

Policy Committee Meeting

Wednesday, January 22, 2025 6:00 PM

BOE Auditorium and via Zoom Meeting Platform, 129 Church Street, Bristol, CT 06010

1. **Call to Order and Pledge of Allegiance**
2. **Approval of Minutes - October 23, 2024**
3. **Public Comment**
4. **Approve 2025 - 2026 Policy Committee Meeting Schedule**
5. **Review: Updated Title IX Policy - CAFE Model Policy**
6. **Discussion: Armed Security Guards in schools**
7. **Discussion: Use of hand-held security wands in schools**
8. **Review Policy 2141 - Recruitment and Appointment of Superintendent**
9. **Adjournment**

The minutes presented within this document are a summary of the discussion that took place at the Policy Committee Meeting. To view the meeting in its entirety please go to: [10/23/24 Policy Meeting Recording](#).



Policy Committee Meeting Minutes October 23, 2024

A Bristol Board of Education Regular Policy Committee meeting was held on October 23, 2024, in the BoE Auditorium and via the Zoom meeting platform.

PRESENT: Committee members: Jill Fitzsimons-Bula, Maria Simmons, and Lorianne Osenkowski.

ALSO, PRESENT Commissioners: Kristen Giantonio, Iris White

1. Call to Order:

The meeting was called to order at 6:00 P.M.

2. Approval of Minutes:

On a motion by Commissioner Simmons and seconded by Commissioner Osenkowski the September 25, 2024 minutes were approved.

3. Public Comment:

1. Kristen Giantonio - Board of Education Commissioner

4. Policy 2141 - Recruitment and Appointment of Superintendent:

This item was discussed in particular adding a 72-hour time frame into the policy which would allow Commissioners time to review the necessary documents. Commissioner Fitzsimons-Bula will contact Mr. Jody Goeler at CABE and will bring back that information to the next policy meeting to help guide the committee with its decision.

5. Review - Bylaw 9325.1 - Quorum

Bylaw 9325.1 was reviewed and revised. There was a motion by Commissioner Fitzsimons-Bula and seconded by Commissioner Simmons to adopt CABE's model bylaw while modifying #1 of the CABE bylaw to read - A minimum of five members of the Board of Education shall constitute a quorum at any regular or special meeting of the Board. In the absence of a quorum, the Board may take

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no action except to adjourn to another date. A majority of the votes of those present shall be required to pass or defeat any motion. This revised Bylaw will be moved to the Full Board for approval.

6. Review - Bylaw 9340 - Memberships in the School Board Association

This Bylaw was read and reviewed. On a motion by Commissioner Simmons and seconded by Commissioner Osenkowski this Bylaw was approved and will remain as is. The Bylaw will be moved to the Full Board for approval.

7. Updates - School Safety Policy -

Superintendent White shared that she is taking Mr. Goehler's suggestion to combine 3 policies into 1. She stated that she shared the new suggested policy with the Crisis Team and they will be reviewing and discussing that policy at the next Crisis Meeting in November. After that point, information will be shared with the Policy and Safety Committees.

8. Adjournment:

The Policy Committee meeting was adjourned at 6:44 p.m. by Commissioner Fitzsimons-Bula.

Submitted by:

Michelle L. Crowley

Recording Secretary

Bristol Board of Education

**BOARD OF EDUCATION
Bristol, Connecticut**

2025 - 2026 POLICY COMMITTEE SCHEDULE

Day and Time: Fourth Wednesday of every month at 6:00 p.m.
**(Except June, July, November & December)*

Place of Meeting: Board of Education Administration Building and/or via Zoom
129 Church Street, Bristol, Connecticut 06010

Wednesday, January 22, 2025
Wednesday, February 26, 2025
Wednesday, March 26, 2025
Wednesday, April 23, 2025
Wednesday, May 28, 2025
No Meeting Scheduled - June
No Meeting Scheduled - July
Wednesday, August 27, 2025
Wednesday, September 24, 2025
Wednesday, October 22, 2025
No Meeting Scheduled - November
No Meeting Scheduled - December
Wednesday, January 28, 2026

CABE's version of this mandated policy to consider.

