



**Clinton Community Schools  
Policy Committee Meeting  
July 31, 2023**

<b>Time &amp; Location:</b>	4:30 pm, CMS Band Room (former media center)	
<b>Board of Education:</b>	Monica VanTuyle, Trustee (Committee Chair) Dale Wingerd, Secretary	Shirley Harris, Vice President Kevin Beazley, Superintendent
<b>Facilitator:</b>	Monica VanTuyle	
<b>Note Taker:</b>	Karen Perez	
<b>Timekeeper:</b>	Monica VanTuyle	
<b>Purpose:</b>	Regular Committee Meeting	
<b>Others Present:</b>		

Time	Task/Activity (what & how) and Notes	Facilitator
	<p><u>Thrun Policy Service</u> - the following policies were prepared for presentation to the Board for approval:</p> <ul style="list-style-type: none"> <li>● 4100 Series - Employee Rights and Responsibilities               <ul style="list-style-type: none"> <li>○ 4101 Non-Discrimination</li> <li>○ 4102 Anti-Harassment, Including Sexual Harassment</li> <li>○ 4103 Whistleblowers Protection</li> <li>○ 4104 Employment Complaint Procedure</li> <li>○ 4104-F-1 Discrimination-Retaliation Complaint Form</li> <li>○ 4105 Workplace Accommodations for Employees and Applicants with Disabilities</li> <li>○ 4106 Family and Medical Leave Act</li> <li>○ 4107 Military Leave</li> <li>○ 4108 Union Activity and Representation</li> <li>○ 4109 Break Time for Nursing Mothers</li> <li>○ 4110 Reimbursement</li> <li>○ 4111 Professional Development</li> <li>○ 4112 Extracurricular Employees or Volunteers</li> </ul> </li> <li>● 4200 - Employee Conduct and Ethics               <ul style="list-style-type: none"> <li>○ 4201 Employee Ethics and Standards</li> <li>○ 4101-AG Employee Ethics and Standards - Time and Effort Reporting</li> <li>○ 4202 Children's Protective Services (CPS) Reporting an dStudent Safety and Welfare</li> <li>○ 4203 Corporal Punishment and Limited Use of Reasonable Force</li> </ul> </li> </ul>	<p>Monica VanTuyle</p>

- 4204 Confidentiality of Student Information
- 4205 Hiring and Background checks
- 4205-AG-1 Criminal Justice Information Security
- 4206 Employment Contracts
- 4207 Third Party Contracting of Non-Instructional Support Services
- 4208 Applicant and Employee Criminal Arrest Charges Conviction
- 4209 Prohibition Against Abortion Referrals and Assistance
- 4210 Drug and Alcohol Free Workplace; Tobacco Product Restrictions
- 4211 Alcohol and Controlled Substances for Transportation Employees Subject to the Omnibus Transportation Employee Testing Act
- 4212 Employee Assistance Program
- 4213 Anti-Nepotism
- 4214 Outside Activities and Employment
- 4215 District Technology and Acceptable Use Policy
- 4216 Personal Communication Devices
- 4217 Social Media
- 4218 Employee Dress and Appearance
- 4219 Attendance
- 4220 Use or Disposal of District Property
- 4221 Employee Speech
- 4222 Unauthorized Work Stoppage and strikes
- 4223 Resignation
- 4224 Personnel Files and Payroll Information
- 4225 Temporary Remote Work
- 4226 Intentionally Left Blank
- 4227 False Medicaid Claims
- 4228 No Expectation of Privacy
- 4300 - Non-Exempt Staff
  - 4301 Definition
  - 4302 Minimum Wage and Overtime
  - 4303 Compensatory Time
  - 4304 Employee Timekeeping Responsibilities
  - 4305 Michigan Paid Medical Leave Act - need input from Carol
  - 4306 Assignment and Transfer
  - 4307 Performance Evaluation
  - 4308 Reduction and Recall of Non-Exempt Staff
  - 4309 Discipline and Termination
- 4400 - Professional Staff
  - 4401 Definition
  - 4402 Assignment and Transfer
  - 4403 Performance Evaluation
  - 4404 Performance Based Compensation for Teachers

	<ul style="list-style-type: none"><li>○ 4405 Reduction in Force and Recall</li><li>○ 4406 Professional Improvement Sabbaticals</li><li>○ 4407 Discipline</li><li>○ 4408 Termination</li><li>○ 4409 Non-Renewal</li><li>● 4500 - Administrators-Supervisors<ul style="list-style-type: none"><li>○ 4501 Definition</li><li>○ 4502 Assignment and Transfer</li><li>○ 4503 Performance Evaluation</li><li>○ 4504 Performance Based Compensation</li><li>○ 4505 Reduction and Recall</li><li>○ 4506 Discipline</li><li>○ 4507 Termination</li><li>○ 4508 Administrator Non-Renewal</li></ul></li><li>● 4600 - The Superintendent Information Act Procedures and Guidelines<ul style="list-style-type: none"><li>○ 4601 General</li><li>○ 4602 Hiring</li><li>○ 4603 Performance Evaluation</li><li>○ 4604 Absence-Incapacity</li><li>○ 4605 Gifts and Donations</li><li>○ 4606 Discipline and Termination</li><li>○ 4607 Non-Renewal</li></ul></li></ul>	
	<p><u>Adjourn</u> - The meeting adjourned at 5:45 p.m.</p>	