

Policy Committee Meeting

Wednesday, February 11, 2026 7:00 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**

2.1. Regular Policy Meeting Minutes - January 28, 2026

3. **Public Comment**

4. **Review and Possible Action on the Following Policies :**

4.1. Policy 4117.4: Nonrenewal/Suspension of Certified Staff

4.2. Policy 6141.328 Instruction, Bring Your Own Device (BYOD) and Protocol for the Use of Personal Technology in the Schools

5. **Adjournment**

The minutes presented within this document summarize the discussion of the Policy Committee meeting. To view the meeting in its entirety and hear full reports, please click the following link: [1/28/2026-Regular Policy Meeting](#)



Regular Policy Committee Meeting Minutes
January 28, 2026

A Bristol Board of Education Regular Policy Committee Meeting was held on January 28, 2026 at 6:00 P.M. in the BoE Auditorium and via the Zoom meeting platform.

Present: Chair Shelby Pons , Commissioners: Lorianne Osenkowski, Jill Fitzsimons-Bula and Kara Ledger

Absent: Maria Simmons

Also Present: Deputy Superintendent Mary Hawk (6:05 p.m.) and Chief of Talent Management Joseph Grabowski .

1. Call to Order/ Pledge of Allegiance

The meeting was called to order at 6:01 P.M.

2. Approval of Minutes

2.1 10/22/2025 Regular Policy Committee Meeting Minutes

Commissioner Fitzsimons-Bula called for a motion to approve the 10/22/2025-Regular Policy Committee Meeting minutes. The motion was made by Kara Ledger and seconded by Lorianne Osenkowski.

The Policy Committee voted unanimously to approve the October 22, 2025, regular meeting minutes as written.

2.2 11/24/2025 Special Policy Committee Meeting Minutes

Commissioner Fitzsimons-Bula called for a motion to approve the 11/24/2025-Special Policy Committee Meeting minutes. The motion was made by Kara Ledger and seconded by Lorianne Osenkowski.

The Policy Committee voted unanimously to approve the November 24, 2025, special meeting minutes as written.

3. Public Comment

No public comment.

4. Review And Possible Action On The Following Policies :

4.1 Policy 2151 with Accompanying Regulation – Hiring Administrators

Chair Fitzsimons-Bula provided background on the policies being presented to the committee and noted that the Board of Education was asked to review the policies to ensure compliance with the findings of last year's audit.

Draft proposed Policy 2151 introduces a formal operational regulation developed collaboratively by the Superintendent, Deputy Superintendent, and Human Resources. The regulation is intended to formalize the District's administrative hiring guidelines in alignment with state and CSDE requirements. If Policy 2151 is approved, current Policy 2100 will be rescinded.

Committee members engaged in questions and discussion regarding the changes and differences among Policy 2151, Regulation 2151, and Policy 2100.

Commissioner Jill Fitzsimons-Bula recommended adoption of the drafted Policy 2151 and Regulation 2151 without revisions.

A motion was made by Kara Ledger and seconded by Lorianne Osenkowski to forward Policy 2151, with the accompanying regulation on Hiring Administrators, to the full Board for approval.

4.2 Policy 4111.1 – Affirmative Action / Equal Employment Opportunity

Commissioner Jill Fitzsimons-Bula provided the recommendation to update Policy 4111.1 terminology to reflect "Diverse Educators" to align with CABE and State guidance.

Fitzsimons-Bula recommended adoption of the drafted Policy 4111.1 – Affirmative Action / Equal Employment Opportunity without further revisions.

A motion was made by Kara Ledger and seconded by Lorianne Osenkowski to forward Policy 4111.1 – Affirmative Action / Equal Employment Opportunity, to the full Board for approval.

4.3 Policy 4111.3 – Increasing Educator Diversity

Commissioner Jill Fitzsimons-Bula recommended adoption of new guidance to ensure compliance with Public Act 23-167 and CSDE guidance.

Commissioner Fitzsimons-Bula noted that the Board does not currently have a comparable policy. Chair Pons stated that the proposed policy is based on the CABE Policy Model and that no revisions were made.

Committee members discussed the addition of language requiring annual reporting to the Board. Joseph Grabowski, Chief of Talent Management, shared that annual reporting is not required by the state. The Committee agreed to revise draft Policy 4111.3 to require the Chief of Talent Management to report annually to the Board of Education as part of the hiring report.

Commissioner Jill Fitzsimons-Bula recommended adoption of draft Policy 4111.3 – Increasing Educator Diversity, as revised.

A motion was made by Kara Ledger and seconded by Lorianne Osenkowski to forward Policy 4111.3 – Increasing Educator Diversity to the full Board for approval.

4.3 Policy 2100 – Administrative Staff Organization

Commissioner Jill Fitzsimons-Bula recommended rescinding of Policy 2100 - Administrative Staff Organization.

A motion was made by Kara Ledger and seconded by Lorianne Osenkowski to forward the rescinding of Policy 2100 - Administrative Staff Organization, to the full Board for approval.

5. New Business

5.1 2026 Policy Committee Meeting Dates

Commissioner Jill Fitzsimons-Bula presented the revised 2026 Regular Policy Committee meeting dates to the Committee, noting the time change to follow the Finance & Operations Committee meetings and that the meetings will now be held on the second Wednesday of each month.

Committee members engaged in questions and discussion regarding the proposed dates.

Motion Passed: A motion was made by Commissioner Osenkowski and seconded by Commissioner Ledger to approve the 2026 Policy Committee meeting dates.

6. Adjournment

Commissioner Fitzsimons- Bula adjourned the Regular Policy Committee Meeting at 6:24 P.M.

Respectfully Submitted,



Recording Secretary
Bristol Board of Education

Another version to consider.

Personnel - Certified

Dismissal/Suspension

Suspension

The Board of Education may suspend a certified employee for an alleged or actual violation of any of the reasons for termination in Connecticut General Statute 10-151(b) when insufficient cause for dismissal is considered to exist, or may be suspended pending Board or legal action for dismissal of the employee on charges of violation of one or more of said causes for termination. The Superintendent may suspend an employee pending Board action when, in the opinion of the Superintendent continuation of the employee in the position presents a clear danger to the students, staff, property or reputation of the district or to the employee. The Board of Education may also suspend certified employees on the grounds of mental illness as determined by statutory requirements.

Dismissal/Termination

No certified employee shall be dismissed from the service of the schools without cause. The District will use the standards articulated by the State Department of Education for defining teacher effectiveness and ineffectiveness in the District's teacher evaluation plan. During the first four years of employment a certified employee may be dismissed provided that the employee is notified in writing prior to May 1st. A teacher so notified may request a written statement of the reasons for non-renewal of the contract, not later than three calendar days after such teacher receives the notice of non-renewal and the district will furnish such statement not later than five calendar days of the receipt of the request.

Procedures for a hearing on non-renewal of a contract shall be those given in C.G.S. 10-151(c) as amended. Beginning with and subsequent to the fifth year of continuous employment, no certified employee shall be terminated except for those reasons given in C.G.S. 10-151(b). If a tenured teacher is notified that termination is under consideration due to incompetence, the determination of incompetence or ineffectiveness will be based on evaluation of the teacher using teacher evaluation guidelines pursuant to section 10-151b, as amended. Procedures for termination shall be those itemized in C.G.S. 10-151(d), as amended.

Legal Reference: Connecticut General Statutes
10-151(b) Employment of teachers. Definitions. Tenure, etc.
(as amended by P.A. 12-116, An Act Concerning Educational Reform)
10-151(c) Employment of teachers. (as amended by P.A. 11-136, An Act Concerning Minor Revisions to the Education Statutes
Connecticut Guidelines for Educator Evaluation adopted by the State Board of Education, June 27, 2012.
Connecticut's System for Educator Evaluation and Development (SEED)
Shanbrom v. Orange Board of Education, 2 Conn. L. Rpts. 396, 398 (1990)

Policy adopted:

rev 5/12
rev 3/13

An expanded version of this policy.

Personnel - Certified

Administrative Leave/Suspension/Dismissal

Dismissal

1. Non-tenured Teachers

The contract for employment of a teacher who has not attained tenure may be terminated at any time for any of the reasons enumerated below:

- a. Inefficiency or incompetence, or ineffectiveness*

**Note: A teacher may be terminated, on or after July 1, 2014 on the grounds that he/she is “ineffective” provided that determination is based on evaluation of the teacher using teacher evaluation guidelines established pursuant to C.G.S. 10-151(b), as amended, by P.A. 12-116*

- b. Insubordination against reasonable rules of the Board of Education
- c. Moral misconduct
- d. Disability, as shown by competent medical evidence
- e. Elimination of the position to which the teacher was appointed or loss of a position to another teacher, in accordance with C.G.S 10-151(d)(5)
- f. Other due and sufficient cause

A novice teacher shall generally be deemed effective if said educator receives at least two sequential “proficient” ratings, one of which must be earned in the fourth year of the novice teacher’s career. A “below standard” rating shall only be permitted in the first year of a novice teacher’s career, assuming a pattern of growth of “developing” in year two and two sequential “proficient” ratings in years three and four. The Superintendent shall offer a contract to any educator he/she is deeming effective at the end of year four.

Otherwise, the contract of such teacher shall be continued into the next school year unless such teacher receives a written notice by May 1st in one school year that such contract will not be renewed for the following year. A teacher may request not later than three (3) calendar days after the teacher receives such notice of non-renewal or termination, statement of reason(s) therefore and the district will furnish such a statement not later than four (4) calendar days of the receipt of the request. The teacher is entitled to a hearing upon written request filed with the Board not later than ten (10) calendar days after receipt of notice. The hearing shall be conducted before the Board, a subcommittee of the Board, or if indicated in such request and if designated by the Board, before a single impartial hearing officer chosen by the teacher and the Superintendent in accordance with law. The hearing shall commence not later than fifteen (15) calendar days of such request unless the parties mutually agree to an extension not to exceed fifteen calendar days.

Personnel - Certified

Administrative Leave/Suspension/Dismissal

Dismissal (continued)

The impartial hearing officer or a subcommittee of the Board of Education of three or more Board members, if the Board designates a subcommittee to conduct hearings, shall submit written findings and recommendation to the Board for final disposition.

A teacher who has not attained tenure and whose contract is terminated for any of the reasons under 1(a-d), above, shall have the right to appeal in accordance with the provisions of subsection (e) of C.G.S. 10-151. No right of appeal shall exist if the reason for such non-renewal is either elimination of position or loss of position to another teacher. A non-tenured teacher is not entitled to a hearing concerning non-renewal if the reason for such non-renewal is either elimination of position or loss of position to another teacher.

2. Tenured Teachers

The contract for employment of a teacher who has attained tenure shall be continued from school year to school year, except that it may be terminated at any time for one or more of the following reasons:

- a. Inefficiency, incompetence, or ineffectiveness

****Note: A teacher may be terminated, on or after July 1, 2014 on the grounds that he/she is "ineffective" provided that determination is based on evaluation of the teacher using teacher evaluation guidelines established pursuant to C.G.S. 10-151(b), as amended, by P.A. 12-116***

- b. Insubordination against reasonable rules of the Board of Education
- c. Moral misconduct
- d. Disability, as shown by competent medical evidence
 - e. Elimination of the position to which the teacher was appointed or loss of a position to another teacher, in accordance with C.G.S 10-151(d)(5)
- f. Other due and sufficient cause

A tenured teacher shall generally be deemed ineffective if said teacher receives at least two sequential "developing" ratings or one "below standard" rating at any time.

