

**New Milford Board of Education
Policy Sub-Committee Minutes
October 1, 2019
Lillis Administration Building, Room 2**

Present: Mrs. Tammy McInerney, Chairperson
Mr. Joseph Failla
Mr. J.T. Schemm
Mrs. Angela C. Chastain, Alternate

Absent: Mrs. Wendy Faulenbach

Also Present: Dr. Kerry Parker, Superintendent of Schools
Ms. Alisha DiCorpo, Assistant Superintendent of Schools
Ms. Ellamae Baldelli, Director of Human Resources
Mr. Greg Shugrue, Principal, New Milford High School

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NEW MILFORD, CT

1.	Call to Order The meeting of the New Milford Board of Education Policy Sub-Committee was called to order at 6:45 p.m. by Mrs. McInerney. Mrs. Chastain was seated in the absence of Mrs. Faulenbach.	Call to Order
2.	Public Comment There was none.	Public Comment
3.	Discussion and Possible Action A. Policies Recommended for Revision and Approval at Initial Board Presentation in accordance with Board Bylaw 9311: 1. 4118.112/4218.112 Sexual and Other Unlawful Harassment Mrs. McInerney said this revision is due to a change in statute. She asked if the sentence on 4118.112(b) that states "Behavior appropriate in a social setting may not be appropriate in the school and work environment" is necessary since there should always be a high standard of behavior.	Discussion and Possible Action A. Policies Recommended for Revision and Approval at Initial Board Presentation in accordance with Board Bylaw 9311: 1. 4118.112/4218.112 Sexual and Other Unlawful Harassment

	• Dr. Parker said she thought it was important since there are so many generations and different behaviors to consider. • Ms. Baldelli agreed, saying they frequently emphasize the difference between the work environment and home. • Mrs. McInerney noted the additional commentary regarding corrective action and the fact that the complainant must agree in writing to any modification of employment unless the district determines the action is reasonable and not of detriment to the complainant. Ms. Baldelli said this gives flexibility following an investigation to do what is best for all. • Mr. Schemm asked if training is currently provided to all employees. Ms. Baldelli said not to all, but they will start this year, as well as do the electronic notification. • Mrs. McInerney asked if the policy will be sent out to the entire community once approved. Ms. Baldelli said they will discuss rollout. • Mr. Schemm asked if the Title IX Coordinator must be specifically named. He is thinking to avoid changes needed when staff changes. Ms. Baldelli said best practice and the recommendation from Title IX is to use the specific name. 2. 4155/4255 Military Leave • Mrs. McInerney noted the inclusion of Civil Air Patrol. There was no discussion regarding the revision. Mr. Schemm moved to bring Policies 4118.112/4218.112 and 4155/4255 as Recommended for Revision and Approval at Initial Board Presentation in accordance with Board Bylaw 9311 to the Board for approval, seconded by Mrs. Chastain. The motion passed unanimously.	2. 4155/4255 Military Leave Motion made and passed unanimously to bring Policies 4118.112/4218.112 and 4155/4255 as Recommended for Revision and Approval at Initial Board Presentation in accordance with Board Bylaw 9311 to the Board for approval.
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B. Policies for Review: 1. 1700 Possession of Firearms on School Property Prohibited • Mrs. McInerney said this policy has been discussed previously. Legal has provided two versions for continued discussion. • Mr. Failla said he was surprised the issue with off duty peace officers carrying on school grounds had not been addressed before. He said there was no question it probably happens but wondered if it had not become an issue yet. • Dr. Parker noted the concern with liability if the district allows the practice, as would be the case with version 2 of the policy. • Mr. Failla said it was probably smartest to stay the course and follow state statute regardless of his personal opinion. • Mr. Schemm agreed that version 1 should be used, out of an abundance of caution. Mrs. McInerney moved to bring Policy 1700 Possession of Firearms on School Property Prohibited, Version 1, to the Board for first review, seconded by Mr. Failla. The motion passed unanimously. 2. 1800 Animals on School Property • Dr. Parker said this issue had arisen due to a request by an ESS program clinician to bring a therapy dog to SMS. She noted that there was no policy at all regarding animals on school property and asked legal to draft one as appropriate. That is the version here. She referenced 1800(d) and 1800(e) Use of Animals for Instructional Purposes and suggested the therapy dog might be allowed under these guidelines for very specific support of learning strategies of the program. • Mrs. McInerney noted that the policy gives guidance for all animal visits to schools.	B. Policies for Review: 1. 1700 Possession of Firearms on School Property Prohibited Motion made and passed unanimously to bring Policy 1700 Possession of Firearms on School Property Prohibited, Version 1, to the Board for first review. 2. 1800 Animals on School Property
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	• Mrs. Chastain suggested benefits of individual programs should be considered before disallowing. • Dr. Parker said she thought it was critical to have a policy in place to provide guidance. • Mr. Schemm suggested a few concrete examples to illustrate the policy might be helpful when bringing it forward to the full Board for review. Mrs. Chastain moved to bring Policy 1800 Animals on School Property to the Board for first review, seconded by Mr. Failla. The motion passed unanimously.	Motion made and passed unanimously to bring Policy 1800 Animals on School Property to the Board for first review.
4.	Discussion A. Policy 6146 Graduation Requirements • Mr. Shugrue said, in beginning to look at scheduling for next year, he realized the current graduation requirements create a dilemma to the 2020-21 PE/Health area. To provide enough sections to meet the needs of the Class of 2021 and 2022 for two credits in PE, the district would need to hire 2.0 FTE Health/PE teachers for the 2020-21 school year. The alternative would be to amend policy 6146 by reducing the graduation requirement of two PE credits for the Class of 2021 and 2022 from two credits to one. He noted that the state requirement is one credit. The PE requirement for the Class of 2023 is one credit and policy 6146 already reflects that change. • Mr. Failla asked why additional Health requirements were added and how we got here. Mr. Shugrue said the Health requirement was state mandated. • Mr. Schemm noted that we were over-credited in PE previously. He said this change would break out the credit requirement by year of graduation. • Dr. Parker said there was time to make this	Discussion A. Policy 6146 Graduation Requirements

	change. She suggested a mock up with appropriate changes/strikethroughs be brought back to committee next month for consideration. The committee agreed. B. Upcoming 9000 Series Review No discussion due to time constraints.	B. Upcoming 9000 Series Review
5.	Items of Information A. Regulation Revisions: 4118.112/4218.112 Sexual and Other Unlawful Harassment 4155/4255 Military Leave - Mrs. McInerney said the Board does not approve regulations, so these revisions are provided for informational purposes. The changes follow those required by statute to the corresponding policies.	Items of Information A. Regulation Revisions: 4118.112/4218.112 Sexual and Other Unlawful Harassment 4155/4255 Military Leave
6.	Public Comment There was none.	Public Comment
7.	Adjourn Mr. Schemm moved to adjourn the meeting at 7:37 p.m. seconded by Mr. Failla and passed unanimously.	Adjourn Motion made and passed unanimously to adjourn the meeting at 7:37 p.m.

Respectfully submitted:



Tammy McInerney, Chairperson
Policy Sub-Committee