug abuse.

Legal References: M.G.L 71:1; 71: 96

Commented [JC1]: This policy appears to mirror the MASC policy IHAMB. Kate would like to see language focused on vaping added to the policy. Other districts have a policy JICH (in addition to the IHAMB) that includes reference to vaping.

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SCHOOL COMMITTEE

6000

SCHOOL COMMITTEE MEETINGS

6400

PUBLIC PARTICIPATION AT SCHOOL COMMITTEE MEETINGS/PUBLIC HEARINGS

6409

All regular and special meetings of the School Committee shall be open to the public. School Committee meetings, including executive sessions, are conducted in accordance with the Massachusetts Open Meeting Law.

The School Committee desires and encourages citizens of the district to attend its meetings so that they may become better acquainted with the operations and the programs of our local public schools. In addition, the Committee would like the opportunity to hear from the public on issues that affect the school district and are within the scope of the Committee's responsibilities. Therefore, the Committee has set aside a period of time at each School Committee meeting to hear from the public. Since Spanish is the second-most prevalent language in the city, interpreters will be available at regular school committee meetings should members of the public choose to address the committee in Spanish.

Public comment is intended to offer citizens an opportunity to express their opinion on issues of School Committee business. Should the Chair believe that an issue or question falls outside the purview of the School Committee, he/she may request that citizens direct it to the appropriate person or body so that the matter is given proper consideration.

The following process will govern public comment and participation at School Committee meetings:

- A summary of this policy shall be read aloud at the beginning of each meeting in both English and Spanish.
- 2. The School Committee will have one section for public comment at each School Committee meeting, which shall generally follow the opening of the meeting.
- 3. A sign-up sheet will be available as people enter the meeting, and people will speak in the order in which they sign up, unless more than one person wishes to speak on a single topic, in which case the Chair may call them together. People

who arrive after the sign-in sheet has been removed may speak at the Chair's discretion. The sheet will be handed to the chair just prior to the meeting being called to order.

- 4. <u>Individuals wishing to speak must identify themselves</u> by name and address and indicate the specific topic they wish to address.
- 5. Speakers will be allowed up to 5 (five) minutes to present their material. Extension of this time limit is at the discretion of the chair.
- 6. Copies of comments may be presented in writing, but not required, to the Committee before or after the meeting for Committee members to review or to consider at an appropriate time, and for inclusion in the meeting minutes.
- 7. Topics raised during the public comment period shall be limited to items that are within the School Committee's authority.
- All speakers are encouraged and expected to present their remarks in a respectful manner.

Commented [JC1]: Additional revisions adopted by the Policy Subcommittee on 1.29.20 are highlighted, below. The updated proposed policy was re-referred to SC for 2nd reading.

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It is the policy of the School Committee that the agenda shall include a provision for community and staff to address the School Committee on topics or issues that would be reflective of the public interest, but for a period of no longer than a 5 minute duration.

Commented [JC2]: Changed word to "summary" instead of precis as appeared in the 1st reading

Commented [JC3]: Added by Policy Subcommittee on 1/29/20 and re-referred for 2nd reading

Commented [JC4]: Revised wording by Policy Subcommittee on 1/29/20 and re-referred for 2nd reading (1st reading said: "Any person wishing to speak must identify him or herself"

Commented [JC5]: Changed from "interest to which they wish to speak" to "topic they wish to address."

Commented [JC6]: Added by Policy Subcommittee 1.29.20

9. All remarks will be addressed to the Chair of the School Committee. Responses to concerns will be made only by the Superintendent or Chair of the meeting, or other members at the Chair's discretion should a member request to speak. While the Committee and/or administration will not typically respond to citizen comments or questions posed at public comment, the Chair, as presiding officer of the meeting, may answer or request an answer to a question if he/she deems it expeditious.

State law also provides that:

No person shall address a public meeting of a public body without permission of the chair, and all persons shall, at the request of the chair, be silent. No person shall disrupt the proceedings of a meeting of a public body. If after clear warning from the Chair, a person continues to disrupt the proceedings, the Chair may order the person to withdraw from the meeting and if the person does not withdraw, the Chair may authorize a constable or other officer to remove the person from the meeting.

Legal Reference: 30A:20(g)

Referred by the Policy Subcommittee on 1/16/20

First reading on 1/21/20

Revised and re-referred by Policy Subcommittee on 1/29/20

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Deleted: that all committee meetings shall be open to the public and to the press unless the committee shall vote to go into executive session. Further:

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