



ITEM FOR ACTION (Second Read)

Date of Meeting

May 18, 2022

Title

Approve revisions to board policies GBA – Equal Employment Opportunity; IGBB – Talented and Gifted Program; JFCJ – Weapons in Schools, and adoption of board policy KGBB – Firearms Prohibited

Presenter(s)

Christine Nesbit, General Counsel

Policy GBA – Equal Employment Opportunity

Policy GBA is a long-standing board policy that addresses equal employment opportunity and treatment. The proposed revisions to board policy GBA include:

- Listing gender identity as a protected status in the body of the policy, and removing a now-outdated definition of sexual orientation from a footnote
- Incorporating an expanded definition of race to include physical characteristics historically associated with race, consistent with state law
- The designation of an equal employment opportunity coordinator (consistent with policy AC and current district practice)
- Clarification of the Title IX Coordinator’s scope of responsibility

Most of the proposed changes are necessary to align with civil rights laws, the implementation of which supports equity and inclusion efforts.

Policy IGBB – Talented and Gifted Program

The 2021 legislature amended the law relating to talented and gifted program plan requirements, necessitating changes to district’s talented and gifted program policy and plan. The proposed changes:

- Provide that each talented and gifted student and their parents have the opportunity to discuss with the district the programs and services available to the student and to provide input on the programs and services to be made available to the student
- Require the inclusion of the name of the district’s coordinator of special education services and programs for talented and gifted students in the district’s plan
- Provide the plan on the district website and at other key locations;

Most of the proposed changes are necessary to align district policy to changes in the law.

Policy JFCJ – Weapons in Schools

Policy JFCJ prohibits students from bringing weapons to schools and other properties under the jurisdiction of the district. Most of the recommended revisions are for clarity or to provide a more complete statement of law, which assist staff with legal compliance.

Policy KGBB – Firearms Prohibited

Proposed policy KGBB is a new policy adoption. If approved by the board, the policy would prohibit persons with concealed carry licenses from bringing firearms onto a district property.

District policy GBJ currently prohibits employees, contractors and volunteers from possessing firearms onto district property, even those with concealed carry licenses, while board policy JFCJ prohibits students from bringing firearms on district properties. In 2018, the board, affirmed its intention to maintain a zero-tolerance policy for the possession of guns on school campuses to the maximum extent permitted by law. (Board Resolution 2018-05). Oregon law has allowed members of the public possessing a concealed carry license to carry firearms on district property in accordance with ORS 166.370(3)(g). However, legislation passed in 2021 allows districts to prohibit even those with concealed carry licenses from carrying firearms on district property by adopting a policy and posting notice at entry points.

If the district wants to prohibit concealed carry licensees from carrying firearms on district property, the district must adopt a policy. If the district does not want to limit concealed carry licensees from bringing firearms on district property, the district does not need to adopt this policy.

Options and Alternatives:

To be discussed.

Recommendation

The superintendent recommends the board approve the revisions to board policies GBA – Equal Employment Opportunity; IGBB – Talented and Gifted Program; JFCJ – Weapons in Schools, and adoption of board policy KGBB – Firearms Prohibited