

Policy Committee Agenda
Thursday, December 15, 2016 7:00 p.m.
Room 200, T/E Administration Offices

- 1. Approval of Minutes of the November 17, 2016 Policy Committee Meeting**
- 2. Public Comment**
- 3. Review of Policies for 2nd Reading**
 - Policy and Regulation 4970: Private Coaching or Training of Students by District Athletic Coaches
 - Policy and Regulation 6146: Student Athletics
- 4. Information**
 - None
- 5. Follow Up from Previous Policy Committee Meeting**
 - None
- 6. Policies and Regulations for Review and Discussion**
 - Policy and Regulation 4520: Tutoring for a Fee
- 7. Future Meetings**

All meetings are held at the Tredyffrin/Easttown Administration Offices, 940 West Valley Road, Suite 1700, in Room 200 at 7:00 p.m.

2016 Policy Committee Goals:

1. To identify and examine critical issues facing the District from a Policy perspective.
2. To review existing Policies and develop new Policies in response to legal requirements administrative recommendations, Board priorities, community input and external issues.
3. To communicate Policy revisions or new Policies to stakeholders via webpage postings, email messages, and oral reports at Board meetings.
4. To continue with a cyclical review of Board policies in determining if policies should be revised, updated or repealed.

**Draft Pending Committee Approval
Policy Committee Meeting
Thursday, November 17, 2016
T/E Administrative Offices, Room 200
7:00 p.m.**

Board Committee Members: Kevin Buraks, Chair; Todd Kantorczyk, Kate Murphy, Ed Sweeney

Other Board Members: Michele Burger, Virginia Lastner

T/E School District Representatives: Rich Gusick, Ken Roos, Mark Cataldi, Kevin Pechin

Community Members: Kang Chu, Raymond Lei

Approval of Minutes: The minutes of the October 20, 2016 meeting were approved.

Public Comment

Kang Chu commented on Regulation 4970 Private Coaching or Training of Students by District Athletic Coaches and Policy 4520 Tutoring for a Fee.

Raymond Lei commented on Policy 4520 Tutoring for a Fee.

Review of Policies for 2nd Reading

After review and discussion, it was recommended that the following Policies be sent to the Board of School Directors for a second reading at their meeting on December 5, 2016.

Policy and Regulation 5120: Withdrawal from School

This Policy and Regulation were drafted to comply with a recent change in the Pennsylvania Public School Code that requires school districts to post a policy about withdrawal from school. This new Policy and Regulation includes various circumstances in which students may withdrawal from school and the procedures to complete the withdrawal process.

Policy and Regulation 6195: Title I Parental Involvement

Title I is a federal program that provides funding to local school districts with the goal of improving the academic achievement of disadvantaged students. Individual schools are given the designation of Title I by the US Department of Education. The District has been in compliance with the federal law regarding Title I. This new Policy and Regulation were introduced in response to the new mandate in the Pennsylvania Public School Code that requires school districts to post a policy about Title I. The Policy and Regulation outline the process in which the District and parents/guardians will jointly develop a written parental involvement plan.

Information

None

Follow Up from Previous Policy Committee Meeting

Policy 4970: Private Coaching or Training of Students by District Athletic Coaches

This new Policy and Regulation establishes parameters for private coaching and training by District-employed athletic coaches. The draft Policy states that District athletic coaches are not permitted to receive remuneration for the private coaching or training of student-athletes who play in the same school and sport for which the coach is employed. The draft Regulation states that athletic coaches shall not promote or require student participation in any private training, practice, camp, non-District team, or clinic. In addition, athletic coaches shall not make team roster selections or playing time

decisions based on student participation in any private coaching or training. The Policy will be sent to the Board of School Directors for a first reading at their meeting on December 5, 2016.

Regulation 6141: Nondiscrimination of Students in School and Classroom Practices

The District prohibits any form of discrimination. Revisions to the Policy and Regulation include an expanded definition of nondiscrimination. Students will not be discriminated against based on race, color, age, creed, religion, gender, sexual orientation, gender identity, gender expression, ancestry, national origin or handicap/disability. The Regulation states that all students have the right to equitable access to facilities, activities, programs, and instruction. Requests for facilities access will be considered on a case-by-case basis in accordance with applicable law. Students will not be required to take or be denied enrollment in a course on the basis of their gender identity. The revisions to the Regulation were approved for posting.

