

Southington Board of Education Meeting



Thursday, October 22, 2020 6:15 PM

This meeting will convene virtually. Instructions to access the BOE meeting in real time via teleconference are noted below: 1. Call 1-646-558-8656 2.

Follow the prompts. 3. The Meeting ID: 869 0411 4644 4. Passcode:

800683 5. Please mute your phone. 6. Refrain from using the "speaker

phone". 7. Public comments on the agenda items may be submitted via email and will be read

into the record. Email comments to: tconnellan@southingtonschools.org COMMITTEE OF THE WHOLE ~ OPERATIONS

200 North Main Street

Southington, CT 06489

SOUTHTINGTON BOARD OF EDUCATION REGULAR MEETING

1. CALL TO ORDER
2. Executive Session Anticipated ~ 6:15 P.M.
 - a. Security Devices
3. Reconvene Meeting ~ Regular Session ~ 7:00 p.m.
4. Pledge of Allegiance
5. Approval of Minutes ~ October 8, 2020
6. Presentation ~ Raptor Visitor Management System
7. Public Communications
 - a. Communications from Public
 - b. Communications from Board of Education
 - c. Communications from Administration
 - d. Communications from Student Board Representatives
8. Committee Reports
 - a. Policy and Personnel Committee Meeting ~ October 8, 2020
9. Old Business
 - a. Town Government Communications
 - b. SHS Citizenship in Action Units ~ Second Reading
 - c. SHS Science Units ~ Second Reading
10. New Business
 - a. Approval of Job Descriptions ~ Network Manager; Associate Athletic Director
 - b. Policy 1313 ~ Non-Discrimination (Community) ~ First Reading
 - c. Policy 3281 ~ Code of Conduct Child Nutrition Programs - NEW ~ First Reading
 - d. Policy 4118.112 ~ Sex Discrimination and Sexual Harassment (Personnel) ~ First Reading
 - e. Policy 5114 ~ Student Discipline ~ First Reading
11. Adjournment

The minutes presented within this document provide a summary of the discussion that took place at the Board of Education meeting. For the complete discussion of the agenda items on the video recording of the Board meeting, please contact the Superintendent of Schools. These minutes are considered a draft until approved at the following regular Board of Education meeting.

SOUTHINGTON BOARD OF EDUCATION

SOUTHINGTON, CONNECTICUT

REGULAR MEETING

OCTOBER 8, 2020 (Revised)

The regular meeting of the Southington Board of Education (Committee of the Whole – Operations) was held as a combined Zoom video and teleconference on Thursday, October 8, 2020, at 7:00 p.m.

1. CALL TO ORDER

Mrs. Terri Carmody, Chairperson, called the meeting to order at 7:04 p.m.

Board members present were Mr. Joseph Baczewski, Mr. Robert Brown, Mrs. Terri Carmody, Mr. James Chrzanowski, Mrs. Missy Cipriano, Mrs. Colleen Clark, Mr. David Derynoski, Mr. David Falvo, and Mr. Zaya Oshana.

Administrators present were Mr. Timothy Connellan, Superintendent of Schools; Mr. Steven Madancy, Assistant Superintendent; Mrs. Sherri DiNello, Director of Business & Finance; Ms. Rebecca Cavallaro, Director of Pupil Personnel Services; and Mr. Frank Pepe, Principal of Southington High School.

Student Representatives present were Miss Amrit Kaur, Miss Jhalissa Vincent, and Mr. Brett Sheldrick.

2. PLEDGE OF ALLEGIANCE

The Student Representatives led in reciting of the Pledge of Allegiance.

Mrs. Carmody read a letter to the public (*Attachment #1*) regarding the Board of Education meetings returning to virtual / teleconference meetings from in-person due to the concern all individuals attending would not wear a mask during the in-person meetings resulting in not being able to ensure the health and safety of those in attendance.

3. APPROVAL OF MINUTES – September 24, 2020 – Regular Meeting

MOTION: by Mr. Derynoski, seconded by Mr. Oshana:

“Move to approve the regular Board of Education minutes of September 24, 2020, as submitted.”

Motion carried by voice vote with Mrs. Clark abstaining.

4. PUBLIC COMMUNICATION

a. Communications from Public

There was no communication from the public.

b. Communications from Board Members

There was no communication from Board Members.

c. Communication from Administration

Mr. Connellan reminded the Board members and student representatives to identify themselves before they speak if Mrs. Carmody did not recognize them by name.

Administration reported on the following:

1. Donation of Face Shields for Teachers: Mr. Connellan thanked B & V Jewelers for their generosity and ongoing effort of manufacturing the clear plastic face shields for staff members who requested one.
2. Donations of Masks – Rotary Club: Mr. Connellan thanked the Rotary Club for their donation of masks; especially, Board member Bob Brown who organized that effort with the “Rotary Million Dollar Mask” statewide program. The school district has been working on procuring PPE (Personal Protective Equipment) since March/April 2020. Mr. Brown stated that through the program he requested 12,000 masks and donated 10,000 to the school district, 1,000 to the Southington Police / Fire Departments, and 1,000 masks to Southington Community Services. Mr. Connellan thanked the Rotary for their generosity.
3. World Teacher Day: Mr. Connellan explained that October 5, 2020 was World Teacher Day. He publicly thanked all staff members for their commendable efforts and going above and beyond in their work due to the pandemic.

d. Communications from Student Board Representatives

Miss Jhalissa Vincent reported on the following:

- The October 14, 2020, PSAT was postponed resulting in a full day of school. The PSAT for grade 11 students was rescheduled to Thursday, October 29, 2020 following a half-day schedule while grades 9, 10 and 12 would have a full day of remote learning.
- Student Council elections were starting for grades 10, 11 and 12. Elections are on October 15 and candidates were required to create a one-minute video explaining the position they were running for and why they were the best choice. The videos would be shown during Social Studies classes. Since posters and handouts were prohibited, students were turning to social media to campaign and gain student body support.

Miss Amrit Kaur reported on the following:

- The National Honor Society and World Language Honor Society held inductions October 8, 2020 at the high school.
- Online learning was proceeding well with good participation and most students less stressed because everything was in one place. There were minor glitches with a few power outages.

Mr. Brett Sheldrick reported the following:

- The high school administration was in the process of setting up a Tech Help Desk in the school library/media center with a faculty member leading the project and tech savvy students helping the Tech Help Desk in off classroom periods.
- Senior and junior class officer meetings were held with administration to come up with ideas for events within the restriction guidelines and working with the local Health Director.
- The defending Class LL State Championship Runner-up SHS Girls Soccer team had an impressive 3-0 start. The Lady Knights Field Hockey Team had played two games and the Senior Night game against Lewis Mills High School ended in a 1 to 1 overtime draw. The Girls and Boys Cross Country Team celebrated their seniors and defeated Plainville High School in both races.
- On October 7, the Girls Swimming and Diving Team won their meet. The Boys Soccer Team was 0-1-1 with a draw versus New Britain and a loss to Plainville last Saturday night in a Senior Night game. The Girls Volleyball Team was off to a good start with wins over New Britain and Plainville and losing a close match with Bristol Central. The Blue Knights Football program planned to recognize seniors at its 7 vs. 7, non-contact competition versus Plainville on Friday, October 23 at Fontana Field.

5. COMMITTEE REPORTS

a. Curriculum and Instruction Committee Meeting – October 2, 2020

Mr. Brown thanked the teachers and administrators who worked on the curriculum updates on top of everything that they were doing during these difficult times. The committee reviewed the continued work on the Grade 11 Civics curriculum of Citizenship in Action Units, with a unit “Across the Political Divide” appropriate at election time. The focus was to have respectful conversations on issues and biases, which are skills that needed to be taught. Mr. Nick Vargas, Mr. Kevin Curtis, and Mrs. Heather Allenback worked on these curriculum units.

The committee received an overview from Mrs. Nicole Raccio on high school Science Units that included CP Chemistry, Earth Science Climate and Plant Tectonics Units. Mr. Brown recognized Mr. John Duffy, Science Coordinator, who was retiring on Friday, October 9, 2020, for working with Mrs. Raccio and making the science curriculum relative to students, hands-on, interesting, and investigative. Mrs. Carmody noted that Mr. Duffy’s retirement was a loss for the school district because he brought science alive for the students.

The C & I Committee received a presentation by Mrs. Cathy Goralski and Ms. Mary Peterman on the PK Report Card incorporating new state standards and social and emotional health into the curriculum making it measurable and understandable for parents and including.

6. SUPERINTENDENT'S REPORT

a. Personnel Report

MOTION: by Mr. Derynoski, seconded by Mr. Oshana:

“Move to approve the Personnel Report, as submitted.”

Motion carried unanimously by voice vote.

7. OLD BUSINESS

a. Town Government Communications

Mr. Connellan stated that he and Mrs. DiNello would be attending the Wednesday, October 14, 2020 Board of Finance meeting to review the Non-lapsing Account funds with the Board of Finance members. Mr. Connellan will share the time and location of that meeting with the Board members as soon as it is posted.

b. Non-Lapsing Funds FYE'2020

Mrs. DiNello explained the documents that she provided to the Board in detail including the Coronavirus Relief Fund (CRF) Grant, Recommendations for Education Non-Lapsing Account 2020, and 2020-2021 COVID-19 Reopening Expenditure Summary. She updated the Board on the actual grant amount that changed twice since it was initially awarded. The original grant was for \$401,265, it was adjusted for transportation to \$546,076 and increased for PPE funding by \$310,000 for a total grant now of \$856,076. The district is now able to revise the grant and reallocate transportation funds between personnel and non-personnel within the cleaning, health, safety, and PPE categories, which are the only ones that it could be applied. She would update the Board on how those funds would be used. Mr. Brown questioned if the bus company was paid the same whether they drive the buses or not like when the high school was closed this week and the students had to go to remote learning. Mrs. DiNello replied that the bus company is paid because they run the buses a little later for the middle and elementary schools. Mr. Connellan pointed out that the \$856,076 grant that the state gave Southington was far below the \$4 million requested by the school district.

Mrs. DiNello explained in detail the draft Recommendation for Education Non-Lapsing Account 2020 as requested by the Board of Finance and how the Board of Education planned to use the \$1,963,779 that was the two percent (2%) carryover from last year's operating budget. She addressed the estimated school re-opening costs of \$1,110,024, subsidy loan for the Food Service Program of \$300,000 and Capital Projects/Major Projects and Equipment of approximately \$553,755 (based on funds remaining after reopening expenditures). As of October 8, 2020, the Reopening of School Plan costs totaled approximately \$4 million. The funding source for the Reopening Plan would be done through the CRF Grant or the Non-lapsing Account. The CRF Grant is only good for expenditures through December 31, 2020. At this time, none of the technology expenditures of \$129,614 would come out of the CRF grant and would need to come out of the Non-lapsing Account. The software purchased was Go Guardian, Parents Square, Class Link and all the technology that Mr. Madancy shared at the last meeting.

This does not include the devices purchased with the Esser Funds or with funds that remained from last school year. It is strictly software related costs. The PPE items total \$230,000 with \$215,170 purchased with CRF funds and \$15,000 with non-lapsing. The total CRF grant funding for items would total \$286,787 and the district would be requesting a reallocation of grant funds of \$474,459 and there would be \$94,830 left with a couple of options. An option would be the ability to purchase additional PPE if needed or find other areas to spend the state funds on.

Mrs. DiNello explained in detail the Food Service Program subsidy loan. She was disappointed with the participation numbers with the free breakfast and lunch that the district offers. There are some elementary schools where they are only serving 15-20 free breakfasts served in schools where there are 200 students who are eligible for free meals. The free breakfasts and lunches are available for all students. The shutdown of the high school due to the virus and hybrid classes has hit the Food Service Program negatively. The income statement for the fiscal year ending June 30, 2020 resulted in a loss of \$337,000. The Food Service Program spent between \$15,000-\$25,000 on packaging materials to serve the meals that was not budgeted. Mrs. DiNello spoke at length about the reasons for the Food Service Program shortfalls and the funds needed to keep the program afloat. Administration was recommending that \$300,000 be utilized from the Education Non-lapsing Fund FYE'2020 and give in the form of a loan to the Food Service Program to cover the overhead costs through the fall until the district starts receiving grant reimbursements for the meals actually served.

