

4.4.3

POLICY COMMITTEE MINUTES
October 18, 2018

Attendance: Diane Lyons, Mark Fleischhauer, Joe Phelan

Joe distributed a sample policy from SED "Integrating Mental Health Education and Well-Being within an Entire School Environment". The Committee Members are to review the policy for discussion at our next meeting.

Marvin Kreps and Emily Davison are reviewing the sample policy within their respective meeting groups as well.

The Committee then continued with the review of the district policy manual.

— 9110 – Confidential Managerial Employees – The committee recommends that the full BOE discuss this policy in executive session at a convenient time.

9120 – Appointment – The district should encourage teachers to get multiple certifications if they are able or inclined to do so. We will investigate education law as it pertains to incidental teaching. The committee recommends that the Long Range Planning Committee take a look at this policy as well.

9130 – Professional – No changes

9140 – Teacher's Handbook – No changes, however, the committee recommends that administrators consider using digital copies of the handbooks.

— 9190 – Health Insurance Benefits for Retirees – Checking to see if the policy is still relevant, as it applies only to retirees prior to 12/1/94.

9191 – Employee Personnel Records

9192 – Parental Rights to APPR Composite Scores and Quality Ratings – No changes

9193 – Employment of Students – No changes

9194 – Non-school Activities of Employees – No changes

9195 – Interim Appointments and Resignations – No changes

9240 – Recruiting and Hiring – No changes

Next meeting – November 29 – Review the above mentioned mental health policy and the *final 9 policies in the policy manual*

Respectfully submitted,

Mark Fleischhauer

Series: Series9000 Sub Series: 9100 Policy Number: 9110 [Printer Friendly \(opens in new window/tab\)](#)

Title

CONFIDENTIAL, MANAGERIAL EMPLOYEES

Policy Text

The salaries of full-time managerial and confidential employees not covered by an employment contract shall reflect prevailing wages. The Superintendent shall provide comparative salary data to the Board annually, and shall recommend appropriate salaries based on prevailing wages. The Superintendent will recommend varied pay increases based on prevailing wages and/or employee performance. The Board of Education shall approve or disapprove such salaries upon the adoption and approval of the new budget for the ensuing school year, as required by law. The fringe benefits of full-time managerial and confidential employees shall be the same as those accorded to district employees covered by the Collective Bargaining agreement by and between the Association of Non-Instructional Employees and the Rhinebeck Central School District.

District Reference

General Reference

Adoption Date 1999-03-23

Last Revised

Series: Series9000 Sub Series: 9100 Policy Number: 9120 [Printer Friendly \(opens in new window/tab\)](#)

Title