



## WOODBURY LEADERSHIP ACADEMY

Adopted: April 25, 2017

Revised: March 16, 2023

### 206 PUBLIC PARTICIPATION IN BOARD OF DIRECTORS MEETINGS/ COMPLAINTS ABOUT PERSONS AT BOARD OF DIRECTORS MEETINGS AND DATA PRIVACY CONSIDERATIONS

#### I. PURPOSE

- A. The Board of Directors (BOD) recognizes the value of participation by the public in deliberations and decisions on school matters. At the same time, the BOD recognizes the importance of conducting orderly and efficient proceedings, with opportunity for expression of all participants' respective views.
- B. The purpose of this policy is to provide procedures to assure open and orderly public discussion as well as to protect the due process and privacy rights of individuals under the law.

#### II. GENERAL STATEMENT OF POLICY

- A. The policy of the Board of Directors (BOD) is to encourage discussion by citizens of subjects related to the management of the school at BOD meetings. The BOD may adopt reasonable time, place, and manner restrictions on public expression in order to facilitate free discussion by all interested parties.
- B. The BOD shall, as a matter of policy, protect the legal rights to privacy and due process of employees and students.

#### III. DEFINITIONS

- A. "Personnel data" means government data on individuals maintained because the individual is or was an employee or applicant for employment. For purposes of this policy, "employee" includes a volunteer or an independent contractor.
- B. Personnel data on current and former employees that is "public" includes:

Name; employee identification number, which must not be the employee's social security number; actual gross salary; salary range; terms and conditions of employment relationship; contract fees; actual gross pension; the value and nature of employer paid fringe benefits; the basis for and the amount of any added remuneration, including expense reimbursement, in addition to salary; bargaining unit; job title; job description; education and training background; previous work experience; date of first and last employment; the existence and status of any complaints or charges against the employee, regardless of whether the complaint or charge resulted in a disciplinary action; the final disposition of any disciplinary action, together with the specific reasons for the action

and data documenting the basis of the action, excluding data that would identify confidential sources who are employees of the public body; the terms of any agreement settling any dispute arising out of the employment relationship, including an Executive Director (ED) buyout agreement, except that the agreement must include specific reasons for the agreement if it involves the payment of more than \$10,000 of public money; work location; work telephone number; badge number; work related continuing education; honors and awards received; and payroll time sheets or other comparable data that are only used to account for employee's work time for payroll purposes, except to the extent that release of time sheet data would reveal the employee's reasons for the use of sick or other medical leave or other not public data.

C. Personnel data on current and former applicants for employment that is "public" includes:

Veteran status; relevant test scores; rank on eligible list; job history; education and training; and work availability. Names of applicants shall be private data except when certified as eligible for appointment to a vacancy or when applicants are considered by the appointing authority to be finalists for a position in public employment. For purposes of this subdivision, "finalist" means an individual who is selected to be interviewed by the appointing authority prior to selection.

D. "Educational data" means data maintained by the school which relates to a student.

E. "Student" means an individual currently or formerly enrolled or registered in the school, or applicants for enrollment, or individuals who receive shared time services.

F. Data about applicants for appointments to a public body, including a school BOD, collected by the school as a result of the applicant's application for appointment to the public body are private data on individuals, except that the following are public: name; city of residence, except where the appointment has a residency requirement that requires the entire address to be public; education and training; employment history; volunteer work; awards and honors; prior government service; and any data required to be provided or that is voluntarily provided in an application to a multi-member agency; and veteran status. Once an individual has been appointed to a public body, the following additional items of data are public: residential address; either a telephone number or electronic mail address where the appointee can be reached, or both at the request of the appointee; provided, however, any electronic mail address or telephone number provided by a public body for use by an appointee shall be public. An appointee may use an electronic mail address or telephone number provided by the public body as the designated electronic mail address or telephone number at which the appointee can be reached.