Mr. Baczewski questioned if there was enough data in the last couple of weeks to start to compile what the payments with the USDA plan would look like and if it would be enough to compensate for where the school district had been fiscally in the same period of the previous couple of years. Mrs. DiNello replied that there was not enough data at this time. She believed the overhead for the month of September was almost double from what she expected to get from the claim reimbursement. Mr. Baczewski questioned if they should put in more money such as \$400,000 to be utilized from the Non-lapsing Fund and spoke at length on his recommendation. Mrs. DiNello spoke at length on how quickly things change and that it was too hard on October 8 to give a good picture of where the operating budget was going to end up but there was a good likelihood of more funds needed than the \$300,000 loan to make it through the year. Mr. Brown agreed with Mr. Baczewski and did not see a negative in adding \$50,000 or more. Mr. Connellan acknowledged that they were trying to be conservative in terms of dollars. He was not making any recommendations at this time to expend any of those funds on projects because they need to ensure there is an ample amount of money in there for school reopening costs and Food Service. There were a lot of uncontrolled variables. There is another Board of Education meeting scheduled for October and November and they could revisit this discussion then. According to state statute, the funds in the Non-lapsing Account are subject to Board of Education approval once the Board of Finance establishes it. The Non-lapsing Account funds, once it is established, are legally for the Board of Education to use. He thought it was in the Board's best interest to not commit more dollars than already committed from the Non-lapsing Account until they have a better handle with additional data on the Food Service Program and related costs of school reopening. This is an unusual school year, and they would not typically be making a recommendation to use these types of funds for any type of operating expenses. Mr. Derynoski agreed with Mrs. DiNello and Mr. Connellan and thought that they would have more information by the next two Board meetings if they need to make an adjustment to the Food Service loan.

Mrs. DiNello explained the Capital Projects/Major Projects Equipment draft document that Mrs. Jennifer Mellit, Accounting Manager, prepared for the Board's review. She reviewed the BOE Five Year Capital Plan and projects that were not funded as part of the Major Projects and Equipment section of the Board of Education Operating Budget, the new project requests that were considered important to the district's infrastructure and operations, the Athletic Facility Master Plan Projects and the year that they were added. This was not a priority list. The list contained the budget location and year, the project name, school, original budgeted amount, updated cost of projects and projected funds available.

Mrs. DiNello explained that these documents were informational and would be brought to the Board of Finance to show the type of projects that the administration would rather be spending the Non-lapsing funds on. Once they know there is funding available, the administration would work with the Board members to approve a prioritized list of projects.

Mrs. DiNello provided the Non-lapsing Fund Account FY'2019 document that the Board approved as informational to update the Board members on the status of previously approved projects funded.

Mrs. DiNello reiterated what the recommendation to the Board of Finance would be. She was confident that when they meet on Wednesday, administration would not have a revision submitted or approved from the state so they would continue to talk about the \$1.1 million of potential costs for reopening of schools with the caveat that administration anticipated that it would be reduced once grant revisions were approved, that the \$300,000 was the initial loan installment to the Food Service Program and the Board most likely would be requesting additional funding for the program, and review with the Board of Finance the types of projects that were needed in the district.

Mr. Baczewski questioned if the upgrade of the SPS Network included the one-to-one devices. Mr. Connellan stated that it was for the infrastructure only. Mr. Baczewski thought that it might be something to bring to the Board of Finance to move up on the list. Mr. Connellan stated that they have been working with the AdNet company and are moving cautiously to stabilize the network. They are continuing to look at other strategies and not looking at major hardware purchases at this time.

Mr. Falvo questioned the Visitor Verification System and thought the Board voted to take it out of the budget, but it was listed on the Major Project and Equipment 2021-22 project list. Mr. Connellan stated that after that budget discussion, he mentioned to the Board that he would be happy to bring in people from Raptor Technologies but did not do that in the spring because of the Coronavirus issues. Raptor Technologies gave a presentation to the district Safety & Security Committee, who endorsed it, and a presentation was scheduled for the Board of Education at the October 22, 2020 meeting in public session for all Board members to have the information and ask questions regarding school safety. Mrs. DiNello explained the budget process and that this item was pushed back a year. Mr. Falvo thought it would be better to have the presentation in executive session for specific questions about specific schools. Mrs. Carmody explained that this presentation would just be informational.

Mr. Chrzanowski questioned the COVID-19 Reopening Plan and the \$129,614 for technology purchases and if the software was a one-time purchase. Mr. Madancy responded that

the software purchases were mostly an annual, one-time purchase. It is subscription service and once it was paid there were no more costs.

8. NEW BUSINESS

a. Review and Approval of 2020-2021 Teacher Evaluation and Support Plan

Mr. Madancy explained that because of the COVID-19 pandemic the Commissioner of the State Board of Education implemented “flexibilities” to the 2017 legislation and relaxed it with the caveat that the district Professional Development and Evaluation Committee would review those flexibilities and agree to adopt them, which the committee unanimously agreed to do. It is more frequent observations, but much shorter with feedback in narrative form to teachers instead of a lot of paperwork. Approval by the Board of Education is a formality. Mrs. Clark questioned how Remote only teachers could be evaluated. Mr. Madancy explained that their supervisors could jump into the remote classes at any time to view the instruction, resource materials, and interactions. Mr. Brown questioned the provision where the goals were “mutually agreed upon”. Mr. Madancy replied that the Commissioner indicated they must consider social and emotional learning as one of the primary goals. The “mutually agreed upon” is if they want to add academic indicators as well, as part of their goals setting. Within the plan is a dispute resolution process for when it cannot be mutually agreed upon. Mrs. Carmody summarized for the public that the teachers were being evaluated.

Mr. Oshana questioned if the state would go back to the more complex, not as effective plan when things go back to normal. Mr. Madancy stated that the Commissioner indicated that this was a process to a revision of the old plan now with remote learning included.

MOTION: by Mr. Oshana, seconded by Mrs. Clark:

“Move to accept the revised copy of the Teacher Evaluation and Support Plan as presented by the administration for implementation during the 2020-2021 school year.”

Motion carried unanimously by voice vote.

b. Budget Assumptions and Priorities 2021-2022

MOTION: by Mr. Baczewski, seconded by Mrs. Clark:

“Move to adopt the Budget Assumptions and Priorities for 2021-2022.”

Motion carried unanimously by voice vote.

c. SHS Citizenship in Action Units – First Reading

d. SHS Science Units – First Reading

Both these agenda items were a first reading and would be voted on at the October 22, 2020 Board of Education meeting as a second reading.

9. ADJOURNMENT

MOTION: by Mr. Derynoski, seconded by Mr. Baczewski:

“Move to adjourn.”

Motion carried unanimously by voice vote.

The meeting adjourned at 8:21 p.m.

Respectfully submitted,
Linda Blanchard
Recording Secretary

ATTACHMENT #1

Mrs. Terri Carmody, Chair, Statement
Read at the October 8, 2020 BOE Meeting

Good evening. My name is Terri Carmody, and I am the Chairwomen of the Southington Board of Education. As you may know, the Board of Education is meeting virtually this evening as a health and safety precaution. The number of confirmed cases of COVID-19 has continued to rise in Connecticut. In our own Health District, the number of new cases has increased from sixteen cases in July to eighteen cases in August to fifty cases in September. Our own school district has experienced cases that effected dozens of students and staff members. Thankfully, the state still has a lower number of cases per one-hundred thousand residents than most other states in the country. I believe the favorable metrics are due to the fact that most Connecticut citizens are engaging in the strategies recommended by the Centers for Disease Control, the State Department of Public Health, and local Health Departments. Those recommended strategies are familiar to just about all residents and include wearing a mask or face covering, maintaining an appropriate social distance, frequent hand washing, good ventilation and increased cleaning and sanitizing. These are the most effective strategies to prevent the spread of COVID-19 according to public health experts.

Wearing a mask or face covering is universally acknowledged as the primary strategy in what is termed “source control” or the prevention of droplets spreading from one individual to other individuals. According to the CDC and DPH, these strategies are intended to be used together and are not mutually exclusive. They are often referred to as a *“suite of mitigation strategies”*. The recommended use by experts in infectious disease control of all these strategies *simultaneously* is designed to help keep us safe. Dr. Matthew Carter, our State Epidemiologist, and a veteran with more than thirty-five years in the study and control of infectious diseases continues to emphasize that *wearing a mask is the single most effective mitigation strategy*.

Unfortunately, we as a Board have been placed in the uncomfortable position of not being able to guarantee at our meetings the health and safety of all members of the Board of Education, or members of the Administration and most importantly our Student representatives. As Board Chair, I have become increasingly concerned of the risk engendered by those attending Board of Education meetings. In addition, I feel strongly that the entire Board of Education should provide a strong example to the students in our schools and to the staff members who are employees of the Board. At present, we are not able to do so in a unified fashion. I feel that at the very least, the full Board should be able to demonstrate respect for our students and our staff members who are required to wear masks in school buildings and in offices for six, seven or eight hours a day, *even when they are six feet apart*. I do not believe it is too much to ask all Board members to wear a mask for a two-hour meeting. I believe it is blatantly disrespectful not to do so.

Events at recent Board of Education meetings have demonstrated that in some instances personal opinion and political ideology have taken precedence over our number one priority, the health and safety of our students and staff. That is a situation that has not occurred previously during my long tenure on this Board. Placing personal interests over the best interests of students, staff and others in this community is unacceptable and untenable. Until that condition changes, we are forced into a situation in which the Board of Education meetings must be held virtually, even

though that is not my preference. Therefore, Board of Education meetings will remain virtual until the present situation is rectified.

Prior to the last meeting of the Board Education, we were forced to postpone the annual Celebration of Excellence in which our Teacher of the Year, Paraeducator of the Year and our Thirty-Year employees were to be honored. The Celebration was postponed because our honored guests indicated a significant level of discomfort in attending an event in the Public Assembly Room in which all individuals attending would not be wearing face coverings. They were willing to give up being recognized for their accomplishments publicly due to the considerable risk to loved ones who would be in attendance, some of whom are in a high-risk group. It is my pledge that we **will** celebrate the significant and singular career accomplishments of these amazing individuals. We may be forced to create virtual celebrations in lieu of holding them in-person. We will still celebrate these accomplishments and post recordings of the events online so the entire community can congratulate and thank these worthy individuals for their contributions to the students and families of our wonderful community.

In closing, I would like to express my gratitude to all the staff of the Southington Public Schools for their magnificent and unrelenting efforts to provide our students with an in-person educational experience that is second to none. No other district in the state of Connecticut is providing for students what we are providing here in Southington. Your efforts are nothing short of heroic given the circumstances under which we are all operating. This is the most significant public health emergency in living memory. I applaud you all and you have my heartfelt thanks for what you do every day.

God bless, stay safe, and please keep our children safe.

Board of Education

Administrative Report

October 22, 2020









1. Chromebook Shipment Update

2. DPH Town-Level COVID Response Framework

3. Athletic Facilities Study

CONNECTICUT DEPARTMENT OF PUBLIC HEALTH TOWN-LEVEL COVID RESPONSE FRAMEWORK

	Yellow 5-9 cases per 100k per day	Orange 10-14 cases per 100k per day	Red 15+ cases per 100k per day
 DPH Response	Outreach to LHD	ENCOURAGE TESTING FOR ASYMPTOMATIC RESIDENTS Weekly calls with Local Officials	Issue Public Health Alert
 Individuals	Masks, Distancing, extra precautions for high risk	HIGH-RISK INDIVIDUALS SHOULD STAY HOME STAY SAFE Avoid larger events, limit time with non-family members	Limit trips outside home, avoid gatherings with non-family members
 Communities	Scale up public awareness, social media	Scale back public events	Cancel public events and limit community gathering points, Reverse 9-1-1
 Organized Group Activities	Move activities outdoors where possible	Limit group sizes; Postpone indoor activities where mask wearing or social distancing cannot be maintained	Postpone all indoor activities; Postpone outdoor activities where mask wearing or social distancing cannot be maintained at all times
 Pre K-12 Schools	Re-Enforce and monitor safety measures with staff, students and families	Maximize spacing, mask wearing, ventilation and hygiene to support in-person learning	In collaboration with Local Health Department and Superintendent, Consider more distance learning above 25
REMINDE STAFF TO ASSESS THEIR SYMPTOMS DAILY AND NOT REPORT TO WORK IF THEY ARE ILL			
 Business & Sector Rules	Phase 3 with Enhanced Enforcement	Phase 3 with Enhanced Enforcement	Municipal option to Revert to Phase 2

*Minimum at least 100 tests over 2 week period



SOUTHINGTON PUBLIC SCHOOLS

Board of Education Policy & Personnel Committee Meeting

Meeting Date: October 8, 2020 @ 6PM

Meeting called to order at 6:03 pm

Board Members Present: Colleen Clark, Policy and Personnel Committee Chair, Zaya Oshana, David Derynoski

Board Members Absent: David Falvo

Administration Present: Steven Madancy, Assistant Superintendent for Curriculum and Instruction

The committee reviewed and discussed the following 2 Job descriptions. Consensus was to move both forward to the full Board for approval at the October 22nd Board meeting.