Mission – Goals – Objectives

Nondiscrimination

Nondiscrimination Policy and Notice

Pursuant to Title IX and its regulations (“Final Rule” released on April 19, 2024), the _____ Board of Education has adopted and implemented a policy stating that the District does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity it operates, including admission and employment.

The _____ Public Schools does not discriminate based on race, color, religion, sex, sexual orientation, gender identity or expression, status as a veteran, status as a victim of domestic violence, marital status, pregnancy or related conditions, national origin, protective hairstyles, alienage, ancestry, age, disability, or any other basis prohibited by law and prohibits discrimination, including harassment, in any education program or activity it operates.

The Board shall provide protections from all forms of sex-based harassment, including sexual violence and unwelcome sex-based conduct that creates a hostile environment by limiting or denying a person’s ability to participate in or benefit from a school’s education program or activity.

The District shall take prompt and effective action to end any sex discrimination in its education programs or activities to provide for the prompt and equitable resolution of sex discrimination complaints, prevent recurrence, and remedy its effects. To that end, the District shall act promptly and effectively in response to information about conduct that reasonably may constitute discrimination, including sexual violence and other forms of sex-based harassment. The district shall also ensure that all school employees are trained about their obligations to address sex discrimination and their obligations to notify or provide contact information for the Title IX Coordinator.

The _____ Board of Education Non-discrimination policy includes protections for students, employees, and applicants against discrimination based on pregnancy, childbirth, termination of pregnancy, lactation, related medical conditions, or recovery from these conditions and shall provide reasonable modifications for students based on pregnancy or related conditions, allow for lactation for employees, and access to a clean, private lactation space for students and employees.

The District shall not disclose personally identifiable information obtained through complying with Title IX, with limited exceptions, such as when there had been prior written consent or when the information is disclosed to the parent of a minor.

Retaliation against anyone who, in good faith, makes a report of harassment or discrimination, files a complaint of harassment or discrimination, serves as a witness, or participates in an investigation or grievance process is also a violation of the _____ Board of Education's non-discrimination policy and is prohibited.

Mission – Goals – Objectives

Nondiscrimination Policy and Notice (continued)

The _____ Public Schools shall notify *students, employees, parents, and others* of this policy and publish it widely. The Board recognizes that due to size and format restrictions of different publications, to ensure the broadest level of distribution, the Board shall publish a statement (Short Version) that the District prohibits sex discrimination in any education program or activity that it operates and that individuals may report concerns or questions to the Title IX Coordinator and provide a link to the “Long Version” of the non-discrimination notice on the District’s website.

The “Short Version” of the Board’s Non-Discrimination statement shall be as follows:

The _____ Public Schools prohibits sex discrimination in any educational program or activity that it operates. Individuals are encouraged to report concerns or questions to the Title IX Coordinator. The notice of non-discrimination is located at (insert website address to access the “long version” of the Board’s Non-Discrimination Statement.)

The “Long Version” of the Board’s Non-Discrimination Statement shall be as follows:

The _____ Public Schools does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity it operates, as required by Title IX and its regulations, including admission and employment.

The _____ Board of Education has designated the following individual(s) to coordinate efforts to comply with and carry out its non-discrimination responsibilities under Title IX (2024’s “Final Rule,” applicable State laws, and court decisions). Questions regarding the District’s non-discrimination commitments, as well as related laws, regulations, and District policies, may be referred to this/these designated employee(s):

District Title IX Coordinator:

(Name or title, office address, email address, and telephone number)

District’s Other Designees Under Section 504

The _____ Public School District is required not to discriminate on the basis of sex by Title IX and its implementing regulations. Inquiries about Title IX may be referred to the District’s Title IX Coordinator, the U.S. Department of Education’s Office for Civil Rights, or both.

