



# Board Equity Policy Advisory

Meeting Minutes

Tuesday, Sep. 26, 2023 4 pm to 5:30 pm - [Virtual](#)

## Attendees

**Tony Erickson**, Board Member

**Miriam Meneses-Rios**, Board Member

**Sharif Liwaru**, Director Equity & Family Partnerships

**Debbie Simons**, Chief Human Resources Officer

**Catherine Dalbey**, Director of Human Resources for School-Age Programs

**Janet Bucio**, Administrative Specialist

## Agenda

### Check-In

What are you most looking forward to this week/rest of the month?

### Old Business

1. Reminder about [meeting schedule](#) (December, June, and July)

### New Business

1. Review Policies
  - a. [Family Medical Leave \(Existing Policy\)](#)
  - b. [Family Medical Leave \(Proposed Policy\)](#)
  - c. Next policies for consideration

## Minutes

- **Check In**

- Debbie introduced Catherine Dalbey to the committee. Catherine is the Director of Human Resources for School-Age Programs at the ESD and will be attending the BEPAC meetings on behalf of Debbie for the next few upcoming meetings.
- Liwaru starts the meeting with the check-in question: What are you most looking forward to this week/rest of the month?
  - Tony - Prepare for the cold weather and watch a new show called Outdoors In on OPB.
  - Debbie - Oldest niece getting married at Lake Tahoe and looking forward to family time
  - Liwaru - Celebrating daughter's birthday
  - Miriam - Quiet and relaxation time. Doing some pottery and buying new plants
  - Catherine - Looking forward to spending time with her family of four
  - Janet - Fall festivities with family

- **Reminder**

- This year, the following meetings are canceled: December and July
- The June meeting is still to be determined

- **Review Policies**

- Debbie introduced the proposed family medical leave policy with the new paid leave Oregon and shares that the suggestion so far is that the ESD deletes the existing policy and replaces it with the new proposed policy.
- The following came up for discussion:
  - Some of the language is confusing, particularly the second paragraph
    - Consider rewording this section to avoid the confusion
  - This policy continues to evolve so it is likely that as soon as this one is accepted, there will be another proposed version of this policy.
  - There are some issues with the new paid leave policy that doesn't exclude employees that are already provided paid leave from their employer

- What is the subject wage?
  - What the employer provides as a base wage. Folks can use their paid leave to receive the full 100% of their pay.
- In the October meeting, we will be following up on the family medical leave and any other policies that will have been sent to the ESD between now and then.
- Next BEPAC meeting, touch base on what was submitted to the board for the first policy reading of the Family Medical Leave policy.

## Resources

- [BEPAC Charter](#)
- [NWRESD Equity Lens](#)
- [BEPAC Goals](#)
- [Policy Review Protocol \(4As\)](#)
- [The resolution that created this Board Equity Policy Advisory Committee](#)
- [The NWRESD Strategic Plan](#)
- [Policy Review Form](#)

## Policies

- [Family Medical Leave](#) (proposed)