1. **Network Manager-** This was a position that was created several years ago, approved as part of the budget at the time, and ultimately never filled by the district. The district would like to revisit this role. I will provide further context during our meeting.
2. **Associate Athletic Director-** This stipend position was proposed and adopted as part of our budget adoption process last year.

The committee reviewed and discussed the following 4 policies. Consensus was to move both forward to the full Board for a first read on October 22nd.

4 Policies:

Series 1000: Community/Board Operation

Policy 1313 Non-Discrimination (Community)

The non-discrimination policy has been revised to clarify that discrimination based on alienage, or citizenship status, is prohibited by law.

Series

3000:

Business

Policy 3281 Code of Conduct Child Nutrition Programs - NEW

In accordance with the requirements of federal and state law, districts must develop a model code of conduct relating to the procurement of goods and services in connection with Connecticut's School Nutrition Program.

TIMOTHY F. CONNELLAN
SUPERINTENDENT OF SCHOOLS

STEVEN G. MADANCY
ASSISTANT SUPERINTENDENT
FOR CURRICULUM AND
INSTRUCTION

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Series 4000: Personnel

Policy 4118.112 Sex Discrimination and Sexual Harassment (Personnel)

The sex discrimination and harassment policy has been revised in accordance with the new Title IX federal regulations that become effective on August 14, 2020. Boards of education are encouraged to review and adopt these policy revisions as soon as possible, as the revisions to the Title IX federal regulations are significant.

Series 5000: Students

Policy 5114 Student Discipline

The Student Discipline model policy was revised, pursuant to PA 19-91, to narrow the authority of boards to expel students for conduct on school grounds or at a school-sponsored activity to situations in which the conduct either (1) violates a publicized policy of such board *and* is seriously disruptive of the educational process, or (2) endangers persons or property. In addition, the definitions for “electronic nicotine delivery system” and “vapor product” have also been revised.

4118.112 was last revised in November 2006 and 5114 was last revised in August 2002.

In closing the committee discussed processes going forward and agreed it would be best to continue to bring forward policies derived from Shipman and Goodwin model policies as they are far more comprehensive and sure to be in compliance with legislative actions and requirements associated with policies we have yet to develop and adopt or those that require extensive revision from last review by the Policy and Personnel Committee.

Meeting adjourned 6:45

Respectfully submitted,



Steven Madancy

**BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

Informational Only _____ Board Meeting Date October 22, 2020

Decision Requested _____ Agenda Code 9 a.

AGENDA REPORTING FORM

Agenda Topic: Town Government Communications

Summary of Issue: Communications (when applicable) will be discussed.

Background: N/A

Alternative Strategies: N/A

Cost (if applicable): N/A **Funding Source:** N/A

Beginning Date of Program or Project: N/A

Ending Date of Program or Project: N/A

Recommendation or Comment: N/A

Timothy J. Connellan

Signature of Superintendent of Schools

**BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

Informational Only _____

Board Meeting Date October 22, 2020

Decision Requested X

Agenda Code 9 b

AGENDA REPORTING FORM

Agenda Topic: SHS Citizenship in Action Units - Second Reading

Summary of Issue: The Board of Education Curriculum & Instruction Committee reviewed the SHS Citizenship In Action Units – Unit 1 – Across the Political Divide and Unit 2 – Media Madness.

Background: _____

Alternative Strategies: _____

Cost (if applicable): N/A

Funding Source: N/A

Beginning Date of Program or Project: N/A

Ending Date of Program or Project: N/A

Recommendation or Comment: The Board of Education Curriculum & Instruction Committee is bringing the SHS Citizenship In Action Units to the full Board for approval.

1. **Supporting documents provided under separate cover.**



Signature of Staff Member Submitting Report



Signature of Superintendent of Schools

**BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

Informational Only _____ Board Meeting Date October 22, 2020

Decision Requested X Agenda Code 9 c

AGENDA REPORTING FORM

Agenda Topic: SHS Science Units - Second Reading

Summary of Issue: The Board of Education Curriculum & Instruction Committee reviewed the SHS Science Curriculum Units – HS CP Chemistry Curriculum, HS Earth Science Climate Unit, HS Earth Science Plant Tectonics Unit

Background: _____

Alternative Strategies: _____

Cost (if applicable): N/A Funding Source: N/A

Beginning Date of Program or Project: N/A

Ending Date of Program or Project: N/A

Recommendation or Comment: The Board of Education Curriculum & Instruction Committee is bringing the SHS Science Curriculum Units to the full Board for approval.

1. Supporting documents provided under separate cover.

Oten Madassy
Signature of Staff Member Submitting Report

Timothy J. Connellan
Signature of Superintendent of Schools

**BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

Informational Only _____

Board Meeting Date October 22, 2020

Decision Requested X

Agenda Code 10 a

AGENDA REPORTING FORM

Agenda Topic: Approval of Job Descriptions – Network Manager; Associate Athletic Director

Summary of Issue: The Policy & Personnel Committee has reviewed and discussed the job descriptions above.

Background: The Policy and Personnel Committee reviews job descriptions with the administration to ensure they are current and appropriate.

Alternative Strategies: N/A

Cost (if applicable): N/A **Funding Source:** N/A

Beginning Date of Program or Project: N/A

Ending Date of Program or Project: N/A

Recommendation or Comment: The Board of Education Policy & Personnel Committee is bringing the draft job descriptions to the full Board for approval.

Titles of Attachments:

1. DRAFT Job Descriptions



Signature of Staff Member Submitting Report



Signature of Superintendent of Schools

JOB DESCRIPTIONS

Draft

Network Manager

Associate Athletic Director



SOUTHTON PUBLIC SCHOOLS

JOB DESCRIPTION

TITLE: Network Manager

QUALIFICATIONS:

1. Bachelor's degree in computer science, management information systems or related fields required.
2. Certifications such as MCSA/MCSE Azure are preferred.
3. Experience with Microsoft Active Directory management.
4. Working knowledge of Windows™ Server 2008/2012+, Windows™ 8/10, Office 365 and Azure.
5. Minimum of 5-year experience in information technology management.
6. Experience using a variety of technology hardware, software, and operating systems.
7. Experience managing multiple servers and complex network systems.
8. Working knowledge of ethernet switches, wireless access points, and Fortinet Firewall technology.
9. Basic knowledge of instructional software usage in classroom environment, network topologies, current hardware and software integration.

PERFORMANCE RESPONSIBILITIES:

1. Establishes and maintains a robust "always on" infrastructure for technology including integrated, interoperable systems for supporting teaching and learning, as well as management and operations.
2. Provide oversight and develop standards for all networks and systems to ensure 24/7 system availability.
3. Assists with planning and logistics for online district, state, and national assessments including ensuring access to appropriate technology and network services.
4. Enforces policies and practices for safe, legal, and ethical use of digital information and technology.
5. Assists with the development and management of annual and long-term financial plans and budgets.
6. Develops automation routines for effective administration and maintenance.
7. Plans, directs, and coordinates all tasks related to infrastructure and security, device acquisition, replacement and repair, and user support.
8. Develops standards for district networking and communications infrastructure, computer hardware and maintains records of all hardware and software licensing.
9. Monitors network and data security to ensure the integrity and reliability of systems.
10. Maintains system security and disaster recovery plans.
11. Preserves the confidentiality of all proprietary and confidential data and information in accordance with district policy, and state and federal laws.
12. Researches current trends in technology, informs staff and administration of those trends, and uses knowledge of them to guide decision-making.

13. Remains knowledgeable about hardware and software and their compatibility when used for both educational and administrative purposes.
14. Performs ongoing evaluation of district hardware, software, and uses of technology..
15. Coordinate 3rd party technical vendor support and provide project management of initiatives.
16. Provides professional development for Technology Analysts, and Technology Assistants.
17. Assists with scheduling and daily supervision of Technology Analysts and Technology Assistants.
18. Perform other duties as assigned by the immediate supervisor.

REPORTS TO:

Assistant Superintendent of Schools

TERMS OF EMPLOYMENT:

12-month work year with salary, benefits, and working conditions established by the Board of Education.

EVALUATION:

Performance of the job will be evaluated annually by the Assistant Superintendent of Schools.



SOUTHINGTON PUBLIC SCHOOLS JOB DESCRIPTION

TITLE: ASSOCIATE ATHLETIC DIRECTOR
(Seasonal Stipend Position-12-15 hours/week)

QUALIFICATIONS:

Certified interscholastic coach preferred with an interest in pursuing a position in athletic administration in the future.

REPORTS TO:

Director of Athletics

JOB GOAL:

To assist in the supervision of after school and weekend athletic events at Southington High School, DePaolo Middle School and Kennedy Middle School.

PERFORMANCE RESPONSIBILITIES:

1. Assist the Director of Athletics in the management and supervision of coaches in all aspects of athletic administration.
2. Supervise game management at after-school and weekend high school and middle school athletic events as assigned.
3. Work in conjunction with the Director of Athletics and/or the athletic training staff to ensure that safety protocols are in place and followed in the care and supervision of student-athletes.
4. Assist in handling after-school transportation issues.
5. Collaborate with coaching staffs in the maintenance of equipment and inventory of uniforms.
6. Act as Athletic Director liaison with team booster clubs.
7. Report any issues or extraordinary circumstances at athletic events to the Director of Athletics and/or Principal.

TERMS OF EMPLOYMENT: Annual employment by the Board of Education.

EVALUATION: Performance of the job will be evaluated annually by the Director of Athletics.

**BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

Informational Only _____ X _____

Board Meeting Date October 22, 2020

Decision Requested _____

Agenda Code 10 b

AGENDA REPORTING FORM

Agenda Topic: Policy 1313 – Non-Discrimination (Community) –First Reading

Summary of Issue: The Policy & Personnel Committee has reviewed Policy 1313 – Non-Discrimination (Community). The non-discrimination policy has been revised to clarify that discrimination based on alienage, or citizenship status, is prohibited by law.

Background: The Policy and Personnel Committee reviews policies with the administration to ensure they are current and appropriate.

Alternative Strategies: N/A

Cost (if applicable): N/A **Funding Source:** N/A

Beginning Date of Program or Project: N/A

Ending Date of Program or Project: N/A

Recommendation or Comment: The Board of Education Policy & Personnel Committee is bringing the draft Policy 1313 to the full Board for a First Reading.

Titles of Attachments:

1. DRAFT Policy 1313



Signature of Staff Member Submitting Report



Signature of Superintendent of Schools

Policy 1313
Non-Discrimination (Community)
Draft



SOUTHTINGTON PUBLIC SCHOOLS

Series 1000 Community/Board Operation

NON-DISCRIMINATION (Community)

It is the policy of the Board of Education that any form of discrimination or harassment on the basis of race, religion, color, national origin, alienage, sex, sexual orientation, marital status, age, disability (including pregnancy), gender identity or expression, veteran status, or any other basis prohibited by state or federal law is prohibited, whether by students, Board employees or third parties subject to the control of the Board. The Board's prohibition of discrimination or harassment in its educational programs or activities expressly extends to academic, nonacademic and extracurricular activities, including athletics, as well as the district website. It is also the policy of the Board of Education to provide for the prompt and equitable resolution of complaints alleging any discrimination on the basis of protected characteristics such as race, color, religion, age, sex, sexual orientation, marital status, national origin, disability (including pregnancy), gender identity or expression, or veteran status.

For the purposes of this policy, "gender identity or expression" means a person's gender-related identity, appearance or behavior, whether or not that gender-related identity, appearance or behavior is different from that traditionally associated with the person's physiology or assigned sex at birth, which gender-related identity can be shown by providing evidence including, but not limited to, medical history, care or treatment of the gender-related identity, consistent and uniform assertion of the gender-related identity or any other evidence that the gender-related identity is sincerely held, part of a person's core identity or not being asserted for an improper purpose.

For the purposes of this policy, "veteran" means any person honorably discharged from, or released under honorable conditions from active service in, the United States Army, Navy, Marine Corps, Coast Guard and Air Force and any reserve component thereof, including the Connecticut National Guard.

Any individual wishing to file a complaint regarding discrimination may obtain a copy of the Board's complaint procedures and complaint form which are included in the Board's Administrative Regulations Regarding Non-Discrimination. These regulations accompany Board Policy 1313 and are available online at:

<https://www.southingtonschools.org/board-of-education/boe-policies>
or upon request from the main office of any district school.