Policies and Regulations for Review and Discussion

Policy and Regulation 6146: Student Athletics

Revisions to the Policy and Regulation include the determination of gender eligibility. The District will follow the guidelines as set forth in Pennsylvania Interscholastic Athletic Association (PIAA) with regard to mixed gender participation in athletics in a manner that does not limit the ability of that District team to participate in competitions, including playoffs, with other teams of the District's team's gender designation. Another revision included clarification that any proposed new sport will initially be offered either as an intramural or club sport while student interest grows and participation develops. The Policy will be sent to the Board of School Directors for a first reading at their meeting on December 5, 2016.

Other

A Policy and Regulation on Adult Student Boundaries, as well as revisions to Policy 4520 Tutoring for a Fee will be drafted and presented at a future Policy Committee meeting.

Future Meetings

Additional meetings are scheduled for Thursday, December 15, 2016.

All meetings are held at the Tredyffrin/Easttown Administration Offices, 940 West Valley Road, Suite 1700, in Room 200 at 7:00 p.m.

Adjournment

The meeting adjourned at 9:25 PM.

2016 Policy Committee Goals:

1. To identify and examine critical issues facing the District from a Policy perspective.
2. To review existing Policies and develop new Policies in response to legal requirements administrative recommendations, Board priorities, community input and external issues.
3. To communicate Policy revisions or new Policies to stakeholders via webpage postings, email messages, and oral reports at Board meetings.
4. To continue with a cyclical review of Board policies in determining if policies should be revised, updated or repealed.

Private Coaching or Training of Students by District Athletic Coaches

Anyone employed as a District-employed athletic coaches (“District Coach”) are-is not permitted to receive financial remuneration for the private coaching or private training of District student-athletes who play in the same school and sport for which the District Coach is employed.

For purposes of this Policy and its accompanying regulation, the following definitions apply:

“Private Coaching” means administering, directing, or coaching a camp or clinic, league, non-District team, or tournament that is attended by players from the school sports team for which the District Coach is employed to coach, whether in-season and-or out-of-season.

“Private Training” means providing instruction in the techniques, and skills or performance of arelevant to the particular sport coached by the District Coach, but outside of the coaching done on behalf of the District. ;This includes both in-season and out-of-season training or as well aswhere such training is attended by players from the school sports team for which the District Coach is employed to coach, in-season and out-of-season.

Private Coaching or Training of Students by District Athletic Coaches

District-employed athletic team coaches (“District coaches”) shall refrain from the following:

1. Promoting or requiring student participation in any private training, practice, camp, non-District team, or clinic; and
2. Making team roster selections and/or playing time decisions based on factors other than those related to school requirements or factors related to participation in the District’s athletic program.

Student participation in any sports or training activity that occurs outside of the District’s athletic program must be voluntary.

District coaches, on their own time, are permitted to work at camps or clinics wherein students who are not in the same school to which they are assigned to coach by the District are participants. However, a student’s participation or non-participation in such activities may in no way influence future roster selections, future playing time decisions, or other aspects of the student’s participation in the District’s athletic or academic program.

District coaches are not permitted to receive financial remuneration for the private coaching or private training of District student-athletes who play in the same school and sport for which the coach is employed, in-season or out-of-season.

District coaches who privately train students as set forth in this Regulation or coach non-District teams must do so on their own time and not on the premises of the District unless authorized as a private user pursuant to Board policy.

Disclosure Requirement

~~District-employed athletic coaches (“District coaches”) must disclose to their supervising Athletic Director, using Attachment A, the names of all District students for whom they provide private training or private coaching and receive financial remuneration prior to providing private training or private coaching for the District student.~~

~~District coaches shall notify the Athletic Director immediately if they discover that they are inadvertently privately coaching or training a District student. ~~working at camps, or clinics wherein a student in the same school to which they are assigned to coach by the District is a participant.~~~~

~~Violations of this regulation will subject the District coach to discipline up to and including termination from employment as a District coach.~~

Complaint Procedure

Private Coaching or Training of Students by District Athletic Coaches

Students who have been subjected to conduct by a District coach that violates the accompanying policy and this regulation are encouraged to promptly report such incidents to their principal, assistant principal, athletic director or school guidance counselor.

Students, parents/guardians, administrators, coaches, sponsors, volunteers, District employees, representatives, agents, and contractors shall be alert to violations of the accompanying policy and this regulation and shall promptly report such conduct to their immediate supervisor or the appropriate building principal.