Personnel - Certified

Administrative Leave/Suspension/Dismissal

2. Tenured Teachers (continued)

Prior to terminating a contract the Board of Education shall vote to give the teacher concerned a written notice including the reason for such consideration of termination, that termination of such teacher is under consideration not later than ten calendar days after receipt of written notice that contract termination is under consideration, such teacher may file with such Board a written request for a hearing. Such hearing shall commence not later than fifteen calendar days after receipt of such request, unless the parties mutually agree to an extension not to exceed fifteen calendar days, before the Board of Education or a subcommittee of the Board or, if indicated in such request or if designated by the Board before a single impartial hearing officer chosen by the teacher and the Superintendent.

If the parties are unable to agree upon the choice of a hearing officer not later than five (5) calendar days after the decision to use a hearing officer, the officer shall be selected with the assistance of the American Arbitration Association. If the hearing officer is not selected with the assistance of such Association after five days, the hearing shall be held before the Board or a Board subcommittee.

When the reason for termination is incompetence or ineffectiveness, the hearing shall (a) address the question of whether the performance evaluation ratings of the teacher were determined in good faith according to the required evaluation procedures, (C.G.S. 10-15b as amended) and (b) were reasonable in light of the evidence presented. The hearing on incompetence and ineffectiveness is limited to twelve total hours of evidence and testimony, with each side allowed not more than six hours to present evidence and testimony. The Board, Board subcommittee or impartial hearing officer may extend the time period for evidence and testimony at the hearing when good cause is shown.

Within forty-five (45) calendar days after receipt of the request for a hearing, the hearing officer or Board subcommittee, unless the parties mutually agree to an extension, not to exceed fifteen (15) calendar days shall submit findings and recommendation to the Board of Education as to the disposition of the charges against the teacher, and shall send a copy of such findings and recommendation to the teacher. The Board of Education shall give the teacher concerned its written decision not later than fifteen (15) calendar days of receipt of the written recommendation. If the hearing is before the Board of Education, the Board shall render its decision not later than fifteen (15) calendar days after the close of such hearing, and shall send a copy of its decision to the teacher.

Any teacher aggrieved by the decision may appeal within thirty (30) calendar days of such decision to the Superior Court.

Personnel - Certified

Administrative Leave/Suspension/Dismissal

Suspension

The Superintendent may place an employee on Administrative Leave with pay or suspend an employee without pay in accordance with Policy 4117. The Superintendent may further bring a recommendation to the Board for action when, in the opinion of the Superintendent, continuation of the employee in the position presents a clear danger to the students, staff, or property of the school system.

(cf. 4115 – Evaluation and Support Program)

(cf. 4117 – Administrative Leave and Disciplinary Action/Suspension/Dismissal)

Legal Reference: Connecticut General Statutes

10-151(b) Employment of teachers. Definitions. Tenure, etc.
(as amended by P.A. 12-116, An Act Concerning Educational Reform)

10-151(c) Employment of teachers. (as amended by PA 11-136)

P.A. 95-58 An Act Concerning Teacher Evaluations, Tenure and Dismissal.

P.A. 97-247 An Act Concerning Revisions to the Education Statutes.

Connecticut Guidelines for Educator Evaluation adopted by
the State Board of Education, June 27, 2012.

Connecticut's System for Educator Evaluation and Development (SEED)

Shanbrom v. Orange Board of Education, 2 Conn. L. Rpts. 396, 398 (1990)

Americans with Disabilities Act

Policy adopted:

cps 5/04

rev 7/11

rev 5/12

rev 3/13

A sample regulation.

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Non-Renewal Termination

I. Procedure for Recommendation of Non-Renewal or Termination

A. Non-Renewal of Probationary Contracts (non-tenure)

1. Recommendation to the Board and action by the Board to not renew the contract.

In the case of non-renewal of a non-tenure teacher's contract, the Superintendent of Schools shall, prior to May 1, present to the Board of Education a list of the names of those teachers, if any, whose contracts he/she recommends not be renewed by the Board of Education. Upon receipt of the Superintendent's recommendation, the Board of Education shall consider such recommendation in executive session and shall, vote on the question of individual contract renewal. The Board of Education may vote to not renew the teaching of any non-tenure, probationary teacher by a motion in the following form: "Be it resolved, that the contract of employment of _____ not be renewed upon its expiration on June 30, 20__, and that the Superintendent is authorized to give written notice to _____ of this action."

2. Notice to the Employee.

Such notice as above authorized must be given to the teacher, in writing, no later than May 1. Notice will be served by first class registered mail, and may also be hand-delivered with delivery acknowledged by the teacher's signature on a copy of said notice.

B. Termination of Contracts (tenure or non-tenure)

1. The recommendation of termination to the Board and action by the Board.

The Board of Education may consider at any time during the school year the termination of any contract of employment of a certificated employee of the Board of Education upon recommendation of the Superintendent. Upon the recommendation that the teaching contract of any certified employee of the Board of Education be terminated, the Board of Education may vote to authorize the Superintendent to notify the employee concerned that termination of his or her employment contract is under consideration, by a motion in the following form: "Be it resolved, that the Superintendent notify in writing, _____, that termination of his (or her) contract of employment is under consideration."

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Non-Renewal Termination

B. Termination of Contracts (tenure or non-tenure) (continued)

2. Notice to the employee.

Such notice as above authorized will be in the following form: "This is to notify you that termination of your contract of employment is under consideration."

Notice will be served by first class registered mail.

II. Statement of Reasons

A. Non-Renewal or Termination of Probationary Teaching Contracts (Non-Tenured Personnel)

Upon receipt of notification of non-renewal, the employee concerned not later than three calendar days after receipt of such non-renewal notice request in writing, a statement of reasons. The District shall furnish such statement of reason(s) not later than four calendar days of the receipt of the written request.

B. Proposed Contract Termination (tenure)

The written notification of termination shall contain a statement of the reasons for such consideration of termination. The statement of reasons shall recite one or more of the six statutory reasons, with sufficient specificity to enable the teacher to understand the charges against him or her.

C. Determination of Effectiveness and Ineffectiveness

The District shall use the guidance provided by the State Department of Education in its Connecticut Guidelines for Educator and Leader Evaluation and Support (2023).

III. Request for Hearing

A. Non-Renewal of Contract (non-tenure)

Upon receipt of notice of non-renewal the teacher may, upon written request filed not later than ten (10) calendar days after the receipt of said notice of termination or non-renewal, be entitled to a hearing before the Board of Education or, if indicated in such request and if designated by the Board, before an impartial hearing officer, chosen by the teacher and the Superintendent to be held within fifteen (15) calendar days of such request in accordance with the procedure outlined in Section IV for the conduct of such a hearing.

A teacher who has been non-renewed due to the elimination of his/her position or the loss of his/her position to another teacher shall not be entitled to a hearing.

Personnel - Certified**Non-Renewal Termination****III. Request for Hearing (continued)****B. Termination of Contract (tenure or non-tenure)**

Not later than ten (10) calendar days of receipt of notice that contract termination is under consideration, the teacher concerned may request in writing, filed with the Board of Education, a hearing which will be held not later than fifteen (15) calendar days after receipt of such request by the Board of Education unless the parties mutually agree to an extension, not to exceed fifteen (15) calendar days. In lieu of such a hearing the teacher concerned may request, or the Board of Education may designate, that a hearing be held before a single impartial hearing officer if the parties mutually agree, established and conducted in accordance with the provisions of Section 10-151 of the Connecticut General Statutes, as amended. Either hearing shall be public if the teacher so requests or the Board of Education so designates.

Termination hearings for incompetence and ineffectiveness shall be limited to a total of twelve (12) hours of evidence and testimony, six for each side. The Board, Board sub-committee or hearing officer may extend the time for good cause shown. Hearings on termination for incompetence or ineffectiveness must address whether the teacher's performance ratings were (a) determined in good faith according to the required evaluation procedures and (b) reasonable in light of the evidence presented.

IV. Decision of the Board of Education

If a teacher dismissal hearing is held before the Board of Education, the Board shall render its decision not later than fifteen (15) calendar days of such hearing, and shall send a copy of its decision to the teacher concerned. A copy of a transcript of the proceedings of any termination hearing shall be furnished by the Board of Education, upon written request by the teacher, within fifteen (15) days of the Board's decision, provided the teacher shall assume the cost of any such copy.

If a termination hearing is held before a subcommittee of the Board or hearing officer, such bodies, within forty-five calendar days after receipt of the request for a hearing, unless the parties mutually agree to an extension not to exceed fifteen (15) calendar days, shall submit written findings and a recommendation to the Board of Education as to the disposition of the charges against the teacher. The teacher shall be given the decision of the Board of Education not later than fifteen (15) calendar days of receipt of the written recommendation of the impartial hearing panel, subcommittee or hearing officer.

Personnel - Certified

Non-Renewal Termination

Legal Reference: Connecticut General Statutes

10-151 Employment of Teachers Definitions (as amended by P.A. 11-136 and P.A. 12-116, An Act Concerning Educational Reform)
Notice and hearing on failure to renew or termination of contract. Appeal

Connecticut Guidelines for Educator Evaluation adopted by the State Board of Education, June 27, 2012.

Connecticut's System for Educator Evaluation and Development (SEED)

Connecticut Guidelines for Educator and Leader Evaluation and Support, 2023

Regulation approved:

rev 3/13

rev 7/24

https://www.cga.ct.gov/2023/pub/chap_166.htm#sec_10-151

Sec. 10-151. Employment of teachers. Definitions. Tenure. Notice and hearing on failure to renew or termination of contract. Appeal.

(a) For the purposes of this section:

(1) “Board of education” means a local or regional board of education, a cooperative arrangement committee established pursuant to section [10-158a](#), or the board of trustees of an incorporated or endowed high school or academy approved pursuant to section [10-34](#), which is located in this state;

(2) “Teacher” includes each certified professional employee below the rank of superintendent employed by a board of education for at least ninety calendar days in a position requiring a certificate issued by the State Board of Education;

(3) “Continuous employment” means that time during which the teacher is employed without any break in employment as a teacher for the same board of education;

(4) “Full-time employment” means a teacher's employment in a position at a salary rate of fifty per cent or more of the salary rate of such teacher in such position if such position were full-time;

(5) “Part-time employment” means a teacher's employment in a position at a salary rate of less than fifty per cent of the salary rate of such teacher in such position, if such position were full-time;

(6) “Tenure” means:

(A) The completion of forty school months of full-time continuous employment for the same board of education, provided the superintendent offers the teacher a contract to return for the following school year on the basis of effective practice as informed by performance evaluations conducted pursuant to section [10-151b](#). For purposes of calculating continuous employment towards tenure, the following shall apply:

(i) For a teacher who has not attained tenure, two school months of part-time continuous employment by such teacher shall equal one school month of full-time continuous employment except, for a teacher employed in a part-time position at a salary rate of less than twenty-five per cent of the salary rate of a teacher in such position, if such position were full-time, three school months of part-time continuous employment shall equal one school month of full-time continuous employment; (ii) a teacher who has not attained tenure shall not count layoff time towards tenure, except that if such teacher is reemployed by the same board of education within five calendar years of the layoff, such teacher may count the previous continuous employment immediately prior to the layoff towards tenure; (iii) a teacher who has not attained tenure shall not count authorized leave time towards tenure if such time exceeds ninety student school days in any one school year, provided only the student school days worked that year by such teacher shall count towards tenure and shall be computed on the basis of eighteen student school days or the greater fraction thereof equaling one school month; (iv) for a teacher who has not attained tenure and who is employed by a local or regional board of education that enters into a cooperative arrangement

pursuant to section [10-158a](#), such teacher may count the previous continuous employment with such board immediately prior to such cooperative arrangement towards tenure; and (v) for a teacher who has not attained tenure and who is employed by a local board of education or as part of a cooperative arrangement, pursuant to section [10-158a](#), and such board or cooperative arrangement joins a regional school district, such teacher may count the previous continuous employment with such local board or cooperative arrangement immediately prior to employment by the regional board of education towards tenure.