If a complaint involves allegations of discrimination or harassment based on reasons such as gender/sex or disability, such complaints will be handled in accordance with other appropriate policies **Non-Discrimination (Staff) 4118.11** and **Sexual Harassment (Staff) 4118.112**, **Sexual Harassment of Students 5145.3**, **Objectives of the Instructional Program, Nondiscrimination (Students) 6121**, **Section 504/ADA Policy 6171**.



SOUTHINGTON PUBLIC SCHOOLS

Series 1000 Community/Board Operation

NON-DISCRIMINATION (Community)

Individuals also may file a complaint with the Office for Civil Rights, U.S. Department of Education (“OCR”):

Office for Civil Rights, Boston Office
U.S. Department of Education
8th Floor
5 Post Office Square
Boston, MA 02109-3921
(617) 289-0111
<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

Employees may also file a complaint regarding employment discrimination with the Equal Employment Opportunity Commission:

Equal Employment Opportunity Commission, Boston Area Office
John F. Kennedy Federal Building
475 Government Center
Boston, MA 02203
(800-669-4000)

Individuals may also file a complaint with the Connecticut Commission on Human Rights and Opportunities:

Connecticut Commission on Human Rights and Opportunities
450 Columbus Blvd.
Hartford, CT 06103-1835
(800-477-5737)

Anyone who has questions or concerns about this policy, or would like a copy of the Board’s complaint procedures or complaint forms related to claims of discrimination, may contact:

Assistant Superintendent for Curriculum and Instruction
200 North Main Street, Southington, CT 06489
(860)628-3204



SOUTHINGTON PUBLIC SCHOOLS

Series 1000 Community/Board Operation

NON-DISCRIMINATION (Community)

Anyone who has questions or concerns about the Board's policies regarding discrimination on the basis of gender/sex may contact the Board's Title IX Coordinator:

Assistant Superintendent for Curriculum and Instruction
200 North Main Street, Southington, CT 06489
(860)628-3204

Anyone who has questions or concerns about the Board's policies regarding discrimination on the basis of disability may contact the Board's Section 504/ADA Coordinator:

Director of Pupil Services
200 North Main Street
Southington, CT 06489
(860) 628-3210

Legal References:

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d et seq.
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e et seq.
Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 et seq.
Age Discrimination in Employment Act, 29 U.S.C. § 621
Americans with Disabilities Act, 42 U.S.C. § 12101
Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794
Connecticut General Statutes § 10-153. Discrimination on basis of marital status
Connecticut General Statutes § 46a-58. Deprivation of Rights
Connecticut Fair Employment Practices Act, Connecticut General Statutes § 46a-60
Connecticut General Statutes § 46a-81a Discrimination on basis of sexual orientation: Definitions
Connecticut General Statutes § 46a-81c Sexual orientation discrimination: Employment.

ADOPTED:1/10/19
REVISED: 11-12-20

Policy 3281
Code of Conduct Child Nutrition Programs - NEW
Draft



SOUTHINGTON PUBLIC SCHOOLS

Series 3000

Code of Conduct-Child Nutrition Programs

In accordance with Federal and State regulations, the following Code of Conduct applies to the selection, award, and/or administration of a contract expending Connecticut School Nutrition Program ("School Nutrition Program") funds by any Southington Board of Education ("Board") employee or agent.

Article I. Purpose

The purpose of this Code of Conduct is to establish standards of conduct covering real or apparent conflicts of interest and governing the actions of Board employees engaged in the selection, award, and/or administration of contracts expending School Nutrition Program funds on goods and/or services. This Code of Conduct also sets forth discipline that may result from violating these standards.

Article II. Code of Conduct Provisions

In addition to other applicable policies and regulations promulgated by the Board, the Board expects the following conduct of all persons who are engaged in the award and administration of contracts supported by School Nutrition Program funds:

1. No employee, officer, or agent of the Board shall participate in the selection, award and/or administration of a contract supported by School Nutrition Program funds if a conflict of interest, real or apparent, would be involved. Conflicts of interest arise when one of the following has a financial or other interest in, or a tangible personal benefit from, the firm selected for the award:
 - a. The employee, officer, or agent of the Board;
 - b. Any immediate family member of the Board employee, officer, or agent (spouse, brother, sister, parent, child);
 - c. The partner of the Board employee, officer, or agent; or
 - d. An organization that employs or is about to employ one of the above.
2. The Board's employees, officers, or agents shall neither solicit nor accept gratuities, favors, travel packages, incentives or anything of monetary value from contractors, potential contractors, or parties to sub-agreements related to programs funded by the federal government, in whole or in part.
3. The Board's employees, officers, or agents shall disclose any actual or potential conflict of interest to the Superintendent of Schools or his/her designee. Thereafter, as required by law, the Board shall disclose in writing any potential conflict of interest to the Connecticut State Department of Education.



SOUTHINGTON PUBLIC SCHOOLS

Series 5000

Code of Conduct-Child Nutrition Programs

Failure of any Board employee to abide by this code of conduct may result in disciplinary action, up to and including termination. The Board reserves the right to pursue legal actions for violations as permitted by law.

Legal References:

Federal Regulations and Guidance

2 C.F.R. § 200.112 Conflict of Interest.

2 C.F.R. § 200.318 General Procurement Standards.

2 C.F.R. § 400.2 Conflict of Interest

United States Department of Agriculture, Contracting with Food Service Management Companies: Guidance for School Food Authorities, https://fns-prod.azureedge.net/sites/default/files/cn/SP40_CACFP12_SFSP14-2016a2.pdf (May 2016).

United States Department of Agriculture, Contracting with Food Service Management Companies: Guidance for State Agencies, https://fns-prod.azureedge.net/sites/default/files/cn/SP40_CACFP12_SFSP14-2016a1.pdf (May 2016).

United States Department of Agriculture, Written Codes of Conduct and Performance of Employees Engaged in Award and Administration of Contracts, SP 09-2015, CACFP 03-2015, SFSP 02-2015, https://fnsprod.azureedge.net/sites/default/files/cn/SP09_CACFP%2003_SFSP02-2015os.pdf (November 2014).

Connecticut Statutes, Regulations, Guidance

Conn. Gen. Stat. § 1-79 Definitions.

Conn. Gen. Stat. § 10-215 Lunches, breakfasts and other feeding programs for public school children and employees.

Conn. Gen. Stat. § 10-215b Duties of State Board of Education re feeding programs.

Conn. Gen. Stat. § 10-216 Payment of expenses.



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Code of Conduct-Child Nutrition Programs

Regs. Conn. State. Agencies § 10-215b-1 Competitive foods.

State of Connecticut, Department of Education, Operational Memorandum No. 10-16, Written Code of Conduct and Performance of Employees Engaged in Award and Administration Contracts,

<https://portal.ct.gov//media/SDE/Nutrition/NSLP/Memos/OM2016/OM10-16.pdf>
(August 2016).

**BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

Informational Only _____ X _____

Board Meeting Date October 22, 2020

Decision Requested _____

Agenda Code 10 d

AGENDA REPORTING FORM

Agenda Topic: Policy 4118.112 – Sex Discrimination and Sexual Harassment (Personnel)
–First Reading

Summary of Issue: The Policy & Personnel Committee has reviewed Policy 4118.112 – Sex Discrimination and Sexual Harassment (Personnel). The sex discrimination and harassment policy has been revised in accordance with the new Title IX federal regulations that became effective on August 14, 2020. Boards of education are encouraged to review and adopt these policy revisions as soon as possible, as the revisions to the Title IX federal regulations are significant.

Background: The Policy and Personnel Committee reviews policies with the administration to ensure they are current and appropriate.

Alternative Strategies: N/A

Cost (if applicable): N/A **Funding Source:** N/A

Beginning Date of Program or Project: N/A

Ending Date of Program or Project: N/A

Recommendation or Comment: The Board of Education Policy & Personnel Committee is bringing the draft Policy 4118.112 to the full Board for a First Reading.

Titles of Attachments:

1. DRAFT Policy 4118.112



Signature of Staff Member Submitting Report



Signature of Superintendent of Schools

Policy 4118.112
Sex Discrimination and Sexual Harassment
(Personnel)
Draft



SOUTHTINGTON PUBLIC SCHOOLS

Series 4000

Sexual Discrimination and Harassment in the Workplace

It is the policy of the Southington Board of Education (the “Board”) for the Southington Public Schools that any form of sex discrimination or sexual harassment is prohibited in the Board’s education programs and activities, whether by students, Board employees or third parties subject to substantial control by the Board. It is the policy of the Board to maintain a working environment free from harassment, insults or intimidation on the basis of an employee’s sex and free from discrimination based on sex. Verbal or physical conduct by a supervisor or co-worker relating to an employee’s sex that has the effect of creating an intimidating, hostile or offensive work environment, unreasonably interfering with the employee’s work performance, or adversely affecting the employee’s employment opportunities is prohibited.

The Board does not discriminate on the basis of sex in the education programs or activities that it operates and the Board is required by Title IX of the Education Amendments of 1972 and its implementing regulations (“Title IX”) not to discriminate in such a manner. Students, Board employees and third parties are required to adhere to a standard of conduct that is respectful of the rights of all parties. Any employee or student who engages in conduct prohibited by this Policy shall be subject to disciplinary action, up to and including termination or expulsion, respectively. Third parties who engage in conduct prohibited by this Policy shall be subject to other sanctions, which may include exclusion from Board property and/or activities. Individuals who engage in acts of sex discrimination or sexual harassment may also be subject to civil and criminal penalties.

For conduct to violate this Policy, the conduct must have occurred in an education program or activity of the Board and the complainant must be participating in or attempting to participate in the education program or activity of the Board. Conduct that does not meet these requirements still may constitute a violation of another Board policy.

The Superintendent of Schools shall develop Administrative Regulations implementing this Policy and in accordance with Title IX (the “Administrative Regulations”).

Sex discrimination occurs when an employer refuses to hire, disciplines or discharges any individual, or otherwise discriminates against an individual with respect to his or her compensation, terms, conditions, or privileges of employment on the basis of the individual’s sex. Sex discrimination also occurs when a person, because of the person’s sex, is denied participation in or the benefits of any education program or activity receiving federal financial assistance.



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Series 4000

Sexual Discrimination and Harassment in the Workplace

Sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

- (1) An employee of the Board conditioning the provision of an aid, benefit, or service of the Board on an individual's participation in unwelcome sexual conduct (*i.e.*, *quid pro quo*);
- (2) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the Board's education programs or activities; or
- (3) "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).

Reporting Sex Discrimination or Sexual Harassment

It is the express policy of the Board to encourage victims of sex discrimination and/or sexual harassment to report such claims. Employees are encouraged to report complaints of sex discrimination and/or sexual harassment promptly in accordance with the appropriate process set forth in the Administrative Regulations. The Board directs its employees to respond to such complaints in a prompt and equitable manner.

Violations of this Policy by employees will not be permitted and may result in discipline up to and including discharge from employment. Individuals who engage in acts of sex discrimination or sexual harassment may also be subject to civil and criminal penalties. Retaliation against any employee for complaining about sex discrimination or sexual harassment is prohibited under this Policy and illegal under state and federal law.

Any Board employee with notice of sex discrimination and/or sexual harassment allegations shall immediately report such information to the building principal and/or the Title IX Coordinator, or if the employee does not work in a school building, to the Title IX Coordinator.

The Southington Public Schools administration (the "Administration") shall provide training to Title IX Coordinator(s), investigators, decision-makers, and any person who facilitates an



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Series 4000

Sexual Discrimination and Harassment in the Workplace

informal resolution process (as set forth in the Administrative Regulations). Such training will include information on the definition of sex discrimination and sexual harassment, the scope of the Board's education program and activity, how to conduct an investigation and implement the grievance process, and how to serve impartially, including by avoiding prejudice of the facts at issue, conflicts of interest, and bias. The Administration shall make the training materials used to provide these trainings publicly available on the Board's website. The Administration shall also periodically provide training to all Board employees on the topic of sex discrimination and sexual harassment under Title IX, which shall include but not be limited to when reports of sex discrimination and/or sexual harassment must be made. The Administration shall distribute this Policy and the Administrative Regulations to employees, union representatives, students, parents and legal guardians and make the Policy and the Administrative Regulations available on the Board's website to promote an environment free of sex discrimination and sexual harassment.

