

# **HARTLAND CONSOLIDATED SCHOOLS POLICY COMMITTEE MEETING~MINUTES**

Hartland Educational Support Service Center, Boardroom  
November 3, 2025  
6:30 p.m.

Present: K. Coleman, C. Shaw, G. Keller, J. Scott, D. Custodio, C. Hughes  
Absent: J. Campbell, G. Gogoleski

President Coleman called the meeting to order at 6:30 p.m. The Pledge of Allegiance was recited.

## **Call to the Public**

There was no response to Call to the public.

## **Review of Neola and District Recommended Policy Updates**

- A. 0171.4-Treasurer (postponed from 9-15-25 board meeting)  
Mr. Keller said he would like to make one change, after meeting with Rachel and the audit team, he would like to add an item that says “may” participate with the CFO in the annual audit.
- B. Nondiscrimination Revisions  
1422/3122/4122 - Nondiscrimination, Equal Employment Opportunity, and Anti-Harassment **(Replacement)**  
Mr. Hughes noted that these three policies are identical- one for professional staff, support staff, and students. These were combined into one policy and six others are being rescinded.  
Mr. Keller asked why we would use “preponderance of evidence” over “clear and convincing”.  
1422.02/3122.02/4122.02 - Nondiscrimination Based on Genetic Information of the Employee **(Rescind)**  
1662/3362/4362 - Anti-Harassment **(Rescind)**  
These policies are being rescinded as the information was incorporated into the replacement policies.  
2260 - Nondiscrimination and Access to Equal Educational Opportunity **(Technical Correction)**  
Mr. Scott asked why copies of the regulations are found only at Central Office (page 3) and not online. Copies are available online on the Human Resources page of the website.  
2260.01 - Section 504/ADA Prohibition Against Discrimination Based on Disability **(Technical Correction)**  
Mr. Keller asked if there was a method of notifying parents. Mr. Hughes responded that the procedure is in the parent/student handbook.  
1623/3123/4123 - Section 504/ADA Prohibition Against Disability Discrimination in Employment **(Technical Correction)**  
These policies were updated with the new address of the office of civil rights.  
Mr. Keller asked about the complaint procedures and how employees are notified.  
Mr. Hughes referenced the employee handbooks.
- C. Other Revisions  
2210 - Curriculum Development - Approved Courses **(Revised)**  
2266 - Nondiscrimination on the Basis of Sex in Education Programs or Activities **(Revised)**

Mr. Scott had multiple items he would like to add to this policy.

Mrs. Coleman asked him to send them to her, and she will get legal advice about adding them to the policy.

Mr. Scott asked for a definition about what supportive measures include.

Mrs. Coleman said after getting more information, this policy will be brought to the next policy committee meeting.

2412 - Homebound Instruction Program **(Revised)**

4162 - Controlled Substance and Alcohol Policy for Commercial Motor Vehicle ("CMV") Drivers and Other Employees Who Perform Safety-Sensitive Functions **(Revised)**

5120 - Assignment within District **(Revised)**

5460 - Graduation Requirements **(Revised)**

5517.01 - Bullying and Other Aggressive Behavior toward Students **(Revised)**

Mr. Scott would like to add a requirement to notify parents and contact law enforcement.

Mrs. Coleman said after getting more information, this policy will be brought to the next policy committee meeting.

7540.02 - Digital Content and Accessibility **(Revised)**

7541 - Electronic Data Processing Disaster Recovery Plan **(Rescind)**

8300 - Continuity of Organizational Operations Plan **(Revised)**

8305 - Information Security **(Revised)**

8400 – School Safety Information **(Revised)**

The meeting adjourned at 8:53 p.m.

Respectfully submitted,  
Renee Braden