



**SARASOTA**  
**County Schools**

**Human Resources**

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January 18, 2018

To: Board Members  
Superintendent Bowden

From: Al Harayda, Employee Relations Administrator

RE: Equity Procedure Review Committee, January 23, 2018 Work Session

Previously the Board direct staff to convene a committee to discuss possible changes to the current equity procedures. The Board shared several suggestions during the work session in February, 2017. Following the work session, a committee was established to include; Al Harayda, Debra Giacalone, Jeffi Westberry, Sally Hritz, Deana Gozder, Peni Riedinger, and Heather Wasserman. We reviewed policies from surrounding counties to include Hillsborough, Lee and Polk; in addition to the suggestions received from the Board. Please find the attached draft from the committee that addresses the Boards' suggestions and streamlines for the procedure. While we have made minor changes to things like spacing, significant changes include:

- Aligned the language in the procedure to the current School Board Policy (2.72)
- Language was added to address complaints that involve the equity coordinator
- Language was added to address complaints that involve board members
- Language was added to address complaints that involve the superintendent of schools
- Language was added for documenting verbal complaints to administrators
- Language was added to change the 3-step investigation process to a 2-step process by removing the cost center step
- Language was added to provide training for committee members
- Language was added to have ongoing trainings and case review with committee members
- Language was added to increase the time for reporting
- A flow chart was created to assist with a visual for reporting

We look forward to your feedback at the upcoming work session. Please feel free to contact me at 31217 with any questions.