Complaints shall be handled in the same manner as other employee disciplinary investigations.

Consequences for violations of this regulation and accompanying policy may lead to removal as a District coach and, depending on the nature of the violation, could affect the District coach's employment by the District in another capacity other than coach.

**DISCLOSURE FORM FOR USE BY DISTRICT COACHES
PRIVATE COACHING/TRAINING OF DISTRICT STUDENTS**

INSTRUCTIONS: This form must be completed for each occurrence of private coaching and/or private training for any District student for which financial remuneration is received and must be renewed annually, unless circumstances change. In the event of a change in status from what is reported herein, such change must be reported within seven (7) days of the change using this form.

Date:

Name of District Coach:

Name of Supervising
Athletic Director:

Select Type

Private Coaching (administering, directing, or coaching a camp or clinic, league, non-District team, or tournament that is attended by players from the school sports team for which the District Coach is employed to coach, whether in-season and/or out-of-season.)

Private Training (providing instruction in the techniques, skills or performance relevant to the particular sport coached by the District Coach outside of the coaching done on behalf of the District., This includes both in-season and out-of-season training as well as training attended by players from the school sports team for which the District Coach is employed to coach, in-season and out-of-season.~~in-season and out-of-season or where such training is attended by players from the school sports team for which the District Coach is employed to coach, in-season and out-of-season.~~)

Name(s) of District student(s) receiving private coaching and/or training:

Name(s) of Private Coaching/Training Activity (e.g. club, camp, clinic, league, team, or tournament):

Length of Duration of Private Coaching/Training Activity:

Brief Description of

Private Coaching/Training Activity (you may attach a copy of the brochure):	
Compensation for Private Coaching/Training Activity:	

Student Athletics

Philosophy and Purpose

~~It is the philosophy of the District that athletics for all students is an integral part of a well-rounded education. It is the purpose of this Policy to encourage and support a District athletic program that encourages and provides an opportunity for each student to be physically active in the context of the District's educational program. Therefore, in addition to physical education as a required subject, extra-curricular athletic participation is made available to students on a continuing basis.~~

Definitions

“Interscholastic sports” are ~~those which~~those that are funded and fully staffed by the District and compete under Rules and Regulations provided by the Pennsylvania Interscholastic Athletic Association (“PIAA”), or other applicable governing body.

“Intramural sports” are staffed and financially supported by the District, but are not governed by the PIAA.

“Club sports” receive some support from the District whether financial and/or through use of facilities or equipment.

Guidelines

~~In keeping with this stated philosophy and purpose,~~ The Board establishes the following guidelines for its athletic program:

1- Establishment of Program - Athletics are offered by the District, ~~consistent with regulations of the State Board of Education and the Pennsylvania Interscholastic Athletic Association (or other applicable governing body),~~ as an integral part of the District's educational program, ~~designed to foster certain qualities and attitudes in participating students. Primary among these qualities and attitudes are:~~

- ~~—physical fitness~~
- ~~—self discipline~~
- ~~—self confidence~~
- ~~—loyalty~~
- ~~—leadership~~
- ~~—cooperation and teamwork~~

~~—good sportsmanship and fair play~~

~~—an appreciation of, and capacity for, competition~~

~~—the ability to establish and attain goals~~

~~—an interest in life long athletic endeavors~~

~~Since these values can be taught in the classroom or in virtually any athletic endeavor, the athletic program shall encompass not only classroom instruction, but a variety of out of classroom activities to enable students with a wide range of interests and abilities to participate and benefit.~~

2. Course Credit ~~—High- High~~ School students, with the exception of ninth grade students, may earn physical education credit by participating in an approved athletic activity.

3. Staffing - Special effort shall be made to attract and hold a highly qualified, experienced staff which is oriented to the teaching aspects of both the curricular athletic program and the ~~extra-curriculare~~extracurricular program.

4. Equal Opportunity - The District will operate athletic programs in compliance with all applicable Federal and State laws, including Title IX of the Educational Amendments of 1972, ~~and in compliance with guidelines provided by the PIAA.~~

5. Gender Eligibility ~~Any-~~ Any issues with respect to eligibility for a specific District team will be determined by the District in a manner that ~~enhances~~does not limit the ability of that District team to participate in competitions, including playoffs, with other teams of their genderthe District’s team’s gender designation.