#### IV. RIGHTS TO PRIVACY

A. School employees have a legal right to privacy related to matters which may come before the BOD, including, but not limited to, the following:

1. right to a private hearing for teachers
2. right to privacy of personnel data
3. right to consideration by the BOD of certain data treated as not public
4. right to a private hearing for licensed or non-licensed head varsity coaches to discuss reasons for nonrenewal of a coaching contract

B. School students have a legal right to privacy related to matters which may come before the

BOD, including, but not limited to, the following:

1. right to a private hearing
2. right to privacy of educational data
3. right to privacy of complaints as provided by child abuse reporting and discrimination laws

## V. THE PUBLIC'S OPPORTUNITY TO BE HEARD

The BOD will strive to give all citizens of the school an opportunity to be heard and to have complaints considered and evaluated, within the limits of the law and this policy and subject to reasonable time, place, and manner restrictions. Among the rights available to the public is the right to access public data.

## VI. PROCEDURES

### A. Agenda Items

1. Citizens who wish to have a subject discussed at a public BOD meeting are encouraged to notify the ED's office in advance of the BOD meeting. The citizen should provide his or her name, address, the name of group represented (if any), and the subject to be covered or the issue to be addressed.
2. Citizens who wish to address the BOD on a particular subject should identify the subject and identify agenda item(s) to which their comments pertain.
3. The BOD chair will recognize one speaker at a time, and will rule out of order other speakers who are not recognized. Only those speakers recognized by the chair will be allowed to speak. Comments by others are out of order. Individuals who interfere with or interrupt speakers, the BOD, or the proceedings may be directed to leave.
4. The BOD retains the discretion to limit discussion of any agenda item to a reasonable period of time as determined by the BOD. If a group or organization wishes to address the BOD on a topic, the BOD reserves the right to require designation of one or more representatives or spokespersons to speak on behalf of the group or organization.
5. Matters proposed for placement on the agenda which may involve data privacy concerns, which may involve preliminary allegations, or which may be potentially libelous or slanderous in nature shall not be considered in public, but shall be processed as determined by the BOD in accordance with governing law.
6. The BOD chair shall promptly rule out of order any discussion by any person, including BOD members, that would violate the provisions of state or federal law, this policy or the statutory rights of privacy of an individual.
7. Personal attacks by anyone addressing the BOD are unacceptable. Persistence in such remarks by an individual shall terminate that person's privilege to address the BOD.
8. Depending upon the number of persons in attendance seeking to be heard, the BOD reserves the right to impose such other limitations and restrictions as necessary in order to provide an orderly, efficient, and fair opportunity for those present to be heard.

## B. Complaints

1. Routine complaints about a teacher or other employee should first be directed to that teacher or employee or to the employee's immediate supervisor.
2. If the complaint is against an employee relating to child abuse, discrimination, racial, religious, or sexual harassment, or other activities involving an intimidating atmosphere, the complaint should be directed to the employee's supervisor or other official as designated in the school policy governing that kind of complaint. In the absence of a designated person, the matter should be referred to the ED.
3. Unresolved complaints from Paragraph 1. of this section or problems concerning the school should be directed to the ED's office.
4. Complaints which are unresolved at the ED's level may be brought before the BOD by notifying the BOD in writing.

## C. Open Forum

The BOD shall normally provide a specified period of time when citizens may address the BOD on any topic, subject to the limitations of this policy. The BOD reserves the right to allocate a specific period of time for this purpose and limit time for speakers accordingly.

The BOD may decide to hold certain types of public meetings where the public will not be invited to address the BOD. Possible examples are work sessions and board retreats. The public will still be entitled to notice of these meetings and will be allowed to attend these meetings, but the public will not be allotted time during the meeting to address the BOD.

## D. No Board Action at Same Meeting

Except as determined by the BOD to be necessary or in an emergency, the BOD will not take action at the same meeting on an item raised for the first time by the public.

## VII. PENALTIES FOR VIOLATION OF DATA PRIVACY

- A. The school is liable for damages, costs and attorneys' fees, and, in the event of a willful violation, punitive damages for violation of state data privacy laws.
- B. A person who willfully violates data privacy is guilty of a misdemeanor.
- C. In the case of an employee, willful violation constitutes just cause for suspension without pay or dismissal.