The Board's Title IX Coordinator's are is Erin Natrass, South End Elementary School Principal and Amy Aresco, District Special Education Coordinator. Any individual may make a report of sex discrimination and/or sexual harassment directly to the Title IX Coordinator using any one, or multiple, of the following points of contact:

*Erin Natrass, Principal South End Elementary School
Maxwell Noble Drive, Plantsville, CT 06479
enatrass@southingtonschools.org
860-628-3320*

*Amy Aresco, District Special Education Coordinator
Weichel Municipal Center
200 North Main Street, Southington, CT 06489
aaresco@southingtonschools.org
860-628-3200 ext. 10208*

Any individual may also make a report of sexual harassment and/or sex discrimination to the U.S. Department of Education: Office for Civil Rights, Boston Office, U.S. Department of Education, 8th Floor, 5 Post Office Square, Boston, MA 02109-3921 (Telephone: 617-289-0111).

Employees may also make a report of sexual harassment and/or sex discrimination to the Connecticut Commission on Human Rights and Opportunities, 450 Columbus Boulevard, Hartford, CT 06103-1835 (Telephone: 860-514-3400).



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Series 4000

Sexual Discrimination and Harassment in the Workplace

Legal References:

Civil Rights Act of 1964, Title VII, 42 U.S.C. § 2000e-2(a).

Equal Employment Opportunity Commission Policy Guidance on Current Issues of Sexual Harassment (N-915.050), March 19, 1990.

Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681, et seq.

Title IX of the Education Amendments of 1972, 34 CFR § 106, et seq.

Meritor Savings Bank, FSB v. Vinson, 477 U.S. 57 (1986)

Conn. Gen. Stat. § 46a-54 - Commission powers Connecticut

Conn. Gen. Stat. § 46a-60 - Discriminatory employment practices prohibited.

Conn. Gen. Stat. § 46a-81c - **Sexual orientation discrimination:
Employment**

Policy Adopted: December 1998

Policy Revised: November 1992

Policy Reviewed: April 2003

Policy Revised: March 2005

Policy Reviewed: November 2006

Policy Revised: November 2020

**BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

Informational Only _____ X _____

Board Meeting Date October 22, 2020

Decision Requested _____

Agenda Code 10 e _____

AGENDA REPORTING FORM

Agenda Topic: Policy 5114 – Student Discipline – First Reading

Summary of Issue: The Policy & Personnel Committee has reviewed Policy 5114 – Student Discipline. The Student Discipline model policy was revised, pursuant to PA 19-91, to narrow the authority of boards to expel students for conduct on school grounds or at a school-sponsored activity to situations in which the conduct either (1) violates a publicized policy of such board *and* is seriously disruptive of the educational process, or (2) endangers persons or property. In addition, the definitions for “electronic nicotine delivery system” and “vapor product” have also been revised.

Background: The Policy and Personnel Committee reviews policies with the administration to ensure they are current and appropriate.

Alternative Strategies: N/A

Cost (if applicable): N/A **Funding Source:** N/A

Beginning Date of Program or Project: N/A

Ending Date of Program or Project: N/A

Recommendation or Comment: The Board of Education Policy & Personnel Committee is bringing the draft Policy 5114 to the full Board for a First Reading.

Titles of Attachments:

1. DRAFT Policy 5114



Signature of Staff Member Submitting Report



Signature of Superintendent of Schools

Policy 5114
Student Discipline
Draft



SOUTHINGTON PUBLIC SCHOOLS

Series 5000

STUDENT DISCIPLINE

I. Definitions

- A. **Dangerous Instrument** means any instrument, article or substance which, under the circumstances in which it is used or attempted or threatened to be used, is capable of causing death or serious physical injury, and includes a "vehicle" or a dog that has been commanded to attack.
- B. **Deadly Weapon** means any weapon, whether loaded or unloaded, from which a shot may be discharged, or a switchblade knife, gravity knife, billy, blackjack, bludgeon or metal knuckles. A weapon such as a pellet gun and/or air soft pistol may constitute a deadly weapon if such weapon is designed for violence and is capable of inflicting death or serious bodily harm. In making such determination, the following factors should be considered: design of weapon; how weapon is typically used (e.g. hunting); type of projectile; force and velocity of discharge; method of discharge (i.e. spring v. CO2 cartridge) and potential for serious bodily harm or death.
- C. **Electronic Defense Weapon** means a weapon which by electronic impulse or current is capable of immobilizing a person temporarily, but is not capable of inflicting death or serious physical injury, including a stun gun or other conductive energy device.
- D. **Emergency** means a situation in which the continued presence of the student in school poses such a danger to persons or property or such a disruption of the educational process that a hearing may be delayed until a time as soon after the exclusion of such student as possible.
- E. **Exclusion** means any denial of public school privileges to a student for disciplinary purposes.
- F. **Expulsion** means the exclusion of a student from school privileges for more than ten (10) consecutive school days and shall be deemed to include, but not be limited to, exclusion from the school to which such pupil was assigned at the time such disciplinary action was taken. The expulsion period may not extend beyond one (1) calendar year.
- G. **Firearm**, as defined in 18 U.S.C § 921, means (a) any weapon (including a starter gun) that will, is designed to, or may be readily converted to expel a projectile by the action of an explosive, (b) the frame or receiver of any such weapon, (c) a firearm muffler or silencer, or (d) any destructive device. The term firearm does



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Series 5000

STUDENT DISCIPLINE (cont.)

not include an antique firearm. As used in this definition, a "**destructive device**" includes any explosive, incendiary, or poisonous gas device, including a bomb, a grenade, a rocket having a propellant charge of more than four ounces, a missile having an explosive or incendiary charge of more than one-quarter ounce, a mine, or any other similar device; or any weapon (other than a shotgun or shotgun shell which the Attorney General finds is generally recognized as particularly suited for sporting purposes) that will, or may be readily converted to, expel a projectile by explosive or other propellant, and which has a barrel with a bore of more than ½" in diameter. The term "destructive device" also includes any combination of parts either designed or intended for use in converting any device into any destructive device and from which a destructive device may be readily assembled. A "destructive device" does not include: an antique firearm; a rifle intended to be used by the owner solely for sporting, recreational, or cultural purposes; or any device which is neither designed nor redesigned for use as a weapon.

- H. **In-School Suspension** means an exclusion from regular classroom activity for no more than ten (10) consecutive school days, but not exclusion from school, provided such exclusion shall not extend beyond the end of the school year in which such in-school suspension was imposed. No student shall be placed on in-school suspension more than fifteen (15) times or a total of fifty (50) days in one (1) school year, whichever results in fewer days of exclusion.
- I. **Martial Arts Weapon** means a nunchaku, kama, kasari-fundo, octagon sai, tonfa or chinese star.
- J. **Removal** is the exclusion of a student from a classroom for all or part of a single class period, provided such exclusion shall not extend beyond ninety (90) minutes.
- K. **School Days** shall mean days when school is in session for students.
- L. **School-Sponsored Activity** means any activity sponsored, recognized or authorized by the Board and includes activities conducted on or off school property.
- M. **Seriously Disruptive of the Educational Process**, as applied to off-campus conduct, means any conduct that markedly interrupts or severely impedes the day-to-day operation of a school.
- N. **Suspension** means the exclusion of a student from school and/or transportation services for not more than ten (10) consecutive school days, provided such



SOUTHINGTON PUBLIC SCHOOLS

Series 5000

STUDENT DISCIPLINE (cont.)

suspension shall not extend beyond the end of the school year in which such suspension is imposed; and further provided no student shall be suspended more than ten (10) times or a total of fifty (50) days in one school year, whichever results in fewer days of exclusion, unless such student is granted a formal hearing as provided below.

- O. **Weapon** means any BB gun, any blackjack, any metal or brass knuckles, any police baton or nightstick, any dirk knife or switch knife, any knife having an automatic spring release device by which a blade is released from the handle, having a blade of over one and one-half inches in length, any stiletto, any knife the edged portion of the blade of which is four inches and over in length, any martial arts weapon or electronic defense weapon, or any other dangerous or deadly weapon or instrument, unless permitted by law under Section 29-38 of the Connecticut General Statutes.
- P. Notwithstanding the foregoing definitions, the reassignment of a student from one regular education classroom program in the district to another regular education classroom program in the district shall not constitute a suspension or expulsion.

II. Scope of the Student Discipline Policy

A. ***Conduct on School Grounds or at a School-Sponsored Activity:***

1. Suspension. Students may be **suspended** for conduct on school grounds or at any school-sponsored activity that **violates a publicized policy of the Board or is seriously disruptive of the educational process or endangers persons or property.**
2. Expulsion. Students may be **expelled** for conduct on school grounds or at any school-sponsored activity that either **(1) violates a publicized policy of the Board and is seriously disruptive of the educational process, or (2) endangers persons or property.**

B. ***Conduct off School Grounds:***

Discipline. Students may be disciplined, including suspension and/or expulsion, for conduct off school grounds if such conduct **violates a publicized policy of the Board and is seriously disruptive of the educational process.**

C. ***Seriously Disruptive of the Educational Process:***

In making a determination as to whether such conduct is seriously disruptive of the educational process, the Administration and the Board of Education may consider, but such consideration shall not be limited to, the following factors: **(1) whether the incident occurred within close proximity of a school; (2) whether other students from the school were involved or whether there was any gang involvement; (3) whether the conduct involved violence, threats of violence, or the unlawful use of a weapon, as defined in Section Conn. Gen. Stat. § 29-38, and whether any injuries occurred; and (4) whether the conduct involved the use of alcohol.** The Administration and/or the Board of Education may also consider **(5) whether the off-campus conduct involved the illegal use of drugs.**



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STUDENT DISCIPLINE (cont.)

III. Actions Leading to Disciplinary Action, including Removal from Class, Suspension and/or Expulsion

Conduct that is considered to violate a publicized policy of the Board of Education includes the offenses described below. Any such conduct may lead to disciplinary action (including, but not limited to, removal from class, suspension and/or expulsion in accordance with this policy):

1. Striking or assaulting a student, members of the school staff or other persons.
2. Theft.
3. The use of obscene or profane language or gestures, the possession and/or display of obscenity or pornographic images or the unauthorized or inappropriate possession and/or display of images, pictures or photographs depicting nudity.
4. Violation of smoking, dress, transportation regulations, or other regulations and/or policies governing student conduct.
5. Refusal to obey a member of the school staff, law enforcement authorities, or school volunteers, or disruptive classroom behavior.
6. Any act of harassment based on an individual's sex, sexual orientation, race, color, religion, disability, national origin, ancestry, gender identity or expression or any other characteristic protected by law.
7. Refusal by a student to identify himself/herself to a staff member when asked, misidentification of oneself to such person(s), lying to school officials or otherwise engaging in dishonest behavior.
8. Inappropriate displays of public affection of a sexual nature and/or sexual activity on school grounds or at a school-sponsored activity.
9. A walk-out from or sit-in within a classroom or school building or school grounds.



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STUDENT DISCIPLINE (cont.)

10. Blackmailing, threatening or intimidating school staff or students (or acting in a manner that could be construed to constitute blackmail, a threat, or intimidation, regardless of whether intended as a joke).
11. Possession of any weapon, weapon facsimile, deadly weapon, martial arts weapon, electronic defense weapon, pistol, knife, blackjack, bludgeon, box cutter, metal knuckles, pellet gun, air pistol, explosive device, firearm, whether loaded or unloaded, whether functional or not, or any other dangerous object or instrument. The possession and/or use of any object or device that has been converted or modified for use as a weapon.
12. Possession of any ammunition for any weapon described above in paragraph 11.
13. Unauthorized entrance into any school facility or portion of a school facility or aiding or abetting an unauthorized entrance.
14. Possession or ignition of any fireworks, combustible or other explosive materials, or ignition of any material causing a fire. Possession of any materials designed to be used in the ignition of combustible materials, including matches and lighters.
15. Possession, sale, distribution, use, or consumption of tobacco, electronic nicotine delivery systems (e.g. e-cigarettes), or vapor products, or the unlawful possession, sale, distribution, use or consumption of drugs, narcotics or alcoholic beverages (or any facsimile of tobacco, drugs, narcotics or alcoholic beverages, or any item represented to be tobacco, drugs or alcoholic beverages), including being under the influence of any such substances or aiding in the procurement of any such substances. For the purposes of this Paragraph 15, the term “electronic nicotine delivery system” shall mean an electronic device used in the delivery of nicotine or other substances to a person inhaling from the device, and includes, but is not limited to, an electronic cigarette, electronic cigar, electronic cigarillo, electronic pipe or electronic hookah and any related device and any cartridge or other component of such device, including, but not limited to, electronic cigarette liquid. For the purposes of Paragraph 15, the term “vapor product” shall mean any product that employs a heating element, power source, electronic circuit or other electronic, chemical or mechanical means, regardless of shape or size, to produce a vapor that may or may not include nicotine and is inhaled by the user of such product. For the purposes of this Paragraph 15, the term "drugs" shall



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STUDENT DISCIPLINE (cont.)