Mission – Goals – Objectives

Nondiscrimination Policy and Notice (continued)

The U.S. Department of Education’s Office for Civil Rights Contact Information:

U.S. Department of Education
Office for Civil Rights
Lyndon Baines Johnson Department of Education Bldg
400 Maryland Avenue, SW
Washington, DC 20202-1100
OCR@ed.gov
800-421-3481

To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX, please refer to (include a link to the location(s) on the website or otherwise describe the location(s) where individuals can report sex discrimination). Any person may also report sex discrimination, including harassment, using the contact information listed for the Title IX Coordinator.

The _____ Public School’s non-discrimination policy and grievance procedures (**Title IX Policy and Administrative Regulation**) Policy [#4000.1/4200.1](#) and [5145.44](#).

- (cf. 4000.1 – Title IX)
- (cf. 4111 – Recruitment and Selection)
- (cf. 4111.1/4211.1 – Affirmative Action)
- (cf. 4118.11/4218.11 – Nondiscrimination)
- (cf. 4118.112/4218.112 – Sex Discrimination and Sexual Harassment in the Workplace)
- (cf. 4118.113/4218.113 – Harassment)
- (cf. 5145.4 – Nondiscrimination)
- (cf. 5145.5 – Sexual Harassment)
- (cf. 5145.51 – Peer Sexual Harassment)
- (cf. 5145.52 – Harassment)
- (cf. 5145.6 – Student Grievance Procedure)
- (cf. 6121 – Nondiscrimination)
- (cf. 6121.1 - Equal Educational Opportunity)

Legal Reference: Title VII, Civil Rights Act, 42 U.S.C. 2000e, et seq.
29 CFR 1604.11, EEOC Guidelines on Sex Discrimination.
Title IX of the Educational Amendments of 1972, 20 U.S.C. 1681 et

seq.

Title IX Final Rule, May 6, 2020

Age Discrimination in Education 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

Mission – Goals – Objectives

Nondiscrimination

Legal Reference: (continued)

Title II of the Genetic Information Act of 2008

Title VI of the Civil Rights Act of 1964, 42 U.S.C. §2000d et. Seq.

34 CFR Section 106.8(b), OCR Guidelines for Title IX.

Definitions, OCR Guidelines on Sexual Harassment, Fed. Reg. Vol 62, #49, 29 CFR Sec. 1606.8 (a0 62 Fed Reg. 12033 (March 13, 1997) and 66 Fed. Reg. 5512 (January 19, 2001)

20 U.S.C. 7905 (Boy Scouts of America Equal Access Act)

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

Faragher v. City of Boca Raton, No. 97-282 (U.S. Supreme Court, June 26,1998)

Gebbs v. Lago Vista Indiana School District, No. 99-1866, (U.S. Supreme Court, June 26,1998)

Davis v. Monroe County Board of Education, No. 97-843, (U.S. Supreme Court, May 24, 1999.)

The Vietnam Era Veterans' Readjustment Act of 1974, as amended, 38U.S.C. §4212

Title II of the Genetic Information Nondiscrimination Act of 2008

Connecticut General Statutes

46a-51 Definitions (as amended by PA 17-127, PA 21-2 and PA 22-82)

46a-58 Deprivation of rights. Desecration of property. Placing of burning cross or noose on property. Penalty. (as amended by PA 17-127 and PA 22-82)

46a-60 Discriminatory employment practices prohibited. (as amended by PA 17-127 and PA 21-69 and PA 22-82)

46a-81a Discrimination on basis of sexual orientation: Definition

10-15c Discrimination in public schools prohibited. School attendance by five-year olds. (Amended by P.A. 97-247 to include "sexual orientation" and P.A. 11-55 to include "gender identity or expression")

10-153 Discrimination on account of marital status.

17a-101 Protection of children from abuse.

PA 17-127, An Act Concerning Discriminatory Practices Against Veterans, Leaves of Absence for National Guard Members...