2. Program Equity ~~—In keeping with the stated philosophy of the athletic program, the administration, and coaches constant and deliberate efforts shall be made to:~~

~~—ensure meaningful value is accorded all sports, and ensure adequate attention is paid to participants in all sports regardless of public attitudes~~

~~—encourage the student body at large to participate in intramural athletics.~~

4. Competitive Dimension ~~—While winning is an incentive in any sports context and while a certain measure of team and individual success is required if a student is to develop the qualities and attitudes for which the program is established, it is in the best interest of all participants that the competitive dimension of the program also emphasizes participation by many students, respect for opponents and officials, respect for one's coach and teammates, and attention to improving one's skills.~~

6. Management - Since athletics are a part of the educational program designed to meet the needs of the participants, all activities shall be organized and scheduled strictly for the benefit of the participating students. Every effort shall be made to schedule athletic contests after regular class hours so that students will not have to be excused from class.

~~Financial Support of Interscholastic Activities—Within budgetary limitations and where deemed appropriate by the Board, the Board shall provide the facilities, equipment, supervision, and supplies to be competitive with other schools. Strict attention shall be paid at all times to protecting the health and safety of all participants.~~

7. Extracurricular Program Offerings -The specific sports for men and women, and the levels offered in each sport, shall be reviewed by the principal of each building on an annual basis to ensure the overall program meets the requirements of this Policy and assures maximum educational value for the resources expended. The following factors shall be considered in recommending, and by the Board in assessing, the possibility of adding a new sport or adding a new level in an existing sport:-

- Contribution to the goals of the District and the athletic program
- Effect on the balance between athletic opportunities for men and women
- Sustained interest by enough students to qualify as a team
- Financial feasibility, including insurance costs
- Availability of qualified coaching staff
- Cost and availability of facilities appropriate to the demands of the sport
- Availability of competition at other schools.
- Safety issues and the ability of the school administration to provide adequate supervision of the program.

A new sport shall normally be offered either as an intramural or club sport while student interest grows and participation develops. The same factors shall be considered when the elimination of a sport or level is contemplated.

~~A new sport shall normally be offered either as an intramural or club sport while student interest grows and participation develops. When appropriate and when student interest warrants, an existing community based athletic program may be incorporated into the school program.~~

In all these activities, students shall be subject to school and ~~Board~~ District policies, including regulations of the Central League and PIAA if applicable. All extracurricular interscholastic sports are offered subject to PIAA rules and regulations whether competition is specifically regulated by the PIAA or not.

Adopted: November 24, 1969
Revised: September 10, 1973
Revised: January 24, 1983
Revised: January 27, 1986
Revised: December 5, 1994
Revised: April 28, 1997
Revised: June 16, 1997
Revised: January 26, 1998
Revised: June 1, 1998
Revised: February 23, 2004
Revised: October 27, 2014
First Reading: December 5, 2016

*Student Athletics*Equal Opportunity

The District will take affirmative action to ensure that a balanced program for men and women is maintained at all times. The following factors shall be considered in assessing the balance of the program:

- the nature and extent of the sports offered and their accommodation of the interests and abilities of men and women both in terms of sports and levels of competition offered
- the provision of equipment and supplies
- the scheduling of games and practice time
- the provisions for travel
- the quality and extent of the coaching provided
- the assignment and compensation of coaches
- the provision of locker room, practice, and competitive facilities
- the nature and extent of publicity.

Although equal aggregate expenditures shall not be required, financial resources shall be allocated as necessary to provide facilities, equipment, supervision, supplies, and opportunities for participation and competition which equally accommodate the athletic interests and abilities of both men and women.

Mixed Gender Participation

—The District will follow the guidelines as set forth in Pennsylvania Interscholastic Athletic Association (“PIAA”) By-Law Article XVI with regard to mixed gender participation in athletics in a manner that does not limit the ability of that District team to participate in competitions, including playoffs, with other teams of the District’s team’s gender designation. ~~enhances the ability of that District team to participate in competitions, including playoffs, with other teams of their gender.~~ In general, a student is eligible to participate on sports teams that correspond with the student’s birth gender. Certain exceptions shall be made on -a case by case basis in accordance with PIAA regulations as long as the eligibility of a student does not exclude the team as a whole from PIAA competition or playoffs with other teams of their gender. PIAA defines ~~A~~ a mixed gender team ~~is~~ as one consisting of both boys and girls. For example in the sport of volleyball, a mixed gender team will compete during the boys’ regular season and post season. Mixed gender teams may only participate in post-season playoffs for boys’ teams.

