

**REVISED**  
**Discipline Equity Task Force Minutes**  
**April 5, 2016**

**Present:**

Ann Cochrane, Carrie Busey/CFT  
Amber Owens, Bottenfield  
Bryan Yacko, Central  
Jeanne Smith, Mellon, Recorder

Stephanie Hayek, CECC  
Ben Trupin, Mellon  
Orlando Thomas, Mellon, Chair

**Discussion with Jennifer Smith Regarding SB 100 Implications**

Orlando shared a written summary of a conference call that he and Jeanne Smith had with Jennifer Smith, legal counsel, regarding SB 100's impact on consequences for violations that heretofore called for a recommendation for AIE or expulsion. They also discussed questions related to suspension letters, the Board's new responsibilities with regard to expulsions, and the feasibility of developing an internal document to guide administrators in determining behavioral consequences in light of SB 100. The group read this summary silently and then discussed. It was clarified that in cases where administrators automatically recommended expulsion in the past, they can still recommend expulsion but are not obligated to since that would constitute "zero tolerance." Jennifer also advised against developing any type of internal document to guide administrative decision making in regard to disciplinary consequences since SB 100 is clear that each situation is to be considered on an individual basis.

**Cell Phones**

It was reported that teacher concerns regarding student use of cell phones during the school day remain. Orlando said he believes that like-sized school districts have similar phone policies to ours and that a complete ban is not recommended, but said he would check with Jennifer Smith. Bryan Yacko reported that if phones are used to take photos that are either inappropriate or taken without student/teacher permission, students are usually cooperative about deleting the photos and, if necessary, disciplinary consequences can be given since such use is explicitly prohibited by the Code.

**Level 2 Referrals Being Changed to Level 1 Status**

One member reported on behalf of CFT that some teachers have reported that Level 2 discipline referrals are sometimes being downgraded to Level 1 referrals by administrators. Orlando reported that the Code clearly delineates which offenses call for a Level 1 referral and which ones are eligible for a Level 2 referral. He suggested that teachers who are experiencing this concern bring it to Building Council or to their union steward if they have already discussed it with their building principal.

Bryan Yacko suggested that schools have a T-chart which clearly identifies which behaviors are to be handled by teachers and which ones are to be handled by administrators. He said this type of chart has been very helpful at his campus.

One member reported that in one instance this concern was brought to a principal and the teacher was told, "Too bad. It's done."

**Discipline Data**

Stephanie Hayek asked why discipline data is no longer shared at DEA meetings. Orlando reminded the group that discipline data was shared first semester but that the focus second semester is revision of the

Code of Conduct. He also stated that the data hasn't changed much over the course of many years despite ongoing efforts and implementation of various interventions and supports specially aimed at reducing the racial disparity. He said some people have voiced frustration with sharing the same basic data month after month, year after year. He stated Tier 1 and Tier 2 teams are supposed to be discussing discipline data at the building level but whether to share data with the entire staff is a building decision. Bryan Yacko suggested that buildings consider sharing discipline data via Google drive so that faculty meeting time can be used to cover other topics.

### **Next Steps**

Orlando reported that he and Stephanie Stuart will be working on the SB 100 communication documents for administrators and the community. Administrators will then communicate these changes to teachers at the beginning of the 2016-17 school year.

A summary of the changes to the Code of Conduct may be shared at the final meeting of this group if it is completed. If it is not, it will be emailed to the group after April 12.

:jes