- include, but shall not be limited to, any medicinal preparation (prescription and non-prescription) and any controlled substance whose possession, sale, distribution, use or consumption is illegal under state and/or federal law.
16. Sale, distribution, or consumption of substances contained in household items; including, but not limited to glue, paint, accelerants/propellants for aerosol canisters, and/or items such as the aerators for whipped cream; if sold, distributed or consumed for the purpose of inducing a stimulant, depressant, hallucinogenic or mind-altering effect.
 17. Possession of paraphernalia used or designed to be used in the consumption, sale or distribution of drugs, alcohol or tobacco, as described in subparagraph (15) above. For purposes of this policy, drug paraphernalia includes any equipment, products and materials of any kind which are used, intended for use or designed for use in planting, propagating, cultivating, growing, harvesting, manufacturing, compounding, converting, producing, processing, preparing, testing, analyzing, packaging, repackaging, storing, containing or concealing, or injecting, ingesting, inhaling or otherwise introducing controlled drugs or controlled substances into the human body, including but not limited to items such as "bongs," pipes, "roach clips," vials, tobacco rolling papers, and any object or container used, intended or designed for use in storing, concealing, possessing, distributing or selling controlled drugs or controlled substances.
 18. The destruction of real, personal or school property, such as, cutting, defacing or otherwise damaging property in any way.
 19. Accumulation of offenses such as school and class tardiness, class or study hall cutting, or failure to attend detention.
 20. Trespassing on school grounds while on out-of-school suspension or expulsion.
 21. Making false bomb threats or other threats to the safety of students, staff members, and/or other persons.
 22. Defiance of school rules and the valid authority of teachers, supervisors, administrators, other staff members and/or law enforcement authorities.



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STUDENT DISCIPLINE (cont.)

23. Throwing snowballs, rocks, sticks and/or similar objects, except as specifically authorized by school staff.
24. Unauthorized and/or reckless and/or improper operation of a motor vehicle on school grounds or at any school-sponsored activity.
25. Leaving school grounds, school transportation or a school-sponsored activity without authorization.
26. Use of or copying of the academic work of another individual and presenting it as the student's own work, without proper attribution; or any other form of academic dishonesty, cheating or plagiarism.
27. Possession and/or use of a cellular telephone, radio, portable audio player, CD player, blackberry, personal data assistant, walkie talkie, Smartphone, mobile or handheld device, or similar electronic device, on school grounds or at a school-sponsored activity in violation of Board policy and/or administrative regulations regulating the use of such devices.
28. Possession and/or use of a beeper or paging device on school grounds or at a school-sponsored activity without the written permission of the principal or his/her designee.
29. Unauthorized use of or tampering with any school computer, computer system, computer software, Internet connection or similar school property or system, or the use of such property or system for inappropriate purposes.
30. Possession and/or use of a laser pointer, unless the student possesses the laser pointer temporarily for an educational purpose while under the direct supervision of a responsible adult.
31. Hazing.
32. Bullying, defined as the repeated use by one or more students of a written, oral or electronic communication, such as cyberbullying, directed at another student attending school in the same district, or a physical act or gesture by one or more students repeatedly directed at another student attending school in the same school district, which:



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STUDENT DISCIPLINE (cont.)

- a. causes physical or emotional harm to such student or damage to such student's property;
- b. places such student in reasonable fear of harm to himself or herself, or of damage to his or her property;
- c. creates a hostile environment at school for such student;
- d. infringes on the rights of such student at school; or
- e. substantially disrupts the education process or the orderly operation of a school.

Bullying includes, but is not limited to, repeated written, oral or electronic communications or physical acts or gestures based on any actual or perceived differentiating characteristics, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity or expression, socioeconomic status, academic status, physical appearance, or mental, physical, developmental or sensory disability, or by association with an individual or group who has or is perceived to have one or more of such characteristics.

33. Cyberbullying, defined as any act of bullying through the use of the Internet, interactive and digital technologies, cellular mobile telephone or other mobile electronic devices or any electronic communications.
34. Acting in any manner that creates a health and/or safety hazard for staff members, students, or the public, regardless of whether the conduct is intended as a joke.
35. Engaging in a plan to stage or create a violent situation for the purposes of recording it by electronic means; or recording by electronic means acts of violence for purposes of later publication.
36. Engaging in a plan to stage sexual activity for the purposes of recording it by electronic means; or recording by electronic means sexual acts for purposes of later publication.



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STUDENT DISCIPLINE (cont.)

37. Using computer systems, including email, instant messaging, text messaging, blogging or the use of social networking websites, or other forms of electronic communications, to engage in any conduct prohibited by this policy.
38. Use of a privately owned electronic or technological device in violation of school rules, including the unauthorized recording (photographic or audio) of another individual without permission of the individual or a school staff member.
39. Engaging in teen dating violence, defined as any act of physical, emotional or sexual abuse, including stalking, harassing and threatening, that occurs between two students who are currently in or who have recently been in a dating relationship.
40. Any action prohibited by any Federal or State law.
41. Any other violation of school rules or regulations or a series of violations which makes the presence of the student in school seriously disruptive of the educational process and/or a danger to persons or property.

IV. Discretionary and Mandatory Expulsions

- A. A principal may consider recommendation of expulsion of a student in **grades three to twelve, inclusive**, in a case where he/she has reason to believe the student has engaged in conduct described at Sections II.A. or II.B., above.
- B. A principal must recommend expulsion proceedings in all cases against any student in **grades kindergarten to twelve, inclusive**, whom the Administration has reason to believe:
 1. was in **possession on school grounds** or at a **school-sponsored activity** of a **deadly weapon, dangerous instrument, martial arts weapon, or firearm** as defined in 18 U.S.C. § 921 as amended from time to time; or
 2. **off school grounds, possessed a firearm** as defined in 18 U.S.C. § 921, in violation of Conn. Gen. Stat. § 29-35, or **possessed and used a firearm** as defined in 18 U.S.C. § 921, a **deadly weapon, a dangerous instrument** or a **martial arts weapon** in the **commission of a crime** under chapter 952 of the Connecticut General Statutes; or



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STUDENT DISCIPLINE (cont.)

3. was engaged **on or off school grounds in offering for sale or distribution a controlled substance** (as defined in Conn. Gen. Stat. § 21a-240(9)), whose manufacturing, distribution, sale, prescription, dispensing, transporting, or possessing with intent to sell or dispense, offering or administering is subject to criminal penalties under Conn. Gen. Stat. §§21a-277 and 21a-278.

The terms “**dangerous instrument**,” “**deadly weapon**,” **electronic defense weapon**,” “**firearm**,” and “**martial arts weapon**,” are defined above in Section I.

- C. In any preschool program provided by the Board of Education or provided by a regional educational service center or a state or local charter school pursuant to an agreement with the Board of Education, **no student enrolled in such a preschool program** shall be expelled from such preschool program, except an expulsion hearing shall be conducted by the Board of Education in accordance with Section VIII of this policy whenever the Administration has reason to believe that that a student enrolled in such preschool program was in **possession of a firearm** as defined in 18 U.S.C. § 921, as amended from time to time, on or off school grounds or at a preschool program-sponsored event. The term “**firearm**” is defined above in Section I.
- D. Upon receipt of an expulsion recommendation, the Superintendent may conduct an inquiry concerning the expulsion recommendation.

If the Superintendent or his/her designee determines that a student should or must be expelled, he or she shall forward his/her recommendation to the Board of Education so that the Board can consider and act upon this recommendation.

- E. In keeping with Conn. Gen. Stat. § 10-233d and the Gun-Free Schools Act, it shall be the policy of the Board to expel a student in grades kindergarten to twelve, inclusive, for one (1) full calendar year for the conduct described in Section IV.B(1), (2) and (3) of this policy and to expel a student enrolled in a preschool program for one (1) calendar year for the conduct described in Section IV.C. For any mandatory expulsion offense, the Board may modify the term of expulsion on a case-by-case basis.



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STUDENT DISCIPLINE (cont.)

V. Procedures Governing Removal from Class

- A. A student may be removed from class by a teacher or administrator if he/she deliberately causes a serious disruption of the educational process. When a student is removed, the teacher must send him/her to a designated area and notify the principal or his/her designee at once.
- B. A student may not be removed from class more than six (6) times in one school year nor more than twice in one week unless the student is referred to the building principal or designee and granted an informal hearing at which the student should be informed of the reasons for the disciplinary action and given an opportunity to explain the situation.
- C. The parents or guardian of any minor student removed from class shall be given notice of such disciplinary action within twenty-four (24) hours of the time of the institution of such removal from class.

VI. Procedures Governing Suspension

- A. The principal of a school, or designee on the administrative staff of the school, shall have the right to suspend a student for breach of conduct as noted in Section II of this policy for not more than ten (10) consecutive school days. In cases where suspension is contemplated, the following procedures shall be followed.
 1. Unless an emergency situation exists, no student shall be suspended prior to having an informal hearing before the principal or designee at which the student is informed of the charges and given an opportunity to respond. In the event of an emergency, the informal hearing shall be held as soon after the suspension as possible.
 2. If suspended, such suspension shall be an in-school suspension, except the principal or designee may impose an out-of-school suspension on any pupil:
 - a. in grades three to twelve, inclusive, if, during the informal hearing, (i) the principal or designee determines that the student poses such a danger to persons or property or such a disruption of the educational process that he or she should be excluded from school during the period of suspension; or (ii) the principal or designee determines that an out-of-school suspension is appropriate based



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STUDENT DISCIPLINE (cont.)

- on evidence of (A) the student's previous disciplinary problems that have led to suspensions or expulsion of such student, and (B) previous efforts by the Administration to address the student's disciplinary problems through means other than out-of-school suspension or expulsion, including positive behavioral support strategies, or
- b. in grades preschool to two, inclusive, if the principal or designee determines that an out-of-school suspension is appropriate for such pupil based on evidence that such pupil's conduct on school grounds is of a violent or sexual nature that endangers persons.
3. Evidence of past disciplinary problems that have led to removal from a classroom, suspension, or expulsion of a student who is the subject of an informal hearing may be received by the principal or designee, but only considered in the determination of the length of suspensions.
 4. By telephone, the principal or designee shall make reasonable attempts to immediately notify the parent or guardian of a minor student following the suspension and to state the cause(s) leading to the suspension.
 5. Whether or not telephone contact is made with the parent or guardian of such minor student, the principal or designee shall forward a letter promptly to such parent or guardian to the last address reported on school records (or to a newer address if known by the principal or designee), offering the parent or guardian an opportunity for a conference to discuss same.
 6. In all cases, the parent or guardian of any minor student who has been suspended shall be given notice of such suspension within twenty-four (24) hours of the time of the institution of the suspension.
 7. Not later than twenty-four (24) hours after the commencement of the suspension, the principal or designee shall also notify the Superintendent or his/her designee of the name of the student being suspended and the reason for the suspension.
 8. The student shall be allowed to complete any classwork, including examinations, without penalty, which he or she missed while under suspension.



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STUDENT DISCIPLINE (cont.)

9. The school Administration may, in its discretion, shorten or waive the suspension period for a student who has not previously been suspended or expelled, if the student completes an Administration-specified program and meets any other conditions required by the Administration. Such Administration-specified program shall not require the student and/or the student's parents to pay for participation in the program.
 10. Notice of the suspension shall be recorded in the student's cumulative educational record. Such notice shall be expunged from the cumulative educational record if the student graduates from high school. In cases where the student's period of suspension is shortened or waived in accordance with Section VI.A(9), above, the Administration may choose to expunge the suspension notice from the cumulative record at the time the student completes the Administration-specified program and meets any other conditions required by the Administration.
 11. If the student has not previously been suspended or expelled, and the Administration chooses to expunge the suspension notice from the student's cumulative record prior to graduation, the Administration may refer to the existence of the expunged disciplinary notice, notwithstanding the fact that such notice may have been expunged from the student's cumulative file, for the limited purpose of determining whether any subsequent suspensions or expulsions by the student would constitute the student's first such offense.
 12. The decision of the principal or designee with regard to disciplinary actions up to and including suspensions shall be final.
 13. During any period of suspension served out of school, the student shall not be permitted to be on school property and shall not be permitted to attend or participate in any school-sponsored activities, unless the principal specifically authorizes the student to enter school property for a specified purpose or to participate in a particular school-sponsored activity.
- B. In cases where a student's suspension will result in the student being suspended more than ten (10) times or for a total of fifty (50) days in a school year, whichever results in fewer days of exclusion, the student shall, prior to the pending suspension, be granted a formal hearing before the Board of Education. The principal or designee shall report the student to the Superintendent or designee and request a formal Board hearing. If an emergency situation exists, such hearing shall be held as soon after the suspension as possible.