- ~~A. If a school has a boys' team in a particular sport, a boy at the school is not eligible to play on the school's girls' team in that sport.~~
- ~~B. In general, if a school has a girls' team in a particular sport, a girl at the school is not eligible to play on the boys' team in that sport. However, the principal of the school may make an exception and allow a girl to play on a boys' team if the principal believes that the girls' team would not provide meaningful competition for the girl due to her high skill level.~~
- ~~C. Girls may play on a boys' team if the school does not have a comparable girls' team in that particular sport. (Softball and baseball are not viewed as comparable sports. Girls' and boys' volleyball are considered comparable sports. Girls' and boys' lacrosse are considered comparable sports).~~
- ~~D. Boys may play on a girls' team if the school does not sponsor a boys' team in that sport and the principal determines that all of the following criteria are met:
 - ~~1. the overall boys' athletic program at the school provides fewer opportunities for boys to participate than for girls;~~
 - ~~2. the boy would not displace any girl from the team's roster;~~
 - ~~3. the boy would likely not, due to his physical size, athletic ability, and/or other characteristics, pose an increased risk of harm to opponents beyond that which would be posed by an average sized and skilled participating girl; and~~
 - ~~4. the boy would not provide his team with a significant competitive advantage (this means that the boy's participation would likely cause the team to be noticeably more competitive than it would be without the boy's participation on the team).~~~~

Tutoring for a Fee

~~Except in cases of assigned homebound instruction, teachers shall refrain from tutoring their current students for a fee.~~

~~In order not to unnecessarily deprive District students of access to the many qualified private tutors who are also District employees, while minimizing the potential for conflict of interest created by teachers and other instructional staff tutoring their own students, the District permits tutoring of District students by District staff pursuant to the guidelines below and in accordance with Pennsylvania's *Code of Professional Practice and Conduct for Educators*, which provides in part: "The professional educator may not ... exploit a professional relationship for personal gain or advantage."~~

Definitions

~~For purposes of this policy, "teachers and other instructional staff" includes classroom teachers, teachers of special subjects such as music and art, counselors, psychologists, aides, special education teachers, teachers co-teaching with a classroom teacher, and related services providers, including but not limited to, speech therapists, occupational therapists and physical therapists.~~

~~"Tutoring" means providing additional, special, or remedial instruction to a student in the employee's assigned area of certification.~~

~~"Current student" means a student on the teacher's and other instructional staff's class list or case load or who is otherwise specifically assigned to the teacher and other instructional staff regardless of the time of year.~~

Tutoring Own Students Prohibited

~~All District students are entitled to reasonable assistance from their teachers without additional cost. Moreover, allowing any teacher to charge a fee to their own students for tutoring could create an appearance that the student will have an unfair academic advantage. Therefore, teachers shall refrain from tutoring their current students for a fee either individually or in groups. Furthermore, teachers may not initiate private business or "tutoring for a fee" relationships with their current students, or those students' parents/guardians, regardless of when the tutoring may occur. For example, a teacher cannot solicit prospective business from a current student even if the tutoring may occur when the student is no longer in his or her class, such as during the summertime.~~

Other Restrictions on Tutoring

No tutoring or private lessons for which a teacher receives a fee will be carried on in the school building.

A teacher or other employee may not use District resources such as his/her assigned computer or classroom materials, including assessments, in connection with a private tutoring business.

No solicitation for tutoring for a fee services may occur on District property or through any District means of communication at any time.

Related References:

[22 Pa.Code Section 235 \(Code of Professional Practice and Conduct for Educators\)](#)

Adopted: September 8, 1969
Revised: May 23, 1994
Reviewed: January 24, 2000

Tredyffrin/Easttown School District

Tutoring for a Fee

Teachers and other instructional staff who tutor their current students for a fee individually or in groups will be subject to discipline up to and including discharge. This prohibition applies even if the tutoring is in a subject matter different than the subject matter for which the student is receiving instruction from the staff member.

Teachers and other instructional staff who tutor students will do it on their own time and not on the premises of the District. Arrangements regarding costs and scheduling of the sessions will be done by the tutor before or after regular work hours.