

Board Meeting Agenda Item Cover Sheet |

Board Discussion of H-Series Policies



Meeting Date: November 10 2025

Agenda Item: G.0

1. Purpose/Desired Outcome(s), Objective and Process of this Agenda Item

The purpose of this agenda item is for the Board to reflect on stakeholder input prior to First Read First Vote (FRFV) of the proposed H-Series policies adoption. The H-Series policies will provide guidance for recognition of collective bargaining units and the parameters in which they operate.

The objective of this agenda item is to:

- Board Discussion of proposed H-Series policies after stakeholder and legal input

Primary Attachment(s):

[Revised H-Series Policies \(11/06/2025\)](#)

2. Agenda Item Details

Submitted By: Andrea Verzantvoort, Chief Talent Officer	Date Submitted: November 9 2025
Recommended Action: ☒ Information ☒ Discussion ☐ Preparing for BOE Action	Revised Agenda Item? ☐ Yes ☒ No Previous Agenda Dates/Item#: N/A
Pertaining to Governance Policy: • EL-9 Communication and Support to the Board	Alternatives: ☐ Approve this agenda item, as written ☐ Incorporate changes from recorded agenda item discussion and documented in the End-of-Meeting debrief ☐ Update all agenda item materials for a near-future BOE meeting ☒ Not Applicable (N/A)

3. Executive Summary

This agenda item expresses important updates regarding the revision of the H-Series policies.

4. Background

On 09/18/2025, the Board of Education was presented with the request to recognize a collective bargaining unit for Summit School District's Non-Licensed Support Staff. After the presentation on 09/18/2025, the Board went into Executive Session to seek legal advice on this topic and ask questions to the District Attorney regarding legal parameters of creating such units. The guidance provided by the Board of Education to the Superintendent after the Executive Session, was to develop a policy framework to provide guidance regarding the formation of collective bargaining units.

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On 10/23/2025, the Board was presented with the first draft of the H-Series policies. After discussions, the Board requested revisions to the policies to be completed to better align with Board policies and Summit School District core values.

On 11/6/2025, the Board was presented with a subsequent draft of the H-Series policies with amendments based on Board direction and SCEA/ESP inputs.

5. Cost Benefit/Analysis

N/A

6. Advantages (+) / Disadvantages (-)

Advantages (+)	Disadvantages (-)
+ Multi-step policy approval process which allows for stakeholder input during policy development.	- This is an ongoing process that takes time to complete.

7. List of Attachments (If applicable):

Primary Attachments:

[Revised H-Series Policies \(11/06/2025\)](#)

For Reference:

[Revised H-Series Policies \(11/06/2025\)](#)

[Summary of Revised H-Series Policies \(11/06/2025\)](#)

[Draft H Policy Series](#) (As presented on 10/23/2025)

[Summary of H Policies](#) (As presented on 10/23/2025)

Other Attachments:

[Proposed EL-9 - Communication and Support to the Board | Policy Revisions](#)

☐ N/A - No Attachments