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STUDENT DISCIPLINE (cont.)

VII. Procedures Governing In-School Suspension

- A. The principal or designee may impose in-school suspension in cases where a student's conduct endangers persons or property, violates school policy or seriously disrupts the educational process as determined by the principal or designee.
- B. In-school suspension may not be imposed on a student without an informal hearing by the building principal or designee.
- C. In-school suspension may be served in the school that the student regularly attends or in any other school building within the jurisdiction of the Board.
- D. No student shall be placed on in-school suspension more than fifteen (15) times or for a total of fifty (50) days in one school year, whichever results in fewer days of exclusion.
- E. The parents or guardian of any minor student placed on in-school suspension shall be given notice of such suspension within twenty-four (24) hours of the time of the institution of the period of the in-school suspension.

VIII. Procedures Governing Expulsion Hearing

A. ***Emergency Exception:***

Except in an emergency situation, the Board of Education shall, prior to expelling any student, conduct a hearing to be governed by the procedures outlined herein and consistent with the requirements of Conn. Gen. Stat. § 10-233d or Conn. Gen. Stat. § 10-233l, if applicable, as well as the applicable provisions of the Uniform Administrative Procedures Act, Conn. Gen. Stat. §§ 4-176e to 4-180a, and § 4-181a. Whenever an emergency exists, the hearing provided for herein shall be held as soon as possible after the expulsion.

B. ***Hearing Panel:***

- 1. Expulsion hearings conducted by the Board will be heard by any three or more Board members. A decision to expel a student must be supported by a majority of the Board members present, provided that no less than three (3) affirmative votes to expel are cast.



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STUDENT DISCIPLINE (cont.)

2. Alternatively, the Board may appoint an impartial hearing board composed of one (1) or more persons to hear and decide the expulsion matter, provided that no member of the Board may serve on such panel.

C. Hearing Notice and Rights of the Student and Parent(s)/Guardian(s):

1. Written notice of the expulsion hearing must be given to the student, and, if the student is a minor, to his/her parent(s) or guardian(s) at least five (5) business days before such hearing.
2. A copy of this Board policy on student discipline shall also be given to the student, and if the student is a minor, to his/her parent(s) or guardian(s), at the time the notice is sent that an expulsion hearing will be convened.
3. The written notice of the expulsion hearing shall inform the student of the following:
 - a. The date, time, place and nature of the hearing.
 - b. The legal authority and jurisdiction under which the hearing is to be held, including a reference to the particular sections of the legal statutes involved.
 - c. A short, plain description of the conduct alleged by the Administration.
 - d. The student may present as evidence relevant testimony and documents concerning the conduct alleged and the appropriate length and conditions of expulsion; and that the expulsion hearing may be the student's sole opportunity to present such evidence.
 - e. The student may cross-examine witnesses called by the Administration.
 - f. The student may be represented by an attorney or other advocate of his/her choice at his/her expense or at the expense of his/her parent(s) or guardian(s).
 - g. A student is entitled to the services of a translator or interpreter, to be provided by the Board of Education, whenever the student or his/her parent(s) or guardian(s) requires the



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STUDENT DISCIPLINE (cont.)

services of an interpreter because he/she/they do(es) not speak the English language or is(are) disabled.

- h. The conditions under which the Board is not legally required to give the student an alternative educational opportunity (if applicable).
- i. Information concerning the parent's(s') or guardian's(s') and the student's legal rights and about free or reduced-rate legal services and how to access such services.
- j. The parent(s) or guardian(s) of the student have the right to have the expulsion hearing postponed for up to one week to allow time to obtain representation, except that if an emergency exists, such hearing shall be held as soon after the expulsion as possible.

D. *Hearing Procedures:*

1. The hearing will be conducted by the Presiding Officer, who will call the meeting to order, introduce the parties, Board members and counsel, briefly explain the hearing procedures, and swear in any witnesses called by the Administration or the student.
2. The hearing will be conducted in executive session. A verbatim record of the hearing will be made, either by tape recording or by a stenographer. A record of the hearing will be maintained, including the verbatim record, all written notices and documents relating to the case and all evidence received or considered at hearing.
3. The Administration shall bear the burden of production to come forward with evidence to support its case and shall bear the burden of persuasion. The standard of proof shall be a preponderance of the evidence.
4. Formal rules of evidence will not be followed. The Board has the right to accept hearsay and other evidence if it deems that evidence relevant or material to its determination. The Presiding Officer will rule on testimony or evidence as to it being immaterial or irrelevant.



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STUDENT DISCIPLINE (cont.)

5. The hearing will be conducted in two (2) parts. In the first part of the hearing, the Board will receive and consider evidence regarding the conduct alleged by the Administration.
6. In the first part of the hearing, the charges will be introduced into the record by the Superintendent or his/her designee.
7. Each witness for the Administration will be called and sworn. After a witness has finished testifying, he/she will be subject to cross-examination by the opposite party or his/her legal counsel, by the Presiding Officer and by Board members.
8. The student shall not be compelled to testify at the hearing.
9. After the Administration has presented its case, the student will be asked if he/she has any witnesses or evidence to present concerning the charges. If so, the witnesses will be sworn, will testify, and will be subject to cross examination and to questioning by the Presiding Officer and/or by the Board. The student may also choose to make a statement at this time. If the student chooses to make a statement, he or she will be sworn and subject to cross examination and questioning by the Presiding Officer and/or by the Board. Concluding statements will be made by the Administration and then by the student and/or his or her representative.
10. In cases where the student has denied the allegation, the Board must determine whether the student committed the offense(s) as charged by the Superintendent.
11. If the Board determines that the student has committed the conduct as alleged, then the Board shall proceed with the second portion of the hearing, during which the Board will receive and consider relevant evidence regarding the length and conditions of expulsion.
12. When considering the length and conditions of expulsion, the Board may review the student's attendance, academic and past disciplinary records. The Board may not review notices of prior expulsions or suspensions which have been expunged from the student's cumulative record, except as so provided in Section VI.A (9), (10), (11), above, and Section X, below. The Board may ask the Superintendent for a recommendation as to the discipline to be imposed.



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STUDENT DISCIPLINE (cont.)

13. Evidence of past disciplinary problems which have led to removal from a classroom, suspension or expulsion of a student being considered for expulsion may be considered only during the second portion of the hearing, during which the Board is considering length of expulsion and nature of alternative educational opportunity to be offered.
14. Where administrators presented the case in support of the charges against the student, such administrative staff shall not be present during the deliberations of the Board either on questions of evidence or on the final discipline to be imposed. The Superintendent may, after reviewing the incident with administrators, and reviewing the student's records, make a recommendation to the Board as to the appropriate discipline to be applied.
15. The Board shall make findings as to the truth of the charges, if the student has denied them; and, in all cases, the disciplinary action, if any, to be imposed. While the hearing itself is conducted in executive session, the vote regarding expulsion must be made in open session and in a manner that preserves the confidentiality of the student's name and other personally identifiable information.
16. Except for a student who has been expelled based on possession of a firearm or deadly weapon as described in subsection IV.B(1) and (2) above, the Board may, in its discretion, shorten or waive the expulsion period for a student who has not previously been suspended or expelled, if the student completes a Board-specified program and meets any other conditions required by the Board. The Board-specified program shall not require the student and/or the student's parents to pay for participation in the program.
17. The Board shall report its final decision in writing to the student, or if such student is a minor, also to the parent(s) or guardian(s), stating the reasons on which the decision is based, and the disciplinary action to be imposed. Said decision shall be based solely on evidence presented at the hearing. The parents or guardian or any minor student who has been expelled shall be given notice of such disciplinary action within twenty-four (24) hours of the time of the institution of the period of the expulsion.



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STUDENT DISCIPLINE (cont.)

E. ***Presence on School Grounds and Participation in School-Sponsored Activities During Expulsion:***

During the period of expulsion, the student shall not be permitted to be on school property and shall not be permitted to attend or participate in any school-sponsored activities, except for the student's participation in any alternative educational opportunity provided by the district in accordance with this policy, unless the Superintendent specifically authorizes the student to enter school property for a specified purpose or to participate in a particular school-sponsored activity.

F. ***Stipulated Agreements:***

In lieu of the procedures used in this Section, the Administration and the parent(s) or legal guardian(s) of a student facing expulsion may choose to enter into a Joint Stipulation of the Facts and a Joint Recommendation to the Board concerning the length and conditions of expulsion. Such Joint Stipulation and Recommendation shall include language indicating that the parent(s) or legal guardian(s) understand their right to have an expulsion hearing held pursuant to these procedures, and language indicating that the Board, in its discretion, has the right to accept or reject the Joint Stipulation of Facts and Recommendation. If the Board rejects either the Joint Stipulation of Facts or the Recommendation, an expulsion hearing shall be held pursuant to the procedures outlined herein. If the Student is eighteen years of age or older, the student shall have the authority to enter into a Joint Stipulation and Recommendation on his or her own behalf.

If the parties agree on the facts, but not on the disciplinary recommendation, the Administration and the parents (or legal guardians) of a student facing expulsion may also choose to enter into a Joint Stipulation of the Facts and submit only the Stipulation of the Facts to the Board in lieu of holding the first part of the hearing, as described above. Such Joint Stipulation shall include language indicating that the parents understand their right to have a hearing to determine whether the student engaged in the alleged misconduct and that the Board, in its discretion, has the right to accept or reject the Joint Stipulation of Facts. If the Board rejects the Joint Stipulation of Facts, a full expulsion hearing shall be held pursuant to the procedures outlined herein.



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STUDENT DISCIPLINE (cont.)

IX. Alternative Educational Opportunities for Expelled Students

A. *Students under sixteen (16) years of age:*

Whenever the Board of Education expels a student under sixteen (16) years of age, it shall offer any such student an alternative educational opportunity.

B. *Students sixteen (16) to eighteen (18) years of age:*

1. The Board of Education shall provide an alternative educational opportunity to a sixteen (16) to eighteen (18) year-old student expelled for the first time if he/she requests it and if he/she agrees to the conditions set by the Board of Education. Such alternative educational opportunity may include, but shall not be limited to, the placement of a pupil who is at least seventeen years of age in an adult education program. Any pupil participating in an adult education program during a period of expulsion shall not be required to withdraw from school as a condition to his/her participation in the adult education program.
2. The Board of Education is not required to offer an alternative educational opportunity to any student between the ages of sixteen (16) and eighteen (18) who is expelled for a second, or subsequent, time.
3. The Board of Education shall count the expulsion of a pupil when he/she was under sixteen (16) years of age for purposes of determining whether an alternative educational opportunity is required for such pupil when he/she is between the ages of sixteen and eighteen.

C. *Students eighteen (18) years of age or older:*

The Board of Education is not required to offer an alternative educational opportunity to expelled students eighteen (18) years of age or older.

D. Content of Alternative Educational Opportunity

1. For the purposes of Section IX, and subject to Subsection IX.E, below, any alternative educational opportunity to which an expelled student is statutorily entitled shall be (1) alternative education, as defined by Conn. Gen. Stat. § 10-74j and in accordance with the *Standards for Educational Opportunities for Students Who Have Been Expelled*, adopted by the State



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STUDENT DISCIPLINE (cont.)

Board of Education, with an individualized learning plan, if the Board provides such alternative education, or (2) in accordance with the *Standards for Educational Opportunities for Students Who Have Been Expelled*, adopted by the State Board of Education.

2. The Superintendent, or his/her designee, shall develop administrative regulations concerning alternative educational opportunities, which administrative regulations shall be in compliance with the standards adopted by the State Board of Education. Such administrative regulations shall include, but not limited to, provisions to address student placement in alternative education; individualized learning plans; monitoring of students placements and performance; and a process for transition planning.

E. ***Students identified as eligible for services under the Individuals with Disabilities Education Act (“IDEA”):***

Notwithstanding Subsections IX.A. through D. above, if the Board of Education expels a student who has been identified as eligible for services under the Individuals with Disabilities Education Act (“IDEA”), it shall offer an alternative educational opportunity to such student in accordance with the requirements of IDEA, as it may be amended from time to time, and in accordance with the *Standards for Educational Opportunities for Students Who Have Been Expelled*, adopted by the State Board of Education.

F. ***Students for whom an alternative educational opportunity is not required:***

The Board of Education may offer an alternative educational opportunity to a pupil for whom such alternative educational opportunity is not required by law or as described in this policy. In such cases, the Board, or if delegated by the Board, the Administration, shall determine the components, including nature, frequency and duration of such services, of any such alternative educational opportunity.