Public Law 111-256

Meacham v. Knolls Atomic Power Laboratory 128 S.Ct. 2395, 76 U.S.L.W. 4488 (2008)

Mission – Goals – Objectives

Nondiscrimination

Legal Reference: (continued)

Federal Express Corporation v. Holowecki 128 S.Ct. 1147, 76 U.S.L.W. 4110 (2008)

Kentucky Retirement Systems v. EEOC 128 S.Ct. 2361, 76 U.S.L.W. 4503 (2008)

Sprint/United Management Co. v. Mendelsohn 128 S.Ct. 1140, 76 U.S.L.W. 4107 (2008)

Bostock v. Clayton County, Georgia, 140 S.Ct. 1731, 2020 WL3146686 (June 15, 2020)

2024 Amendments to the U.S. Department of Education’s Title IX Regulations (“Final Rule”)

Policy adopted:
cps 7/24

A separate policy on this issue.

Students

Search and Seizure

Use of Metal Detectors

Version #1

When the administration has reasonable cause to believe that weapons are in the possession of unidentified students, when there has been a pattern of weapons found at school or when violence involving weapons has occurred at the school or at school sponsored events, the administration shall be authorized to use stationary or mobile metal detectors in accordance with procedures approved by the Board. Any search of a student's person as a result of the activation of the detector shall be conducted in private in accordance with the policy on personal searches.

Version #2

In view of the escalating presence of weapons in our schools, the Board authorizes the use of hand-held or walk-through metal detectors to check a student's person or personal effects as follows:

School officials or law enforcement officers may conduct metal detector checks of groups of individuals if the checks are done in a minimally-intrusive, nondiscriminatory manner (e.g., on all students in a randomly selected class; on every third individual entering an athletic event). Metal detector checks of groups of individuals may not be used to single out a particular individual or category of individuals.

If a school official or a law enforcement officer has reasonable suspicion to believe that a particular student is in possession of an illegal or unauthorized metal-containing object or weapon, he or she may conduct a metal detector check of the student's person and personal effects.

A student's failure to permit a metal detector check as provided in this policy will be considered grounds for disciplinary action.

The Superintendent shall develop regulations for implementing this policy.

Language to include in either version:

Upon enrollment and at the beginning of each school year, students and parents/guardians shall receive notice that the district uses metal detector checks as part of its program to promote safety and deter the presence of weapons. Signs shall be posted at all schools to explain that anyone may be scanned by metal detector for guns, knives or other illegal weapons when on campus or attending athletic or extracurricular events.

Students

Search and Seizure

Use of Metal Detectors (continued)

(cf. 5145.12 - Search and Seizure)

Legal Reference: Connecticut General Statutes

10-221 Boards of education to prescribe rules.

New Jersey v T.L.O., 53 U.S.L.W. 4083 (1985)

PA 94-115 An Act Concerning School Searches.

Policy adopted:

cps 7/00

A suggested regulation on this topic. Due to the lack of court decision on this issue, it is recommended that the regulation be approved by the Board.

Students

Search and Seizure

Use of Metal Detectors

The use of metal detectors in District schools are subject to the following procedures:

1. A notice will be posted in a central location at each (middle and high) school stating that weapons are not permitted at school and that students may be required to submit to a metal detector check. In addition, the metal detector policy will be included in future publications of the Student Code of Conduct and in Student/Parent Handbooks.
2. Before conducting the metal detector checks, the Building Principal or his/her designee or law enforcement officer ("officer") will enter the classroom and explain the scanning process to students in the class, emphasizing that the checks are intended to maintain safe schools.
3. Before walk-through, students shall be asked to empty their pockets of metal objects.
4. After an initial activation occurs, students shall be asked to walk through a second time.
5. If a second activation occurs, a hand-held metal detector will be used.
6. If the activation is not eliminated or explained, staff shall escort the student to a private area.
7. In the private area, an expanded search shall be conducted by a staff member of the same gender as the student, in the presence of an adult witness.

