

**Chippewa Valley Schools  
19120 Cass Avenue  
Clinton Township, MI 48038**

**Personnel Sub-Committee Meeting Minutes**

Date: **June 9, 2025** Meeting started at: **5:38 p.m.**

Present: **Chris Gura, Monica Radyko, Ken Pearl**

Absent: **Donald Kuntz (in different committee meeting)**

Also Present: **Adam Blanchard, Ron Roberts**

Additional Present: **Kim Adlam**

Brief description of agenda items and discussion

**1. Reviewed the following policies – 4000-Support Staff:**

<b>Policy Number</b>	<b>Policy Name</b>	<b>Revised/New</b>
4110	EDGAR UGG-Conflict of Interest	Revised
4120	Employment of Support Staff	Revised
4120.04	Employment of Substitutes	New
4120.09	Volunteers	Revised
4121	Criminal History Record Check	Revised
4121.01	Criminal Conviction Review	New
4122	NonDiscrimination and Equal Employment Opportunity	Revised
4122.02	NonDiscrimination Based on Genetic Information of the Employee	New
4123	Section 504/ADA Prohibition Against Disability Discrimination in Employment	Revised
4139	Staff Discipline	Revised
4140	Termination and Resignation	New
4160	Physical Examination	Revised
4161	Unrequested Leaves of Absence/Fitness for Duty	Revised
4162	Controlled Substance and Alcohol Policy for Commercial Motor Vehicle (CMV) Drivers and Other Employees Who Perform Safety-Sensitive Functions	Revised
4170.01	Employee Assistance Program (EAP)	Revised

4213	Student Supervision and Welfare	Revised
4214	Staff Gifts	Revised
4216	Support Staff Dress and Grooming	Revised
4217	Weapons	Revised
4220	Evaluation of Support Staff	Revised
4310	Freedom of Speech in NonInstructional Settings	Revised
4362	Anti-Harrassment	Revised
4362.01	Threatening Behavior Toward Staff Members	Revised
4362.02	Work Place Safety	New
4419.03	Patient Protection and Affordable Care Act	New
4430.01	Family & Medical Leaves of Absence ("FMLA")	Revised
4440	Job-Related Expenses	Revised

2. Dr. Adam Blanchard presented the Revised/New policies related to the support staff as recommended by NEOLA. The Personnel Committee reviewed and discussed this information in greater detail. A motion will be taken to the board for consideration at the July 21, 2025 board meeting.

**2. Other - None**

Meeting Adjourned at **6:30 p.m.**

Respectfully Submitted,  
Adam Blanchard