

MEMORANDUM

To: CTOS and the AC Subcommittee (ACS)  
From: Sandy Batchelder, Deborah Brown, Mariah Nobrega – Petitioners for WA 12 and 13  
Subject: Edits to WA 12

At the request of ACS this is a list of specific concerns raised by ACS and CTOS in meetings last week and the petitioners’ response:

Petitioners agree to these changes (not yet accepted for scope):

<u>Concern</u>	<u>Petitioners’ Resolution</u>
1. Elimination of frivolous complaints and limiting of reputational damage	Limit complaints to sworn complaints (3.14.3 B iii)
2. Role of state law in schools-related complaints	Add reference to state law (3.13.3 B para 1)
3. Disciplinary authority of School Employees	For school employees, add disposition to School Committee instead of Select Board (3.13.3 B x).
4. Early CDO role in dispute resolution	Reinstate ability of CDO to informally resolve disputes early in process (3.13.2 para 5)
5. Initial CC investigator also sitting on appeals panel	Clarify language (3.13.3 B viii)
6. Privacy and confidentiality expectations of CC	Clarify that CC is held to the same expectations as the CDO (3.13.3 B vii)

Petitioners are considering this change:

<u>Concern</u>	<u>Petitioners’ Comments</u>
7. Third party complaints	Further discussion with Town Counsel to be requested.

Petitioners do not agree:

<u>Concern</u>	<u>Petitioners’ Comments</u>
8. Appointment of CC members by CDICR instead of by SB	It will be difficult to find qualified members for the CC and having additional bureaucratic hurdles will not help. The reappointment process is annual and the SB appointment process is not nimble.
9. Inclusion of \$300 penalty	Needed to have people who discriminate cooperate and change their behavior.
10. Definition of discrimination not included	There are multiple federal and state laws that do this and citing them in the bylaw or trying to summarize them would not be as useful as in the communications materials that will be developed.
11. Clarify jurisdiction over Town employees and officials	Not necessary. Section 3.14 (B) (x) speaks to remedies and for Town employees, it states the results of the investigation and hearing are referred to the SB as the ultimate authority in personnel discipline.