Note: Upon activation of the detector, any subsequent search should be limited to the detection of the metal that caused the activation in the first place. For example, a school official should not use the fact of the activation to search a container which could obviously not hold a weapon.

8. The search shall be limited to the detection of weapons.

Students

Search and Seizure

Use of Metal Detectors (continued)

Metal Detector Checks of Individual Students

Before conducting a metal detector check of an individual student, the administrator or officer must have individualized reasonable suspicion that the student is in possession of an illegal or unauthorized metal-containing object or weapon. The provisions of the Board Policy regarding personal searches shall be followed under these circumstances.

If a properly conducted search yields a weapon or any other illegal material, it shall be turned over to the proper legal authorities for ultimate disposition.

Regulation approved:

cps 7/00

Administration

Recruitment and Appointment of Superintendent

The appointment of a Superintendent of Schools is a Board of Education responsibility. The Board of Education may seek the advice and counsel of interested individuals or of an advisory committee, and it may choose consultants to assist in the selection. However, final selection shall rest with the Board of Education after thorough consideration of qualified applicants.

Candidates must hold Connecticut certification as a superintendent (093). A background check of professional qualification is essential. This must include contacting references both orally and in writing. The Board will seek to find the person it believes can most effectively translate into action: the policies of the Board, the aspirations of the community, and the fostering of a diverse professional staff.

The Board of Education will, by majority vote, elect and fix the term of office (not to exceed three (3) years) and the salary of the Superintendent of Schools who shall serve as executive officer of the Board of Education and who shall have authority and responsibility for the supervision of the school system.

The Board of Education must submit the name and address of the candidate who accepts the election as a new Superintendent of Schools to the Commissioner of Education within seven (7) days of the decision. The Commissioner of Education shall inform the Board of Education, in writing, of the certification status of the candidate, within fourteen (14) days after receiving the name of the candidate from the Board of Education.

Contract

At the time of employment or reemployment, the Board of Education shall provide a written contract of employment which shall include, but not be limited to, salary, employment benefits, and term of office of such Superintendent of Schools.

Duties and Responsibilities

The Superintendent of Schools shall be the chief executive officer of the Board of Education and the administrative head of all Bristol schools. As such, he/she shall comply with all statutes and regulations as prescribed by law, will delegate authority for the operation of various segments of the school system, and shall be responsible to the Board of Education for the results produced. Specific responsibilities shall include but not be limited to:

1. Administer the development and maintenance of a positive educational program designed to meet the needs of Bristol students and to carry out the policies of the Board of Education;

2. Recommend the number and types of positions required to provide proper personnel for the operation of such a program;
3. Recommend policies on organization, finance, instruction, school facilities, and other functions of the school program;
4. Nominate candidates for administrative and teaching appointment, subject to final approval of the Board of Education;
5. Evaluate all administrators on an annual basis;
6. Confer periodically with professional and lay groups concerning the school program and transmit to the Board of Education suggestions gained from such conferences;
7. Supervise the preparation and presentation of the annual budget to the Board of Education for its approval;
8. Keep the Board of Education continually informed on the progress and condition of the schools;
9. Attend and participate in all meetings of the Board of Education unless directed otherwise;
10. Conduct a continuous study of the Bristol School system's curricula; and
11. Collaborate and communicate with the Mayor and other City officials as to the needs of the school system.

Superintendent of Schools Evaluation

Annually, the Board of Education will evaluate the Superintendent of Schools in accordance with guidelines and criteria mutually determined and agreed upon by both the Board of Education and the Superintendent of Schools.

Legal Reference: Connecticut General Statutes

[10-145](#) Certificate necessary to employment. Forfeiture for non-compliance.

[10-157](#) Superintendents. Relationship to local or regional board of education; written contract of employment, evaluation of superintendent by board of education, (as amended by P.A. [12-16](#), An Act Concerning Educational Reform)

[10-222](#) Reports to state board of education.

Policy Adopted: August 25, 1993

Policy Revised: June 5, 2019

BRISTOL BOARD OF EDUCATION

Bristol, Connecticut