(B) For a teacher who has attained tenure prior to layoff, tenure shall resume if such teacher is reemployed by the same board of education within five calendar years of the layoff.

(C) Except as provided in subparagraphs (B) and (D) of this subdivision, any teacher who has attained tenure with any one board of education and whose employment with such board ends for any reason and who is reemployed by such board or is subsequently employed by any other board, shall attain tenure after completion of twenty school months of continuous employment, provided the superintendent offers the teacher a contract to return for the following school year on the basis of effective practice as informed by performance evaluations conducted pursuant to section [10-151b](#). The provisions of this subparagraph shall not apply if, (i) prior to completion of the twentieth school month following commencement of employment by such board such teacher has been notified in writing that his or her contract will not be renewed for the following school year, or (ii) for a period of five or more calendar years immediately prior to such subsequent employment, such teacher has not been employed by any board of education.

(D) For a teacher who has attained tenure and is employed by a local or regional board of education that enters into a cooperative arrangement pursuant to section [10-158a](#), such teacher shall not experience a break in continuous employment for purposes of tenure as a result of such cooperative arrangement.

(E) For a teacher who has attained tenure and is employed by a local board of education or as part of a cooperative arrangement, pursuant to section [10-158a](#), and such board or cooperative arrangement joins a regional school district, such teacher shall not experience a break in continuous employment for purposes of tenure as a result of joining such regional school district.

(7) "School month" means any calendar month other than July or August in which a teacher is employed as a teacher at least one-half of the student school days.

(b) Any board of education may authorize the superintendent to employ teachers. Any superintendent not authorized to employ teachers shall submit to the board of education nominations for teachers for each of the schools in the town or towns in such superintendent's jurisdiction and, from the persons so nominated, teachers may be employed. Such board shall accept or reject such nominations not later than thirty-five calendar days from their submission. Any such board of education may request the superintendent to submit multiple nominations of qualified candidates, if more than one candidate is available for nomination, for any supervisory or administrative position, in which case the superintendent shall submit such a list and may place the candidates on such list in the order in which such superintendent recommends such candidates. If such board rejects such nominations, the superintendent shall submit to such board other nominations and such board may employ teachers from the persons so

nominated and shall accept or reject such nominations not later than one month from their submission. Whenever a superintendent offers a teacher who has not attained tenure a contract to return for another year of employment, such offer shall be based on records of evaluations pursuant to subsection (a) of section [10-151b](#). The contract of employment of a teacher shall be in writing.

(c) The contract of employment of a teacher who has not attained tenure may be terminated at any time for any of the reasons enumerated in subdivisions (1) to (6), inclusive, of subsection (d) of this section; otherwise the contract of such teacher shall be continued into the next school year unless such teacher receives written notice by May first in one school year that such contract will not be renewed for the following year. Upon the teacher's written request, not later than three calendar days after such teacher receives such notice of nonrenewal or termination, a notice of nonrenewal or termination shall be supplemented not later than four calendar days after receipt of the request by a statement of the reason or reasons for such nonrenewal or termination. Such teacher, upon written request filed with the board of education not later than ten calendar days after the receipt of notice of termination, or nonrenewal shall be entitled to a hearing, except as provided in this subsection, (1) before the board, or (2) if indicated in such request and if designated by the board, before an impartial hearing officer chosen by the teacher and the superintendent in accordance with the provisions of subsection (d) of this section. Such hearing shall commence not later than fifteen calendar days after receipt of such request unless the parties mutually agree to an extension not to exceed fifteen calendar days. The impartial hearing officer or a subcommittee of the board of education, if the board of education designates a subcommittee of three or more board members to conduct hearings, shall submit written findings and recommendations to the board for final disposition. The teacher shall have the right to appear with counsel of the teacher's choice at the hearing. A teacher who has not attained tenure shall not be entitled to a hearing concerning nonrenewal if the reason for such nonrenewal is either elimination of position or loss of position to another teacher. The board of education shall rescind a nonrenewal decision only if the board finds such decision to be arbitrary and capricious. Any such teacher whose contract is terminated for the reasons enumerated in subdivisions (3) and (4) of subsection (d) of this section shall have the right to appeal in accordance with the provisions of subsection (e) of this section.

(d) The contract of employment of a teacher who has attained tenure shall be continued from school year to school year, except that it may be terminated at any time for one or more of the following reasons: (1) Inefficiency, incompetence or ineffectiveness, provided, if a teacher is notified on or after July 1, 2014, that termination is under consideration due to incompetence or ineffectiveness, the determination of incompetence or ineffectiveness is based on evaluation of the teacher using teacher evaluation guidelines established pursuant to section [10-151b](#); (2) insubordination against reasonable rules of the board of education; (3) moral misconduct; (4) disability, as shown by competent medical evidence; (5) elimination of the position to which the teacher was appointed or loss of a position to another teacher, if no other position exists to which such teacher may be appointed if qualified, provided such teacher, if qualified, shall be appointed to a position held by a teacher who has not attained tenure, and provided further that determination of the individual contract or contracts of employment to be terminated shall be made in accordance with either (A) a provision for a layoff procedure agreed upon by the board of education and the exclusive employees' representative organization, or (B) in the absence of such agreement, a written policy of the board of education; or (6) other due and sufficient cause. Nothing in this section or in any

other section of the general statutes or of any special act shall preclude a board of education from making an agreement with an exclusive bargaining representative which contains a recall provision. Prior to terminating a contract, the superintendent shall give the teacher concerned a written notice that termination of such teacher's contract is under consideration and give such teacher a statement of the reasons for such consideration of termination. Not later than ten calendar days after receipt of written notice by the superintendent that contract termination is under consideration, such teacher may file with the local or regional board of education a written request for a hearing. A board of education may designate a subcommittee of three or more board members to conduct hearings and submit written findings and recommendations to the board for final disposition in the case of teachers whose contracts are terminated. Such hearing shall commence not later than fifteen calendar days after receipt of such request, unless the parties mutually agree to an extension, not to exceed fifteen calendar days (A) before the board of education or a subcommittee of the board, or (B) if indicated in such request or if designated by the board before an impartial hearing officer chosen by the teacher and the superintendent. If the parties are unable to agree upon the choice of a hearing officer not later than five calendar days after the decision to use a hearing officer, the hearing officer shall be selected with the assistance of the American Arbitration Association using its expedited selection process and in accordance with its rules for selection of a neutral arbitrator in grievance arbitration. If the hearing officer is not selected with the assistance of such association after five days, the hearing shall be held before the board of education or a subcommittee of the board. When the reason for termination is incompetence or ineffectiveness, the hearing shall (i) address the question of whether the performance evaluation ratings of the teacher were determined in good faith in accordance with the program adopted by the local or regional board of education pursuant to section [10-151b](#) and were reasonable in light of the evidence presented, and (ii) be limited to twelve total hours of evidence and testimony, with each side allowed not more than six hours to present evidence and testimony except the board, subcommittee of the board or impartial hearing officer may extend the time period for evidence and testimony at the hearing when good cause is shown. Not later than forty-five calendar days after receipt of the request for a hearing, the subcommittee of the board or hearing officer, unless the parties mutually agree to an extension not to exceed fifteen calendar days, shall submit written findings and a recommendation to the board of education as to the disposition of the charges against the teacher and shall send a copy of such findings and recommendation to the teacher. The board of education shall give the teacher concerned its written decision not later than fifteen calendar days after receipt of the written recommendation of the subcommittee or hearing officer. Each party shall share equally the fee of the hearing officer and all other costs incidental to the hearing. If the hearing is before the board of education, the board shall render its decision not later than fifteen calendar days after the close of such hearing and shall send a copy of its decision to the teacher. The hearing shall be public if the teacher so requests or the board, subcommittee or hearing officer so designates. The teacher concerned shall have the right to appear with counsel at the hearing, whether public or private. A copy of a transcript of the proceedings of the hearing shall be furnished by the board of education, upon written request by the teacher within fifteen days after the board's decision, provided the teacher shall assume the cost of any such copy. Nothing herein contained shall deprive a board of education or superintendent of the power to suspend a teacher from duty immediately when serious misconduct is charged without prejudice to the rights of the teacher as otherwise provided in this section.

(e) Any teacher aggrieved by the decision of a board of education after a hearing as provided in subsection (d) of this section may appeal therefrom, not later than thirty calendar days after such decision, to the Superior Court. Such appeal shall be made returnable to said court in the same manner as is prescribed for civil actions brought to said court. Any such appeal shall be a privileged case to be heard by the court as soon after the return day as is practicable. The board of education shall file with the court a copy of the complete transcript of the proceedings of the hearing and the minutes of board of education meetings relating to such termination, including the vote of the board on the termination, together with such other documents, or certified copies thereof, as shall constitute the record of the case. The court, upon such appeal, shall review the proceedings of such hearing. The court, upon such appeal and hearing thereon, may affirm or reverse the decision appealed from in accordance with subsection (j) of section [4-183](#). Costs shall not be allowed against the board of education unless it appears to the court that it acted with gross negligence or in bad faith or with malice in making the decision appealed from.

(1949 Rev., S. 1438; 1949, 1955, S. 938d; 1959, P.A. 625; 1961, P.A. 480; 556; February, 1965, P.A. 278; 1969, P.A. 532; 1971, P.A. 61; P.A. 73-456, S. 1, 2; P.A. 74-278, S. 3, 5; P.A. 75-435; 75-615; P.A. 76-436, S. 297, 681; P.A. 78-218, S. 99; 78-280, S. 1, 127; P.A. 79-90; 79-504, S. 1, 4; P.A. 80-354, S. 1-3; P.A. 81-216, S. 1, 2; P.A. 82-257; P.A. 83-398, S. 1, 2; P.A. 85-230; 85-343, S. 1, 2, 5; P.A. 86-22, S. 1, 2; P.A. 95-58, S. 2, 4; P.A. 97-247, S. 25, 27; P.A. 00-13, S. 1, 2; P.A. 01-173, S. 16, 67; P.A. 10-111, S. 9; P.A. 11-28, S. 8; 11-135, S. 10; 11-136, S. 14; P.A. 12-116, S. 57; P.A. 13-31, S. 12; 13-245, S. 4; P.A. 15-215, S. 21; P.A. 19-139, S. 2.)

