
**POLICY COMMITTEE MEETING
TUESDAY, SEPTEMBER 22, 2026
NHS NORTH BOARD ROOM**

A meeting of the Policy Committee was held at NHS North on Tuesday, September 22, 2026.
Ms. Raymond called the meeting to order at 6:02 pm.

Present: Ms. Raymond, Mr. Johnson, Ms. Lamphier

Also Present: Mr. O'Rourke and Dr. Andrade

Also Present: Members of the Public, Channel 22 Videographer

Policy ACD - Religious Neutrality & Religious Accommodations

- Reviewed ACD, including religious expression, voluntary participation, accommodations for observances, dietary needs, employee expression, facility use, and religiously based clubs.
- Approved forwarding ACD to the full board.

Ms. Raymond moved, seconded by Mr. Johnson, to approve policy ACD - Religious Neutrality & Religious Accommodations and move to the full board. Motion passes 3-0.

Policy AD – Philosophy of the School District

- Reviewed Policy AD and updated the strategic-plan reference from 2019–2024 to 2025–2030.
- Discussed alignment with the PRIDE values: positive, respectable, inquisitive, determined, and engaged. PRIDE is a K-12 initiative.

Ms. Raymond moved, seconded by Ms. Lamphier, to approve policy AD – Philosophy of the School District and move to the full board. Motion passes 3-0.

Policy GBAM – Accommodation of Pregnancy, Childbirth, Pediatric Infant Care and Other Related Conditions

- Reviewed new policy GBAM and its relationship to GCCBC “Family and Medical Leave Act”.
- Discussed individualized accommodations, including when telework may apply, and the distinction between job protection and paid leave.
- GBAM questions remain about whether up to 25 hours of leave for medical appointments and related needs is paid, unpaid, or substitutable with accrued leave under applicable contracts.

Ms. Raymond moved, seconded by Ms. Lamphier, to approve policy GBAM – Accommodation of Pregnancy, Childbirth, Pediatric Infant Care and Other Related Conditions and move to the full board. Motion passes 3-0.

Policy GCCBC - Family and Medical Leave Act

- Only modification is reference to the *new* policy GBAM.

Ms. Raymond moved, seconded by Mr. Johnson, to approve policy GCCBC – Family and Medical Leave Act and move to the full board. Motion passes 3-0.

Policy JICK - Student Safety and Violence Prevention - Bullying

- Reviewed the revised JICK policy in response to state statutory changes.
- The committee discussed the broader state definition of bullying, removal of the imbalance-of-power requirement, investigation and documentation duties, 48-hour parent notification, the 10-day investigation target, cyberbullying, and AI-generated or deepfake content.
- Discussed investigation standards, administrator responsibilities, documentation, parent communication, cyberbullying, AI-generated content, and consequences for failing to follow required procedures.
- Discussed considerations for students with disabilities, including whether conduct may be a manifestation of a disability.
- The JICK edits include removing a highlighted cyberbullying passage, adding the JIC student code of conduct reference, and adding “manifestation of disability, if appropriate” among factors affecting disciplinary consequences.
- Open questions include how administrators should distinguish bullying from behavioral outbursts or mutual conflicts and how parent appeal rights should be communicated.
- Approved forwarding JICK with the discussed edits highlighted above.

Ms. Raymond moved, seconded by Mr. Johnson, to approve policy JICK, Student Safety and Violence Prevention - Bullying and move to the full board. Motion passes 3-0.

Future Plans

- Next month’s meeting will focus primarily on special education policies with Dr. Vicenti, the new special education director. The committee may submit questions in advance.

Ms. Raymond moved, seconded by Ms. Lamphier, to adjourn at 6:54 pm. Motion passes 3-0.

Submitted by Tara C. Kinsella