X. **Notice of Student Expulsion on Cumulative Record**

Notice of expulsion and the conduct for which the student was expelled shall be included on the student’s cumulative educational record. Such notice, except for notice of an expulsion of a student in grades nine through twelve, inclusive, based upon possession of a firearm or deadly weapon, shall be expunged from the cumulative educational record by the Board if the student graduates from high school.



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STUDENT DISCIPLINE (cont.)

In cases where the student's period of expulsion is shortened or waived in accordance with Section VIII.D(14), above, the Board may choose to expunge the expulsion notice from the cumulative record at the time the student completes the Board-specified program and meets any other conditions required by the Board.

If a student's period of expulsion was not shortened or waived, the Board may choose to expunge the expulsion notice from the student's cumulative record prior to graduation if such student has demonstrated to the Board that the student's conduct and behavior in the years following such expulsion warrants an expungement. In deciding whether to expunge the expulsion notice, the Board may receive and consider evidence of any subsequent disciplinary problems that have led to removal from a classroom, suspension or expulsion of the student.

If the student has not previously been suspended or expelled, and the Administration chooses to expunge the expulsion notice from the student's cumulative record prior to graduation, the Administration may refer to the existence of the expunged notice, notwithstanding the fact that such notice may have been expunged from the student's cumulative file, for the limited purpose of determining whether any subsequent suspension or expulsion by the student would constitute the student's first such offense.

XI. Change of Residence During Expulsion Proceedings

A. *Student moving into the school district:*

1. If a student enrolls in the district while an expulsion hearing is pending in another district, such student shall not be excluded from school pending completion of the expulsion hearing unless an emergency exists, as defined above. The Board shall retain the authority to suspend the student or to conduct its own expulsion hearing.
2. Where a student enrolls in the district during the period of expulsion from another public school district, the Board may adopt the decision of the student expulsion hearing conducted by such other school district. The student shall be excluded from school pending such hearing. The excluded student shall be offered an alternative educational opportunity in accordance with statutory requirements. The Board shall make its determination based upon a hearing held by the Board, which hearing shall be limited to a determination of whether the conduct which was the basis of the previous public school district's expulsion would also warrant expulsion by the Board.



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STUDENT DISCIPLINE (cont.)

B. *Student moving out of the school district:*

Where a student withdraws from school after having been notified that an expulsion hearing is pending, but before a decision has been rendered by the Board, the notice of the pending expulsion hearing shall be included on the student's cumulative record and the Board shall complete the expulsion hearing and render a decision. If the Board subsequently renders a decision to expel the student, a notice of the expulsion shall be included on the student's cumulative record.

XII. Procedures Governing Suspension and Expulsion of Students Identified as Eligible for Services under the Individuals with Disabilities Education Act ("IDEA")

A. *Suspension of IDEA students:*

Notwithstanding the foregoing, if the Administration suspends a student identified as eligible for services under the IDEA (an "IDEA student") who has violated any rule or code of conduct of the school district that applies to all students, the following procedures shall apply:

1. The Administration shall make reasonable attempts to immediately notify the parents of the student of the decision to suspend on the date on which the decision to suspend was made, and a copy of the special education procedural safeguards must either be hand-delivered or sent by mail to the parents on the date that the decision to suspend was made.

2. During the period of suspension, the school district is not required to provide any educational services to the IDEA student beyond that which is provided to all students suspended by the school district.

B. *Expulsion and Suspensions that Constitute Changes in Placement for IDEA students:*

Notwithstanding any provision to the contrary, if the Administration recommends for expulsion an IDEA student who has violated any rule or code of conduct of the school district that applies to all students, the procedures described in this section shall apply. The procedures described in this section shall also apply for students whom the Administration has suspended in a manner that is considered under the IDEA, as it may be amended from time to time, to be a change in educational placement:



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STUDENT DISCIPLINE (cont.)

1. Upon the decision by the Administration to recommend expulsion or impose a suspension that would constitute a change in educational placement, the Administration shall promptly notify the parent(s)/guardian(s) of the student of the recommendation of expulsion or the suspension that would constitute a change in educational placement, and provide the parents(s)/guardian(s) a copy of the special education procedural safeguards either by hand-delivery or by mail (unless other means of transmission have been arranged).
2. The school district shall immediately convene the student's planning and placement team ("PPT"), but in no case later than ten (10) school days after the recommendation for expulsion or the suspension that constitutes a change in placement was made. The student's PPT shall consider the relationship between the student's disability and the behavior that led to the recommendation for expulsion or the suspension which constitutes a change in placement, in order to determine whether the student's behavior was a manifestation of his/her disability.
3. If the student's PPT finds that the behavior was a manifestation of the student's disability, the Administration shall not proceed with the recommendation for expulsion or the suspension that constitutes a change in placement.
4. If the student's PPT finds that the behavior was not a manifestation of the student's disability, the Administration may proceed with the recommended expulsion or suspension that constitutes a change in placement.
5. During any period of expulsion, or suspension of greater than ten (10) days per school year, the Administration shall provide the student with an alternative education program in accordance with the provisions of the IDEA.
6. When determining whether to recommend an expulsion or a suspension that constitutes a change in placement, the building administrator (or his or her designee) should consider the nature of the misconduct and any relevant educational records of the student.

C. Removal of Special Education Students for Certain Offenses:

1. School personnel may remove a student eligible for special education under the IDEA to an appropriate interim alternative educational setting for not more than forty-five (45) school days if the student:



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STUDENT DISCIPLINE (cont.)

- a. Was in possession of a dangerous weapon, as defined in 18 U.S.C. 930(g)(2), as amended from time to time, on school grounds or at a school-sponsored activity, or
- b. Knowingly possessed or used illegal drugs or sold or solicited the sale of a controlled substance while at school or at a school-sponsored activity; or
- c. Has inflicted serious bodily injury upon another person while at school, on school premises, or at a school function.

2. The following definitions shall be used for this subsection XII.C.:

- a. **Dangerous weapon** means a weapon, device, instrument, material, or substance, animate or inanimate, that is used for, or is readily capable of, causing death or serious bodily injury, except that such term does not include a pocket knife with a blade of less than 2.5 inches in length.
- b. **Controlled substance** means a drug or other substance identified under schedules I, II, III, IV, or V in section 202(c) of the Controlled Substances Act, 21 U.S.C. 812(c).
- c. **Illegal drug** means a controlled substance but does not include a substance that is legally possessed or used under the supervision of a licensed health-care professional or that is legally possessed or used under any other authority under the Controlled Substances Act or under any other provision of federal law.
- d. **Serious bodily injury** means a bodily injury which involves: (A) a substantial risk of death; (B) extreme physical pain; (C) protracted and obvious disfigurement; or (D) protracted loss or impairment of the function of a bodily member, organ, or mental faculty.

XIII. Procedures Governing Expulsions for Students Identified as Eligible under Section 504 of the Rehabilitation Act of 1973 ("Section 504")

- A. Except as provided in subsection B below, notwithstanding any provision to the contrary, if the Administration recommends for expulsion a student identified as eligible for educational accommodations under Section 504 who has violated any rule or code of conduct of the school district that applies to all students, the following procedures shall apply:



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STUDENT DISCIPLINE (cont.)

1. The parents of the student must be notified of the decision to recommend the student for expulsion.
 2. The district shall immediately convene the student's Section 504 team ("504 team") for the purpose of reviewing the relationship between the student's disability and the behavior that led to the recommendation for expulsion. The 504 team will determine whether the student's behavior was a manifestation of his/her disability.
 3. If the 504 team finds that the behavior was a manifestation of the student's disability, the Administration shall not proceed with the recommended expulsion.
 4. If the 504 team finds that the behavior was not a manifestation of the student's disability, the Administration may proceed with the recommended expulsion.
- B. The Board may take disciplinary action for violations pertaining to the use or possession of illegal drugs or alcohol against any student with a disability who currently is engaging in the illegal use of drugs or alcohol to the same extent that such disciplinary action is taken against nondisabled students. Thus, when a student with a disability is recommended for expulsion based solely on the illegal use or possession of drugs or alcohol, the 504 team *shall not be required to meet* to review the relationship between the student's disability and the behavior that led to the recommendation for expulsion.
- XIV. Procedures Governing Expulsions for Students Placed in a Juvenile Detention Center
- A. Any student who commits an expellable offense and is subsequently placed in a juvenile detention center or any other residential placement for such offense may be expelled by the Board in accordance with the provisions of this section. The period of expulsion shall run concurrently with the period of placement in a juvenile detention center or other residential placement.
 - B. If a student who committed an expellable offense seeks to return to a school district after participating in a diversionary program or having been placed in a juvenile detention center or any other residential placement and such student has not been expelled by the board of education for such offense under subdivision (A) of this subsection, the Board shall allow such student to return and may not expel the student for additional time for such offense.



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STUDENT DISCIPLINE (cont.)

XV. Early Readmission to School

An expelled student may apply for early readmission to school. The Board delegates the authority to make decisions on readmission requests to the Superintendent. Students desiring readmission to school shall direct such readmission requests to the Superintendent. The Superintendent has the discretion to approve or deny such readmission requests, and may condition readmission on specified criteria.

XVI. Dissemination of Policy

The Board of Education shall, at the beginning of each school year and at such other times as it may deem appropriate, provide for an effective means of informing all students, parent(s) and/or guardian(s) of this policy.

XVII. Compliance with Documentation and Reporting Requirements

- A. The Board of Education shall include on all disciplinary reports the individual student's state-assigned student identifier (SASID).
- B. The Board of Education shall report all suspensions and expulsions to the State Department of Education.
- C. If the Board of Education expels a student for sale or distribution of a controlled substance, as defined in Conn. Gen. Stat. § 21a-240(9), whose manufacture, distribution, sale, prescription, dispensing, transporting or possessing with the intent to sell or dispense, offering, or administration is the subject to criminal penalties under Conn. Gen. Stat. §§ 21a-277 and 21a-278, the Board shall refer such student to an appropriate state or local agency for rehabilitation, intervention or job training and inform the agency of its action.
- D. If the Board of Education expels a student for possession of a firearm, as defined in 18 U.S.C. § 921, or deadly weapon, dangerous instrument or martial arts weapon, as defined in Conn. Gen. Stat. § 53a-3, the Board shall report the violation to the local police.



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STUDENT DISCIPLINE (cont.)

Legal References:

Connecticut General Statutes:

Public Act 19-91, "An Act Concerning Various Revisions and Additions to the Education Statutes."

Public Act 19-13, "An Act Prohibiting the Sale of Cigarettes, Tobacco Products, Electronic Nicotine Delivery Systems and Vapor Products to Persons Under Age Twenty-One."

§ 10-16 Length of school year

§§ 4-176e through 4-180a and § 4-181a Uniform Administrative Procedures Act

§ 10-222d Safe school climate plans. Definitions. Safe school climate assessments

§§ 10-233a through 10-233f Suspension and expulsion of students.

§ 10-233l Expulsion and suspension of children in preschool programs

§ 10-253 School privileges for children in certain placements, nonresident children, children in temporary shelters, homeless children and children in juvenile detention facilities. Liaison to facilitate transitions between school districts and juvenile and criminal justice systems.

§ 21a-240 Definitions

§ 19a-342a Use of electronic nicotine delivery system or vapor product prohibited

§§ 21a-408a through 408p Palliative Use of Marijuana

§ 29-38 Weapons in vehicles

§ 53a-3 Definitions

§ 53-344b Sale and delivery of electronic nicotine delivery system or vapor products to minors

§ 53-206 Carrying of dangerous weapons prohibited.

Packer v. Board of Educ. of the Town of Thomaston, 246 Conn. 89 (1998).

State v. Hardy, 896 A.2d 755, 278 Conn. 113 (2006).

State v. Guzman, 955 A.2d 72, 2008 Conn. App. LEXIS 445 (Sept. 16, 2008).



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STUDENT DISCIPLINE (cont.)

Connecticut State Department of Education, *Standards for Educational Opportunities for Students Who Have Been Expelled*, adopted January 3, 2018.

Federal law:

Individuals with Disabilities Education Act, 20 U.S.C. 1400 *et seq.*, as amended by the Individuals with Disabilities Education Improvement Act of 2004, Pub. L. 108-446.

Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794(a).

18 U.S.C. § 921 (definition of “firearm”)

18 U.S.C. § 930(g)(2) (definition of “dangerous weapon”)

18 U.S.C. § 1365(h)(3) (identifying “serious bodily injury”)

21 U.S.C. § 812(c) (identifying “controlled substances”)

34 C.F.R. § 300.530 (defining “illegal drugs”)

Gun-Free Schools Act, 20 U.S.C. § 7961

Honig v. Doe, 484 U.S. 305 (1988)

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