History: 1959 act added Subsec. (e); 1961 acts amended Subsec. (a) by providing for the supplying of a statement of the reasons for failure to renew the contract upon request, amended Subsec. (b) to provide for giving copy of transcript to teacher and added first proviso to Subsec. (e); 1965 act added Subsec. (f) re appeals to court of common pleas; 1969 act included in Subsec. (a) provisions for filling supervisory or administrative positions; 1971 act amended Subsec. (a) to require that board accept or reject nominations within 35 days rather than within one month; P.A. 73-456 inserted new Subsec. (c) re teacher evaluations, relettering following subsections accordingly and deleted reference to supervising agents in Subsec. (d), formerly (c); P.A. 74-278 deleted Subsec. (c), relettering following subsections accordingly; P.A. 75-435 included in provisions of Subsec. (e) teachers who leave employment and are subsequently rehired in the same municipality or school district; P.A. 75-615 amended section to include provisions concerning hearings before impartial hearing panels; P.A. 76-436 amended Subsec. (f) to substitute superior court for court of common pleas, effective July 1, 1978; P.A. 78-218 made technical changes; P.A. 78-280 deleted reference to counties in Subsec. (f); P.A. 79-90 amended Subsec. (a) to delete provision which had forbidden court appeal from decisions of impartial panel and clarified circumstances in which teachers whose contracts have been terminated may appeal; P.A. 79-504 extended provisions of section to include certified professional employees of incorporated or endowed high schools; P.A. 80-354 clarified application of provisions to professional employees of incorporated or endowed high schools by requiring them to choose coverage in Subsec. (a) and amended Subsec. (b)(5) re loss of position to another teacher and clarified provisions concerning layoffs and added to Subsec. (b) general proviso re agreements with bargaining representatives; P.A. 81-216 amended Subsec. (c) to define “continuous employment” and “part-time employment” for purposes of clarifying the provisions of the teacher fair dismissal law; P.A. 82-257 amended Subsec. (c) to require that authorized leave time be treated in the same manner as layoff

time for purposes of computing continuous employment where previously authorized leave was entirely excluded in computations; P.A. 83-398 redesignated former Subsec. (c) containing definitions as Subsec. (a), adding definitions of “board of education”, “full-time employment”, “tenure” and “school month” and redefining “part-time employment”, redesignated former Subsec. (a) as Subsec. (b) and limited provisions to employment of teachers, moved provision re termination of contract of employment previously contained in former Subsec. (a) to Subsec. (c) for teachers who have not attained tenure and Subsec. (d) for tenured teachers; and repealed former Subsec. (e) re employment and termination of contracts for tenured teachers, effective July 1, 1983, provided provisions of P.A. 83-398 shall not apply to layoff, nonrenewal or termination proceedings initiated prior to that date; P.A. 85-230 amended Subsec. (d) to provide for hearing before a single impartial hearing officer if both parties agree; P.A. 85-343 amended Subsecs. (c) and (d) to allow the board to designate a subcommittee to conduct hearings and submit written findings and recommendations to the board for final disposition in certain teacher termination cases and made technical changes; P.A. 86-22 required that findings be submitted within 90 days after receipt of the request for a hearing rather than within 15 days after the close of the hearing in Subsec. (d); P.A. 95-58 amended Subsec. (a)(2) to add employment “for at least ninety days”, Subsec. (a)(6)(A) to apply the 30 school months to teachers hired prior to July 1, 1996, and to require teachers hired after said date to be employed for 40 school months provided the superintendent offers the teacher a contract to return for the following school year, Subsec. (a)(6)(C) to change 16 to 20 school months for the attainment of tenure by teachers who previously attained tenure with the same or a different board of education, Subsec. (b) to require the superintendent to base the offer of a contract to return on the records of evaluations, Subsec. (c) to allow a terminated teacher to request and receive a statement of the reason for such termination, to remove provision for hearings for nonrenewal, to add alternative for a hearing before an impartial hearing officer, to limit extensions for the commencement of hearings to 15 days, to require the submission of written findings and recommendations to the board of education in all cases not just in the case of teachers whose contracts are terminated for the reasons stated in Subsec. (d)(5), to remove the right to an appeal for teachers terminated for the reasons enumerated in Subsec. (d)(1) and (2), Subsec. (d) to replace board of education with superintendent re notice to teachers that termination is under consideration and provision of statements in writing of the reasons upon request, to allow boards of education to designate subcommittees to conduct hearings in all cases not just terminations for the reasons stated in Subdiv. (5), to limit extensions to 15 days, to substitute agreement by the teacher and superintendent for “both parties” re hearings before single impartial hearing officers, to substitute superintendent for board of education re appointment of panels, to add provision for appointment of third panel member with the assistance of the American Arbitration Association, to reduce the time for the submission of findings from 90 to 75 days, to specify that the Subsec. does not limit the right of a superintendent to suspend a teacher and to make technical changes, deleted former Subsec. (e) specifying that the provisions of a special act regarding the dismissal or employment of teachers prevail over the provisions of the section in the event of conflict and relettered Subsecs., and amended newly designated Subsec. (e), formerly Subsec. (f), to require submission of the minutes of board of education meetings relating to the termination, including the vote of the board on termination, removed language allowing parties to the appeal to introduce evidence and added requirement that the court affirm or reverse the decision appealed from in accordance with Sec. 4-183(j), effective July 1, 1995; P.A. 97-247 amended Subsec. (c) to provide for a hearing for nonrenewal unless the contract of a teacher who has not attained

tenure is not renewed due to elimination of the position or loss of position to another teacher and to provide that the board of education rescind a nonrenewal decision only if the board finds such decision to be arbitrary and capricious, effective July 1, 1997; P.A. 00-13 amended Subsec. (d) to add requirement for the determination of incompetence to be based on evaluations, effective July 1, 2000; P.A. 01-173 amended Subsec. (d) to make technical changes, effective July 1, 2001; (Revisor's note: In 2005 the Revisors changed the reference to "subsection (f)" in the phrase "shall have the right to appeal in accordance with the provisions of subsection (f) of this section", at the end of Subsec. (c), to "subsection (e)", to correctly reflect the relettering of the subsections by P.A. 95-58); P.A. 10-111 amended Subsec. (a)(6) by replacing "subparagraph (B)" with "subparagraphs (B) and (D)" in Subpara. (C) and adding Subpara. (D) re attainment of tenure for employment in a priority school district, effective July 1, 2010; P.A. 11-28 made technical changes in Subsec. (a), effective June 3, 2011; P.A. 11-135 amended Subsec. (a) by adding provision re cooperative arrangement committee in Subdiv. (1), adding Subdiv. (6)(A)(iv) re previous continuous employment immediately prior to cooperative arrangement for purposes of attaining tenure, adding Subdiv. (6)(E) re tenured teachers employed by board that enters into cooperative arrangements, and making technical changes, effective July 1, 2011; P.A. 11-136 amended Subsec. (c) by replacing "April" with "May" and making technical changes, effective July 1, 2011; P.A. 12-116 amended Subsec. (a)(6) to redefine "tenure" by replacing "thirty" with "forty" re school months of continuous employment and adding provision re contract based on effective practice as informed by performance evaluations in Subpara. (A) and by adding provision re contract to return offered by superintendent based on effective practice as informed by performance evaluations in Subpara. (C), amended Subsec. (c) by revising time periods re statement of reasons for nonrenewal or termination and re hearing request and deleting provisions re hearing panel, amended Subsec. (d) by adding "or ineffectiveness" and replacing "July 1, 2000" with "July 1, 2014" in Subdiv. (1), deleting provision re written request filed by teacher following notice that contract is under consideration for termination, requiring request for hearing to be filed not later than 10 calendar days after receipt of written notice, deleting provisions re hearing panel, adding provision re hearing process when reason for termination is incompetence or ineffectiveness, and requiring submission of written findings and recommendation not later than 45 calendar days after receipt of hearing request, and replaced "days" with "calendar days" and made technical and conforming changes throughout, effective July 1, 2014; P.A. 13-31 made technical changes in Subsecs. (d) and (e), effective July 1, 2014; P.A. 13-245 amended Subsec. (d) by replacing "developed" with "adopted" in clause (i), effective July 1, 2014; P.A. 15-215 amended Subsec. (a)(6) by adding clause (v) re joining a regional school district in Subpara. (A) and adding Subpara. (F) re joining a regional school district, effective June 30, 2015; P.A. 19-139 amended Subsec. (a)(6) by deleting former Subpara. (D) re teacher or administrator employed by priority school district may attain tenure after ten months if such teacher or administrator previously attained tenure with another school district, redesignating existing Subparas. (E) and (F) as Subparas. (D) and (E), and making a conforming change, effective July 1, 2019.

See Sec. 4d-85 re state-wide standard for teacher and administrator competency in use of technology for instructional purposes.

See Sec. 5-242 re appointment and tenure of teachers in state institution schools.

See Sec. 17a-101i re suspension when child abused by a certified public school employee in a position requiring a certificate.

Cited. 138 C. 280; 152 C. 148. Language of former Subsec. (b) clearly concerned with defining grounds for discharge of a teacher. Id., 150. Cited. Id., 568. Section says nothing about form of notice. 165 C. 671. Right of appeal provided by former Subsec. (f) applies only to tenured teachers. 166 C. 189. Hearing re termination of teacher's contract held a "contested case" in the meaning of Sec. 4-166(2). 167 C. 368. Right of appeal is granted by section only to tenured teachers; teacher employed who does not have appropriate state certificate is illegally employed and not entitled to benefits of section. Id., 444. Cited. 168 C. 435; 170 C. 36; Id., 43; 171 C. 691; 173 C. 462; 174 C. 366; Id., 414; Id., 522; 175 C. 445. Absence of prior board authorization for teacher tenure hearing and failure to advise of right to legal representation deemed not prejudicial given all the circumstances involved. 176 C. 466. Judicial review of decisions of boards of education can be had only as authorized by section. Id., 630. Violation of terms of a decision of board is not violation of "reasonable rules" under former Subsec. (b); insubordination in and of itself constitutes other due and sufficient cause for termination of contract and is valid statutory basis for dismissal, however dismissal under facts of case determined to be excessive punishment, an abuse of discretion. 177 C. 572. Where his position is eliminated, board not required to assign tenured teacher to comparable position held by nontenured teacher, only required to assign to a vacant position. 178 C. 618. Cited. 179 C. 428. Teacher Tenure Act (Sec. 10-151 et seq.) not applicable to reassignments of administrators. 180 C. 66. Cited. Id., 96. A teacher discharged for cause under statute is entitled, as a matter of constitutional law, to a written statement of decision reached, the reasons for the determination and a fair summary of evidence relied on. 181 C. 69. Cited. 182 C. 93; 187 C. 94. Board of education may not terminate a teacher's contract unless the board first notifies the teacher that such action is under consideration. 189 C. 585. Cited. 190 C. 748; 195 C. 174; 196 C. 647; 198 C. 229. Doctrine of exhaustion of administrative remedies discussed; judgment of Appellate Court in 2 CA 36 reversed in part and case remanded with direction that judgment of trial court be reinstated. 199 C. 70. Judgment of Appellate Court in 2 CA 551 reversed and case remanded with direction to reinstate the judgment of the trial court. Id., 231. Cited. 200 C. 21; Id., 376; 206 C. 113; 210 C. 286; 216 C. 541; 226 C. 475; Id., 704; 227 C. 333; 231 C. 308; 232 C. 198; 240 C. 119.

A board of education may not terminate a teacher's contract unless the teacher is first notified by the board that such action is "under consideration". 2 CA 36; judgment reversed in part, see 199 C. 70. Cited. 2 CA 551; judgment reversed, see 199 C. 231; 3 CA 630. Full trial-type evidentiary hearing held before impartial hearing panel pursuant to section fulfills the right to due process. 4 CA 1. An appeal may be taken only from a decision to terminate a contract of employment; there is no right to appeal from suspension of employment. Id., 87. Cited. Id., 464; 5 CA 253; 8 CA 508; 9 CA 260; 20 CA 231; 31 CA 690; 32 CA 6; Id., 395; 33 CA 78. Determination of voluntariness is prior to and thus outside the scope of a hearing pursuant to section. 36 CA 282. Cited. 42 CA 480; 44 CA 179; Id., 677. Plaintiff would need to follow provisions of section only after initial determination was made that her resignation was involuntary. 53 CA 252. Section mandates continued employment for tenured teacher unless statutory ground for termination has been found, but is silent re continuing pay during period of administrative leave. 90 CA 59. Plaintiff not permitted to file a direct action against board of education and town for terminating her employment contract because plaintiff lacked standing individually to enforce provisions

of the collective bargaining agreement as she failed to identify any provision in the agreement permitting her individually to enforce the agreement, plaintiff did not allege that union had breached its duty of fair representation, and plaintiff did not allege a violation of her constitutional right to due process. 158 CA 872.

Cited. 9 CS 442. Injunction does not lie to prevent impending breach of contract. 12 CS 174. Board of education has broad powers in superintendence of school affairs. 14 CS 280. To fulfill the intent and purpose of statute, a local board of education must exercise a sound and reasonable discretion in making decisions to renew or not renew the contracts of nontenured teachers. 26 CS 102. Cited. Id., 107. Plaintiff working under temporary emergency teaching certificate does not meet technical requirements of tenure defined by former Subsec. (b); tenure is statutory not contractual. 32 CS 264. Policy decision by board of education to eliminate a teaching position may not be challenged by teacher at hearing. 34 CS 115. Former Subsec. (b)(5) violated where school board terminated plaintiff tenured teacher's employment while nontenured teacher had the same position in school system; section encompasses entire school system and is not limited to school classifications created by school board; board's staff reduction policy prohibiting "bumping" between levels of organizational classifications absolutely at variance with statute. 35 CS 55. Sufficiency of board's termination hearing and its proposed findings and conclusion discussed; appeal dismissed. 45 CS 171.

Subsec. (a):

Assistant superintendent is "below the rank of superintendent" and thus a teacher as defined in Subsec. 261 C. 287.

Subsec. (d):

Purpose of Subsec. is reciprocal: To provide framework for termination of tenured teacher's contract while protecting teacher's right to due process of law; teacher not required to exhaust administrative remedies if such recourse is futile or inadequate. 246 C. 456; overruled in part re recognition of cause of action, see 319 C. 36.

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Personnel -- Certified**Nonrenewal/Suspension****Nonrenewal**

Prior to obtaining tenure, a certified employee's contract may be nonrenewal provided that the employee is notified in writing prior to April 1st. A teacher so notified may request a written statement of the reasons for non-renewal of the contract, and the district Will furnish such a statement within seven days of the receipt of the request. Procedures for a hearing on non-renewal of a contract shall be those provided in C.G.S. [10-151\(c\)](#).

Suspension

A certified employee may be suspended by the Board of Education for an alleged or actual violation of any of the reasons for termination in C.G.S. [10-151\(c\)](#) or [10-151\(d\)](#) when insufficient cause for dismissal is considered to exist, or may be suspended pending Board or legal action for dismissal of the employee on charges of violation of one or more of said causes for termination. The Superintendent may suspend an employee pending Board action when, in the opinion of the Superintendent, continuation of the employee in the position presents a clear danger to the students, staff, property or reputation of the district, or to the employee.

Legal Reference: Connecticut General Statutes [10-151\(c\)](#) Employment of teachers.

Policy adopted: July 6, 1994

Nonrenewal

Prior to obtaining tenure, a certified employee's contract may be nonrenewal provided that the employee is notified in writing prior to April 1st. A teacher so notified may request a written statement of the reasons for non-renewal of the contract, and the district Will furnish such a statement within seven days of the receipt of the request. Procedures for a hearing on non-renewal of a contract shall be those provided in C.G.S. [10-151\(c\)](#).

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Legal Reference: Connecticut General Statutes

[10-151\(c\)](#) Employment of teachers.

Policy adopted: July 6, 1994

Regulation #5090.9
Use of Private Technology Devices by Students

Cellular Phones

The use of privately-owned technological devices at school is considered a privilege, not a right. Therefore, students may possess cellular phones and other wireless communication devices on school property and school-sponsored transportation, providing students adhere to the restrictions contained within this regulation and specific school building restrictions outlined in the student handbook.

High School: Students are permitted to bring cellular phones and other wireless communication devices to school. Such devices should remain on silent throughout the school day. Device use, including earbuds, is not permitted, bell to bell, during class time. A teacher may allow use of such devices for course-specific educational purposes. Students may use cellular phones and other wireless communication devices during non-class times in areas designated by the school administration.

Middle School: Students are permitted to bring cellular phones and other wireless communication devices to school. Devices must be placed, on silent, in lockers prior to the start of the academic school day and can be collected at the end of the academic day. Students may use cellular phones and other wireless communication devices before and after the academic day in areas designated by the school administration.

PreK-5: Students are discouraged from bringing cellular phones and other wireless communication devices to school. If a parent/guardian sends their student to school with a device, the device must remain on silent for the entire day and remain out of sight and in a student's bag for the entirety of the school day and while on school-sponsored transportation.

Other Acceptable Uses

Cellular phones and other wireless communication devices are permissible in the following circumstances:

a. IEP, 504, or Health Care/Medical Plan.

Students may use cellular phones, wireless communication devices and other electronic devices during class time when authorized pursuant to an Individual Education Plan (IEP), a Section 504 Accommodation Plan, or a Health Care/Medical Plan with supportive documentation from the student's physician.

b. Other Reasons.

Other reasons determined appropriate by a school administrator or school administrator's designee.



USE OF PRIVATELY OWNED TECHNOLOGICAL DEVICES BY STUDENTS

The use of privately owned technological devices is not permitted on school property. Torrington Public Schools equips all students with the devices needed to be successful in a 21st century learning environment. Students may bring privately owned cell phones or other wearable technological devices to school with them, subject to the following conditions:

A. Definitions

For the purposes of this policy, "Board Technology Resources" refers to the Board's computers and instructional technologies; communications and data management systems; informational technologies and the Internet; and any other technology resources owned and/or used by the school district and accessible by students, including Yondr pouches.

For the purposes of this policy, "Privately Owned Technological Devices" refers to privately owned wireless and/or portable electronic hand-held equipment that can be used for word processing, wireless Internet access, image capture and recording, sound recording, information transmitting and/or receiving or storing information or data, etc. Per this policy of the Board of Education, Privately Owned Technological Devices are limited to cell phones, iPads, iPods, tablets and other such devices with internet access not listed where the screen is under 15" in size and wearable technology.

B. Use of Cell Phones

Except to the extent required by a student's Individualized Educational Plan and 504 plan and/or for other reasons approved in writing by the building principal, all students are prohibited from using cell phones during instructional time.

The following rules apply specifically to student use of cell phones and wearable technology during the school day:

Torrington Middle School: Students may bring cell phones and wearable technology to school but must ensure that they are turned off or on silent mode and locked in a district issued cell phone pouch throughout the entire school day. Students will lock their cell phone pouches upon entry to the building, and unlock them at dismissal.

Torrington High School: Students may bring cell phones and wearable technology to school but must ensure that they are turned off or on silent mode and locked in a district issued cell phone pouch throughout the entire school day. Students will lock their cell phone pouches upon entry into the school building, and unlock them at dismissal. Cell phones will only be allowed if requested by a teacher as necessary for a specific lesson, upon approval by an administrator 24 hours in advance. If approved, the mobile kiosk will be signed out to the teacher for that period or the day. At no time will students be obligated to possess or own a personal electronic device to meet their educational needs.

Elementary schools: Students may bring cell phones and wearable technology to school but must turn their cell phones off or place them on silent mode. Cell phones and wearable technology must remain completely out of view (e.g., in the student's backpack) for the entire school day.

Students at Torrington Middle School, Torrington High School, and all elementary schools are prohibited from using cell phones, wearable technology, and similar devices in the school bathrooms.

The use of cell phones and wearable technology for an improper purpose is prohibited. Improper purposes include, but are not limited to:

- Sending any form of harassing, threatening, or intimidating message, at any time, to any person (such communications may also be a crime);
- Gaining or seeking to gain unauthorized access to Board Technology Resources;
- Damaging Board Technology Resources (including Yondr pouches);
- Accessing or attempting to access any material that is obscene or contains pornography;
- Cyber bullying;
- Using such device to violate any school rule, including the unauthorized recording, listening into, streaming, or broadcasting (photo/audio/video) of another individual without the permission of the individual or a school staff member, or
- Taking any action prohibited by any Federal or State law.

C. Search of Cell Phones and Wearable Technology

A student's cell phone and wearable technology may be searched if there are reasonable grounds for suspecting that the search will turn up evidence that the student has violated or is violating either the law or the rules of the school. Any such search shall be reasonably related to the objectives of the search and not excessively intrusive in light of the age and sex of the student and the nature of the infraction.

D. Responsibility for Cell Phones and Wearable Technology

Students are responsible for the safety and use of their cell phones. If a cell phone and other wearable technology is stolen, lost, or damaged, a report should be made to the building principal or designee, who will investigate the loss in a manner consistent with procedures for stolen or damaged personal property. Students and parents should be aware that the Board is not liable for any cell phone and other wearable technology that is stolen, lost, or damaged while at school or during a school- sponsored activity. For that reason, students are advised not to share their cell phones and other wearable technology with other students.

E. Disciplinary Action

Misuse of the Board's Technology Resources, the use of cell phones and wearable technology to access or utilize the Board's Technology Resources in an inappropriate or prohibited manner, and/or the use of such devices in any manner inconsistent with this policy will not be tolerated and will result in disciplinary action. A violation of this policy may result in disciplinary action in accordance with the Board's policies related to student discipline.

1. First Offense: The administrator or designee takes the cell phone and/or wearable technology and holds it until the end of the school day.
2. Second Offense: The administrator or designee takes the cell phone and/or wearable technology and contacts the parent/guardian to discuss the incident and to schedule the retrieval of the phone.
3. Third Offense: The student will receive a 1 day In-School Suspension (ISS) and the phone and/or wearable technology will be retrieved by the parent/guardian.
4. An accumulation of disciplinary infractions, including those related to cell phone misuse and defiance, may lead to suspension or possible expulsion if chronic non-compliance is evident.

**There will be documentation of a phone call, email or text notification to the parent/guardian regarding each infraction noted above.

In the event a student improperly uses a cell phone (e.g., by engaging in cyberbullying, threatening or harassing behavior; using a cell phone to access obscene or pornographic material; using a cell phone to invade the privacy rights of others; or similar infraction), the administration may decline to follow the Tiers of Discipline for Cell Phone Violations and pursue discipline in accordance with the Board's discipline policy.

F. Access to Board Technology Resources

Through the publication and dissemination of this policy statement and others related to use of the Board's Technology Resources, as well as other instructional means, the Board educates students about the Board's expectations for technology users.

Board Technology Resources shall only be used to access educational information and to promote learning activities both at home and at school. The Board considers access to its technology resources to be a privilege and not a right. Students are expected to act at all times appropriately in ways which are fully in accord with applicable policies concerning technology use as well as all local, state, and federal laws when using the Board Technology Resources. Failure to do so will result in the consequences outlined herein and in other applicable policies (including, but not limited to, the Safe School Climate Plan, the Student Discipline Policy and the Use of Computers Policy).

Students must abide by the procedures outlined in this policy and all policies and applicable regulations outlined in the Board's computer use and other applicable policies. Students will be given specific information for log-on and access procedures using school accounts. No user may deviate from these log- on/access procedures. **Students are advised that the Board's network administrators have the capability to identify users and to monitor all devices while they are logged on to the network.** Students must understand that the Board has reserved the right to conduct monitoring of Board Technology Resources and can do so *despite* the assignment to individual users of passwords for system security. Any password systems implemented by the Board are designed solely to provide system security from unauthorized users, not to provide privacy to the individual system user. The system's security aspects, message delete function and personal passwords can be bypassed for monitoring purposes. Therefore, students should be aware that they should not have any expectation of personal privacy in the use of cell phones to access Board Technology Resources.

G. Harm to Board Technology Resources

Any act by a student using a cell phone that harms the Board's Technology Resources or otherwise interferes with or compromises the integrity of Board Technology Resources, including Yondr pouches, will be considered vandalism and will be subject to discipline and/or appropriate criminal or civil action.

H. Closed Forum

This policy shall not be construed to establish a public forum or a limited open forum.

Legal References:

Conn. Gen. Stat. §§ 10-220, 10-221

Conn. Gen. Stat. §§ 53a-182; 53a-183; 53a-250

Electronic Communication Privacy Act, 28 U.S.C. §§ 2510 through 2520

Policy 6041: Approved May 19, 2010; Effective July 1, 2010; Amended and Approved November 18, 2015; Amended and Approved on February 26, 2020; Policy Number Changed to 5041 on September 22, 2021 with BOE Approval; Amended and Approved on March 30, 2022. Amended and Approved on August 10, 2022. Amended and Approved on October 26, 2022.

Instruction

Bring Your Own Device (BYOD) and Protocol for the Use of Personal Technology in the Schools

The Bristol Board of Education is committed to aiding students and staff in creating a modern and contemporary learning environment. Therefore students and staff will be permitted to access the District's wireless network with their personal devices during the school day. With teacher approval, students may use their own devices to access the Internet and collaborate with other students.

Definition of "Device"

For purposes of BYOD, a "device" means a privately owned wireless and/or portable electronic piece of equipment that includes laptops, netbooks, tablets/slates, iPod Touches, e-Readers, cell and smart phones.

Internet

The only internet gateway that may be accessed while in the Bristol Public Schools is the one provided by the District. Any device brought to the District will not be permitted to use outside internet sources.

Personal internet connective devices, such as but not limited to cell phones/cell network adapters, are not permitted to be used to access outside internet sources at any time.

Software

Many software packages are now available as web browser applications. This negates the need to have required programs loaded onto student computers. Students can access what they will need through any web browser. Therefore, there is no required software necessary to take part in the Bring Your Own Device program.

Security and Damages

Responsibility to keep the device secure rests with the individual owner. The Bristol Public School District is not liable for any device stolen or damaged on campus. If a device is stolen or damaged, it will be handled through the administrative office as other personal items that are stolen or damaged. It is recommended that skins, decals, and other custom touches be used to identify physically a student's device from others. Additionally, protective cases for technology are encouraged.

The use of technology to provide educational material is not a necessity but a privilege. A student does not have the right to use his/her electronic device while at school. When abused, privileges will be taken away. When respected, they will benefit the learning environment as a whole.

Bring Your Own Device/Technology Student and Parent Agreement

Students and parents/guardians participating in the Bring Your Own Device/Technology program must adhere to the Student Code of Conduct, as well as all applicable Board policies, particularly the Computer Acceptable Use policy. Access to personal devices is a privilege and not a right.

Based on the belief that power cords stretched out in classrooms become a safety issue both for the students and devices, charging the device in any classroom, hallway, or any other location that may be a safety concern will not be allowed.

The use of cameras in any type of electronic device is strictly prohibited in locker rooms, restrooms, and classrooms unless a certified District employee authorizes the student to do otherwise. Where students are allowed to use electronic devices, they are required to obtain permission before taking a photograph or video of any individual. Students must also obtain permission from any individual appearing in a photograph or video prior to posting on any social networking site or other internet site.

Students found to be using any electronic communications device to in any way send or receive personal messages, data, or information that would contribute to or constitute cheating on any student assessment, project, or assignment shall be subject to discipline and the device shall be confiscated and not returned until a parent conference has been held.

The use of these devices, as with any personally owned device, is strictly up to the teacher.

(cf. [5114](#) - Suspension/Expulsion)

(cf. [5131.81](#) - Electronic Devices)

(cf. [5131.911](#) - Bullying)

(cf. [5131.913](#) - Cyberbullying)

(cf. [5131](#) - Conduct)

(cf. [6141.321](#) - Acceptable Computer Use Policy)

Legal Reference: Connecticut General Statutes

[10-221](#) Boards of education to prescribe rules

Policy Adopted: July 1, 2015

BRISTOL PUBLIC SCHOOLS

Instruction

Bring Your Own Device (BYOD) and Protocol for the Use of Personal Technology in the Schools

The following guidelines shall govern the manner in which the Bring Your Own Device/Technology (BYOD/BYOT) policy and program are to operate within the District.

Teachers' Role

1. Teachers are facilitators of instruction in their classrooms. Therefore, they will not spend time on fixing technical difficulties with students' personal devices in the classrooms. They will educate and provide guidance on how to use a device and troubleshoot simple issues, but they will not provide technical support. This responsibility resides at home with parents/guardians.
2. Teachers may communicate information regarding educational applications and suggest appropriate tools that can be downloaded to personal devices at home. Parents will need to assist their younger children with downloads if they wish to follow teachers' suggestions. No applications are to be downloaded at school.
3. Teachers are to closely supervise students to ensure appropriate use of technology in the classrooms.
4. It is understood that not every student has his/her own electronic device. To ensure equal accessibility to technology resources, teachers will provide students with technology available within the school.
5. The use of these student personal devices, as with any personally owned device, is strictly up to the teacher.

Security and Damages

1. The District, or any of its schools, is not liable for any device that is stolen or damaged. Responsibility to keep the device secure rests with the individual owner. If a device is stolen or damaged, it will be handled through the administrative office as other personal items are stolen or damaged. It is recommended that skins, decals, and other custom touches be used to identify physically a student's device from others. Additionally, protective cases for technology are encouraged.
2. Personal devices cannot be left on campus before or after school hours.

Operating Principles for Use of Personal Devices on School Campus

1. Devices cannot be used during assessments, unless otherwise directed by a teacher.
2. Students must immediately comply with teachers' requests to shut down devices or close the screen. Devices must be in silent mode and put away when asked by teachers.
3. Students are not permitted to transmit or post photographic images/videos of any person on campus on public and/or social networking sites.
4. Personal devices must be charged prior to bringing them to school and run off their own batteries while at school.
5. To ensure appropriate network filters, students will only use the District's wireless BYOD/BYOT connection in school and will not attempt to bypass the network restrictions by using 3G or 4G network.
6. Students must be instructed that bringing devices on campus or infecting the network with a virus, Trojan, or program designed to damage, alter, destroy, alter, or provide access to unauthorized data or information is in violation of the District's Acceptable Use Policy and will result in disciplinary actions.
7. The District has the right to collect and examine any device that is suspected of causing problems or is the source of an attack or virus infection.
8. Students must be instructed that possessing or accessing information on school property related to "hacking", altering, or bypassing network security policies is in violation of the Acceptable Use Policy and will result in disciplinary actions.
9. Students can only access files on the computer or Internet sites which are relevant to the classroom curriculum and suggested by a teacher.
10. Printing from personal devices is not permitted at school.
11. Students are not to physically share their personal devices with other students, unless approved in writing by their parent/guardian.
12. Personal devices may not be used to cheat on assignments, tests or for non-instructional purposes, such as making personal phone call and text/instant messaging.
13. Personal devices may not be used to send inappropriate e-messages during the school day.

Standards of Responsible Use

All students in District schools must adhere to the following standards of responsible use:

- The District may review files and communications to maintain system integrity and insure that users are using the system responsibly. Users should not expect that files stored on district servers will always be private.
- Students are responsible at all times for their use of the District's electronic communication system and must assume personal responsibility to behave ethically and responsibly, even when technology provides them the freedom to do otherwise.
- Students must log in and use the District filtered wireless network during the school day on personal electronic devices.
- Students must not access, modify, download, or install computer programs, files, or information belonging to others.
- Students must not waste or abuse school resources through unauthorized system use (e.g. playing online games, downloading music, watching video broadcasts, participating in chat rooms, etc.).
- Students must not alter computers, networks, printers or other equipment except as directed by a staff member.
- Technology, including electronic communication, should be used for appropriate educational purposes only and should be consistent with the educational objectives of the District.
- Students must not release personal information on the Internet or electronic communications.
- If a student finds an inappropriate site or image, he or she must immediately minimize the program and contact the instructor.
- Students must not create/publish/submit or display any materials/media that are abusive, obscene, sexually oriented, threatening, harassing, damaging to another's reputation, or illegal and should report any instances encountered.
- Students shall adhere to all laws and statutes related to issues of copyright or plagiarism.
- Violation of any of these standards may result in suspension of computer use, Internet privileges and/or other disciplinary action.

Regulation Adopted: July 1, 2015

BRISTOL PUBLIC SCHOOLS

Bristol, Connecticut

Naugatuck Public Schools

Book	Policies of the Naugatuck Board of Education
Section	5000 Students
Title	Use of Private Technology Devices by Students
Code	5149
Status	Active
Adopted	May 12, 2022
Last Revised	June 13, 2024
Prior Revised Dates	12/8/2022, 2/8/2024

The use of privately owned technological devices is not permitted on school property.

Naugatuck Public Schools provides all students with the devices needed to be successful in a 21st-century learning environment. Students may bring cell phones or other wearable technological devices to school with them, subject to the following conditions:

A. Definitions

Board Technology Resources

For the purposes of this policy, “Board technology resources” refers to the Naugatuck Board of Education’s (the “Board’s”) computers and instructional technologies; communications and data management systems; informational technologies and the Internet; and any other technology resources owned and/or used by the Naugatuck Public Schools (the “District”) and accessible by students, including Yondr pouches.

Privately Owned Technological Devices by Students

For the purposes of this policy, “privately owned technological devices” refers to privately owned desktop computers, personal computing devices, cellular phones, Smartphones, Smartwatches, network access devices, radios, personal audio players, CD players, tablets, walkie-talkies, personal gaming systems, Bluetooth speakers, personal data assistants, and other electronic signaling devices.

Generative Artificial Intelligence

For the purposes of this policy, “generative artificial intelligence” refers to a technology system, including but not limited to ChatGPT, capable of learning patterns and relationships from data, enabling it to create content, including but not limited to text, images, audio, or video, when prompted by a user.

B. Use of Cell Phones and Wearable Technology

Except to the extent required by a student’s Individualized Educational Plan and 504 plan and/or for other reasons approved in writing by the building principal, all students are prohibited from using cell phones during the school day.

The following rules apply specifically to student use of cell phones and wearable technology during the school day:

High School: Students may bring cell phones and wearable technology to school but must ensure that they are turned off or on silent mode and locked in a district-issued cell phone pouch throughout the entire school day. Students will lock their cell phone pouches upon entry into the school building, and unlock them at dismissal. Cell phones will only be allowed if requested by a teacher as necessary for a specific lesson, upon approval by an administrator 24 hours in advance. If approved, the mobile kiosk will be signed out to the teacher for that period or the day. At no time will students be obligated to possess or own a personal electronic device to meet their educational needs.

Middle School: Students may bring cell phones and wearable technology to school but must ensure that they are turned off or on silent mode and locked in a district-issued cell phone pouch throughout the entire school day. Students will lock their cell phone pouches upon entry to the building, and unlock them at dismissal.

Intermediate and Elementary schools: Students may bring cell phones and wearable technology to school but must turn their cell phones off or place them on silent mode. Cell phones and wearable technology must remain completely out of view (e.g., in the student's backpack) for the entire school day.

Students at all schools are prohibited from using cell phones, wearable technology, and similar devices in the school bathrooms.

C. Use of Privately Owned Technological Devices, Cell Phones and Wearable Technology

Privately owned technological devices may not be used during instructional time or during the school day, except as specifically permitted in accordance with Section B of this policy or otherwise engage in remote learning if remote learning has been authorized in accordance with applicable law.

On school property, at a school-sponsored activity, while in use for a remote learning activity if remote learning has been authorized in accordance with applicable law, or while being used to access or utilize Board technology resources the use of any such device for an improper purpose is prohibited. Improper purposes include, but are not limited to:

- Sending any form of a harassing, threatening, or intimidating message, at any time, to any person (such communications may also be a crime);
- Gaining or seeking to gain unauthorized access to Board technology resources;
- Damaging Board technology resources (including cell-phone pouches);
- Accessing or attempting to access any material that is obscene, obscene as to minors, or contains pornography;
- Cyberbullying;
- Using such privately owned device to violate any school rule, including the unauthorized recording (photographic, video, or audio) of another individual without the permission of the individual or a school staff member;
- Using such privately owned device for the unauthorized use of generative artificial intelligence; or
- Taking any action prohibited by any Federal or State law.

D. Search of Privately Owned Technological Devices

A student's privately owned technological device may be searched if the device is on Board property or in a student's possession at a school-sponsored activity and if there are reasonable grounds for suspecting that the search will turn up evidence that the student has violated or is violating either the law or the rules of the school. Any such search shall be reasonably related to the objectives of the search and not excessively intrusive in light of the age and sex of the student and the nature of the infraction.

E. Responsibility for Privately Owned Technological Devices

Students are responsible for the safety and use of their privately owned technological devices. If a privately owned technological device is stolen, lost, or damaged while the device is on school property or during a school-sponsored activity, a report should be made to the building principal, who will investigate the loss in a manner consistent with procedures for stolen or damaged personal property. Students and parents should be aware that the Board is not liable for any privately owned technological device that is stolen, lost, or damaged while at school or during a school-sponsored activity. For that reason, students are advised not to share or loan their privately owned technological devices with other students.

F. Disciplinary Action

Misuse of the Board's technology resources and/or the use of privately owned technological devices to access or utilize the Board's technology resources in an inappropriate manner or the use of such devices in any manner inconsistent with this policy will not be tolerated and will result in disciplinary action. For students, a violation of this policy may result in loss of access privileges, a prohibition on the use and/or possession of privately owned technological devices on school property or at school-sponsored activities, and/or suspension or expulsion in accordance with the Board's policies related to student discipline.

G. Access to Board Technology Resources

The Board may permit students, using their privately owned technological devices, to access the Board's computers and instructional technologies; communications and data management systems; informational technologies and the Internet; and any other technology resources used by the District and accessible by students. Additionally, it is the expectation of the Board that students who access these resources while using privately owned technology devices will act at all times appropriately in ways that are fully in accord with applicable policies concerning technology use as well as all local, state, and federal laws.

Through the publication and dissemination of this policy statement and others related to use of the Board's computer systems, as well as other instructional means, the Board educates students about the Board's expectations for technology users.

The Board's technology resources shall only be used to access educational information and to promote learning activities both at home and at school. Students are expected to act at all times appropriately in ways that are fully in accord with applicable policies concerning technology use as well as all local, state, and federal laws when using the Board technology resources. Failure to do so will result in the consequences outlined herein and in other applicable policies (including, but not limited to, the Student Discipline Policy and the Use of Computers Policy).

Students must abide by the procedures outlined in this policy and all policies and applicable regulations outlined in the Board's computer use and other applicable policies. Students will be given specific information for log-on and access procedures for using school accounts. No user may deviate from these log-on/access procedures. **Students are advised that the Board's network administrators have the capability to identify users and to monitor all privately owned technological devices while they are logged on to the network.** Students must understand that the Board has reserved the right to conduct monitoring of Board technology resources and can do so despite the assignment to individual users of passwords for system security. Any password systems implemented by the Board are designed solely to provide system security from unauthorized users, not to provide privacy to the individual system user. The system's security aspects, message delete function and personal passwords can be bypassed for monitoring purposes. Therefore, students should be aware that they should not have any expectation of personal privacy in the use of privately owned technological devices to access Board technology resources. This provision applies to any and all uses of the Board's technology resources and any privately owned technological devices that access the same.

H. Harm to Board Technology Resources

Any act by a student using a privately owned technological device that harms the Board technology resources or otherwise interferes with or compromises the integrity of Board technology resources will be considered vandalism and will be subject to discipline and/or appropriate criminal or civil action.

I. Closed Forum

This policy shall not be construed to establish a public forum or a limited open forum.

Legal References:

Conn. Gen. Stat. § 10-233j

Conn. Gen. Stat. § 31-48d

Conn. Gen. Stat. §§ 53a-182b; 53a-183; 53a-250, et seq.

Electronic Communications Privacy Act of 1986, 28 U.S.C. §§ 2510 through 2523

Torrington Public Schools Policy 5041 Use of Private Technology Devices by Students

#5090.9 Use of Private Technology Devices by Students

(formerly Electronic Communication Device)

Students may possess privately-owned technological devices on school property and/or during school-sponsored activities, in accordance with the mandates of this policy and any applicable administrative regulations as may be developed by the Superintendent of Schools.

Definitions

Board Technology Resources

For the purposes of this policy, “Board technology resources” refers to the Madison Board of Education’s (the “Board’s”) computers and instructional technologies; communications and data management systems; informational technologies and the Internet; and any other technology resources owned and/or used by the school district and accessible by students.

Privately-owned Technological Devices

For the purposes of this policy, “privately-owned technological devices” refers to, but is not limited to, privately-owned desktop computers, personal computing devices, cellular phones, Smartphones, network access devices, radios, personal audio players, , tablets, walkie-talkies, personal gaming systems, Bluetooth speakers, personal data assistants, and other electronic signaling devices.

Use of Privately-Owned Technological Devices

Privately-owned technological devices may not be used during instructional time, except as specifically permitted by instructional staff or unless necessary for a student to access the district’s digital learning platform or otherwise engage in remote learning if remote learning has been authorized in accordance with applicable law.

On school property, at a school-sponsored activity, while in use for a remote learning activity if remote learning has been authorized in accordance with applicable law, or while being used to access or utilize Board technology resources, the use of any such device for an improper purpose is prohibited. Improper purposes include, but are not limited to:

- Sending any form of a harassing, threatening, or intimidating message, at any time, to any person (such communications may also be a crime);
- Gaining or seeking to gain unauthorized access to Board technology resources;
- Damaging Board technology resources;
- Accessing or attempting to access any material that is obscene, obscene as to minors, or contains pornography;

- Cyberbullying;
- Using such device to violate any school rule, including the unauthorized recording (photographic, video, or audio) of another individual without the permission of the individual or a school staff member; or
- Taking any action prohibited by any Federal or State law

Search of Privately-Owned Technological Devices

A student's privately-owned technological device may be searched if the device is on Board property or in a student's possession at a school-sponsored activity and if there are reasonable grounds for suspecting that the search will turn up evidence that the student has violated or is violating either the law or the rules of the school. Any such search shall be reasonably related to the objectives of the search and not excessively intrusive in light of the age and sex of the student and the nature of the infraction.

Responsibility for Privately-owned Technological Devices

Students are responsible for the safety and use of their privately-owned technological devices. If a privately-owned technological device is stolen, lost, or damaged while the device is on school property or during a school-sponsored activity, a report should be made to the building principal, who will investigate the loss in a manner consistent with procedures for stolen or damaged personal property. Students and parents should be aware that the Board is not liable for any privately-owned technological device that is stolen, lost, or damaged while at school or during a school-sponsored activity. For that reason, students are advised not to share or loan their privately-owned technological devices with other students.

Disciplinary Action

Misuse of the Board's technology resources and/or the use of privately-owned technological devices to access or utilize the Board's technology resources in an inappropriate manner or the use of such devices in any manner inconsistent with this policy will not be tolerated and will result in disciplinary action. For students, a violation of this policy may result in loss of access privileges, a prohibition on the use and/or possession of privately-owned technological devices on school property or at school-sponsored activities, and/or suspension or expulsion in accordance with the Board's policies related to student discipline.

Access to Board Technology Resources

The Board may permit students, using their privately-owned technological devices, to access the Board's computers and instructional technologies; communications and data management systems; informational technologies and the Internet; and any other technology resources used by the school district and accessible by students. Students using privately-owned technological devices will agree to access the District's technology resources only through the designated Wi-Fi network. Additionally, it is the expectation of the Board that students who access these resources while using

privately-owned technology devices will act at all times appropriately in ways that are fully in accord with applicable policies concerning technology use as well as all local, state, and federal laws.

Through the publication and dissemination of this policy statement and others related to use of the Board's computer systems, as well as other instructional means, the Board educates students about the Board's expectations for technology users.

The Board's technology resources shall only be used to access educational information and to promote learning activities both at home and at school. Students are expected to act at all times appropriately in ways that are fully in accord with applicable policies concerning technology use as well as all local, state, and federal laws when using the Board technology resources. Failure to do so will result in the consequences outlined herein and in other applicable policies (including, but not limited to, the Safe School Climate Plan, the Student Discipline Policy and the Use of Computers Policy).

Students must abide by the procedures outlined in this policy and all policies and applicable regulations outlined in the Board's computer use and other applicable policies. Students will be given specific information for log-on and access procedures for using school accounts. No user may deviate from these log-on/access procedures. Students are advised that the Board's network administrators have the capability to identify users and to monitor all privately-owned technological devices while they are logged on to the network. Students must understand that the Board has reserved the right to conduct monitoring of Board technology resources and can do so *despite* the assignment to individual users of passwords for system security. Any password systems implemented by the Board are designed solely to provide system security from unauthorized users, not to provide privacy to the individual system user. The system's security aspects, message delete function and personal passwords can be bypassed for monitoring purposes. Therefore, students should be aware that they should not have any expectation of personal privacy in the use of privately-owned technological devices to access Board technology resources. This provision applies to any and all uses of the Board's technology resources and any privately-owned technological devices that access the same.

Harm to Board Technology Resources

Any act by a student using a privately-owned technological device that harms the Board technology resources or otherwise interferes with or compromises the integrity of Board technology resources will be considered vandalism and will be subject to discipline and/or appropriate criminal or civil action.

Closed Forum

This policy shall not be construed to establish a public forum or a limited open forum.

Legal References:

- Conn. Gen. Stat. § 10-233j
- Conn. Gen. Stat. § 31-48d
- Conn. Gen. Stat. §§ 53a-182; 53a-183; 53a-250, et seq.

- Electronic Communication Privacy Act of 1986, Public Law 99-508, codified at 28 U.S.C. §§ 2510 through 2520

Date of Adoption: September 5, 1995

Date of Revision: October 15, 1996

Date of Revision: December 1, 1998

Date of Revision: April 23, 2002

Date of Revision: June 1, 2010

Date of Revision: June 5, 2012

Date of Revision: October 15, 2013

Date of Revision: June 21, 2022

Date of Revision: June 6, 2023

5090.9 Regulation - Cell Phones

Framing the Smartphone Policy Deliberations

~Page 1~

(Background Information for Policy Review Committee)

In the May 2024 CAFE Journal article highlighting legislative action in various states banning or limiting cellphone use in schools, I referenced Jonathan Haidt's contribution to the debate as it has gained significant attention. [The Anxious Generation: How the Great Rewiring of Childhood is Causing an Epidemic of Mental Illness](#) is a work with a provocative title and perhaps a more compelling argument for banning cell phones, at least at the elementary level.

As a parent of two adolescents, Haidt recommends to other parents what he considers his most important suggestions:

- Give children far more time playing with other children. He suggests play should ideally be outdoors, in mixed age groups, with little or no adult supervision (which he notes is the way he grew up, at least until the 1980s);
- Look for more ways to embed children in stable real-world communities. He notes that online networks are not nearly as binding or satisfying;
- Don't give a smartphone as the first phone. Instead, he suggests giving smart devices that are specialized for communication, not for internet-based apps;
- Don't give a smartphone until high school. Here, he concedes this is easy to do if many of your child's friends' parents are doing the same thing – a “collective action” response;
- Delay the opening of accounts on nearly all social media platforms until the beginning of high school (at least). Again, he concedes this will become easier to do if we support legislators who are trying to raise the age of “internet adulthood” from today's 13 (with no verification system in place) to 16 (with mandatory age verification).

Perhaps many, distressed by the sight of young people hunched over their phones, unaware of others and their surroundings, embrace these suggestions. However, they require collective action from parents, legislators, and, dare I say, the companies themselves—to place limits on their children, change family norms and conditions, change algorithms, and eliminate the addictive nature of the apps themselves.

Given the widespread discussion of smartphone use among young people, taking a policy stance on the subject is a significant challenge for boards of education. One can certainly appreciate Mr. Haidt's contributions to the topic as they add compelling testimony for boards to consider in their policy deliberations. Having reviewed a vast array of literature on this topic, the following considerations are provided to help boards frame deliberations on cellphone policy:

Addiction

Do we address cell phones and/or the apps they house as a matter of addiction? Are young people unable to use responsibly? Can we teach students how to use social media effectively and safely? Can we expect children to have the discipline to disconnect from social media and their phones (when most adults appear unable)? How do we consider the U.S. Surgeon General Vivek Murthy's call for restrictions on the use of smartphones during school hours, noting, “We fundamentally have to understand that these devices, and in particular social media, is behaving largely as an addictive element?” (www.govtech.com/education/k-12/pennsylvania-bill-would-lock-up-cellphones-during-school, May 8, 2024)

Framing the Smartphone Policy Deliberations

~Page 2~

To what extent do social media and smartphone use contribute to mental health issues? As one student puts it, “Students are part of the hustle culture, where rest isn’t prioritized and taking on more pressure is normalized. (Olina Banerji, Education Week, “Social Media Bans Alone Won’t Improve Mental Health, Say Student Advocates,” May 3, 2024) To what extent can smartphones have a positive impact on student mental health and well-being – finding friends and establishing safe spaces that allow students who are marginalized to connect with young people like them? Can social media provide space where students can have open and safe conversations about their mental health?

Educational Opportunities

How can schools teach students to develop the discipline to restrict their social media use when required to do so in school or at work? How can schools teach students to differentiate between propaganda and legitimate news stories and sources on the internet? What opportunities exist for schools to teach and promote safe, responsible, and intentional use of smartphone technology to develop the necessary skills and attributes for digital citizenship?

School Culture and Climate

To what extent does social media access during school hours adversely impact school climate? Through analysis of discipline data, does social media access during the school day escalate disruptive behavior and violent conflict?

As boards consider these competing areas of interest, it’s difficult to dismiss arguments made in The Anxious Generation, as well as the office of the Surgeon General’s advisory, stressing, “It can’t be sure that spending hours a day on cellphones is safe for young people’s mental health.” (govtech, May 8, 2024)

On the other hand, central to the board’s mission is to ensure better learning outcomes for digital citizenship students, thus preparing all students for a lifetime of continued learning, civic engagement, and opportunity. Similar language can be found in various district Portraits of a Graduate and other aspirational documents.

Therefore, the question for boards of education isn’t whether or not students should have access to technology in school; it’s what such access looks like. If students are banned from using smartphone technology responsibly in school, what tools or knowledge are they applying to their smartphone use after school hours?

What makes the cellphone debate interesting and challenging from a policy perspective is it causes boards to deliberate on fundamental concerns related to the role of the district in educating students on the responsible use of technology, its obligation to ensure student safety, provide a positive school climate, and support student physical and mental health and general well-being. Including students, professional staff, and parents in deliberations and reviewing the vast array of articles, books, and research on this topic will help guide boards in developing a responsible-use policy that focuses on learning opportunities and provides space for embedding rapid technological changes before us.

At its August 21, 2024, meeting, the CT Board of Education approved a position statement and policy guidance on Personal Technology Use in Connecticut Schools developed by the Department of Education. These guidelines provide Boards with excellent direction and available resources to assist them in their policy deliberations and can be found in the Appendix following this policy.

Framing the Smartphone Policy Deliberations

~Page 3~

Policy Implications

Over the years, cell phone policies have worked from total bans to limited use to new versions of restricted use. Over recent years, there has been a huge culture shift regarding mobile phones, especially smartphones.

Devices being brought to school appear to be inevitable. Cell phone technology is here to stay. It is not easy to keep up with the changes, but schools have adapted to technological changes in the past and they will adjust again to the current technology and conditions. Personal technology policies and regulations can be included in district responsible use policies.

The following narrative was included in the October 2024 Issue of Policy Update.

Policy 5131.81

Personal Technology Use in Schools

While continuing to provide districts with previously developed model policies on this topic, this model policy complies with the Position Statement and Policy Guidelines for Personal Technology use in Connecticut Schools developed by the CT State Department of Education and adopted by the CT Board of Education on August 21, 2024.

The narrative has been updated to reflect recent thinking, research, and national legislative movements that have led to a more restrictive approach to cell phone and personal technology access in schools, especially in elementary and middle schools. In addition to the research guiding greater restrictions, the development of new technologies, such as pouches, reduces the anxiety related to parting with one's device, while keeping it deactivated and unable to access. However, with limited phone use, school administrators will need to consider a range of factors when developing actionable, sustainable administrative regulations to effectively implement restrictive policies.

Boards of education will also need to consider the costs associated with restrictive policies.

There is a range of questions and logistics of matters for boards and superintendents to consider in guiding their decisions and the long-term viability of their policies. Such considerations would include:

Considerations for collecting cell phones

- Will the District purchase collection pouches? How much will they cost? Will this be an annual expense? Will students be required to keep their phones in their pouches? How can a student access his/her phone during the school day? What will be the procedure for a student to gain such access?
- Will cell phones be confiscated? What will the consequences be for a student who violates the policy? If phones will be confiscated, at what point? By whom? Where will the phone be held? Who will retrieve it? If a parent is required to retrieve the phone, what if the parent works during school hours? What procedures will be in place if a parent does not have access to transportation?

Framing the Smartphone Policy Deliberations

~Page 4~

- If a staff member confiscates a phone, does it have to be delivered to and held in the office? Who collects and holds the phone? Who calls the parent to retrieve the phone? What procedures are in place if the parent does not respond to the call?

The good news regarding these and other questions is that several districts in Connecticut have successfully launched regulations and procedures reflecting various levels of restriction and continue to share their experiences, successes, and lessons learned along the way.

Policy #5131.81 pertains to this topic and follows for your consideration. In addition, the previous samples have been updated and are available below. The number and variety of these models offer local districts a range of options to consider when revising the existing policy. The Position Statement Policies and Policy Guidance on Personal Technology Use in Schools, developed by the CSDE and approved by the State Board of Education on August 21, 2024, is included in the Appendix. https://portal.ct.gov/-/media/sde/board/position_statement_cell_phone_use.pdf

Policy should take into account a district's obligation to educate its students to become responsible and engaged digital citizens, and it should be enforceable.

January 2019
Reviewed November 2023
Revised August 2024
Revised September 2024

Separate PDF File

5131.81 Connecticut State Department of Education Position Statement

https://portal.ct.gov/-/media/sde/board/position_statement_cell_phone_use.pdf

This Model Policy reflects the “Position Statement and Policy Guidance for Personal Technology Use in Connecticut Schools: Impact of Social Media and the Use of Cell Phones on Student Learning and Mental Health” developed by the CT State Department of Education and adopted by the CT Board of Education on August 21, 2024.

Students

Electronic Devices

Personal Technology Use in Schools/Cellular Phones/Electronic Communication Devices

The _____ Board of Education believes that students who feel emotionally and intellectually safe in their school environment are more likely to engage in their learning and reach their fullest potential.

Emerging research suggests that social media significantly negatively impacts brain development during adolescence when identities and a sense of self-worth are forming, and social rewards, pressures, and acceptance are paramount. This research, as well as the addictive algorithms embedded in social media platforms themselves, is of concern to the Board, as the Board recognized that the technology that allows unfettered access to social media interferes with the opportunities the District provides to ensure students benefit from school environments that build skills in social interaction and communication, provide for stimulating intellectual engagement in the classroom, and support peer-to-peer/adult relationship building.

Thus, to safeguard the learning environment and enhance system-wide opportunities for student academic success and overall well-being, the _____ Board of Education shall restrict the use of personal technology in all district schools and provide the following guidance to the Superintendent in working with his/her staff, students, and parents/guardians in establishing administrative regulations that differentiate among elementary, middle, and high school levels.

The Board fully recognizes that a collective response is required to ensure all members of the community join together to ensure all students have full access to the District curriculum, the day-to-day instructional opportunities, healthy and constructive peer-to-peer relationships and the foundational skills and attitudes that help promote effective digital citizenship.

Definitions:

Restrictions means limiting conditions or the limitation or control of someone or something.

Personal Device means any device owned by an individual with the capability to process, store, transmit, or access information independently. This includes but is not limited to, mobile phones, smartphones, tablets, PCs, laptops, and cameras.

Collective Action means an action taken together by a group of people (Board of Education, Administration, Staff, Students, and Parents/Caregivers) to achieve a common objective (limit the distractions and the addictive algorithms embedded in social media apps).

Students

Electronic Devices

Personal Technology Use in Schools/Cellular Phones/Electronic Communication Devices (continued)

Policy Implementation Guidelines:

- Emphasis shall be placed on creating engaging learning spaces to mitigate the negative impact that personal devices have on student learning.
- Consideration shall be made for specific elementary, middle, and high school practices based on developmental readiness and maturity.
 - **Elementary School**
 - Practices shall focus on removing cell phones from the classroom to maximize academic, social, and emotional development.
 - School day environment, classroom experiences, and activities shall focus on creating spaces encouraging peer interaction.
 - Specific procedures for collecting and isolating cell phones upon arrival at school or in the classroom shall be effectively communicated to all school community members and enforced to ensure compliance with this policy.
 - **Middle School**
 - Practices shall focus on removing personal devices from the school day or classroom.
 - Specific procedures for collecting and isolating personal devices upon arrival at school or in the classroom shall be effectively explained to middle school students and parents considering the specific developmental characteristics of the young adolescent's need for increased autonomy and independence during the school day and concerns related to access to social media's addictive algorithms.
 - **High School**
 - Practices shall focus on restricting cell phone use in the classroom unless determined by the teacher as necessary for instructional purposes.
 - Practices that ensure appropriate filters are in place mitigate illegal use and access to inappropriate sites.

Students

Electronic Devices

Personal Technology Use in Schools/Cellular Phones/Electronic Communication Devices (continued)

Responsibilities of the Board of Education and the Superintendent in Developing the District Personal Technology Use Policy:

- The Board and the Superintendent shall engage and elicit feedback from school leaders, educators, families, students, and relevant stakeholders in developing and adopting a policy that aims to mitigate the negative impact of unrestricted access to personal technology in the District's schools.
- The Superintendent shall develop administrative regulations that align with the policy and provide for the professional learning of all school staff in implementing the policy.
- The Board shall ensure that the Personal Technology Use in Schools policy's foundation is districtwide in its vision, scope, and implementation.
- The Superintendent shall develop a "digital educational strategy" that provides a systemic approach toward developing digital literacy and citizenship to ensure that it is comprehensive and equips all students from Kindergarten through Grade 12 with the skills and tools necessary to safely navigate online spaces.
- The Superintendent shall work with his/her team to assist families in understanding healthy uses of technology, setting ground rules, utilizing parental controls on devices, and ways to monitor technology use.
- The Board shall review and update the district policy regularly to address future technological devices, online platforms, emerging threats and legislative and court action.

Responsibilities in Supporting the Implementation of and Adherence to the District Policy School Leaders:

- Engage educators, families, and students in an introduction to the Personal Technology Use in Schools Policy that is sensitive to the concerns of all involved.
- Support educators in learning about the policy and the consistent, uniform application and enforcement of the district policy and associated regulations.
- Provide educators with professional development on best practices for incorporating technology into classroom lessons and activities using authorized school-issued devices.
- Develop and implement a graduated response to inappropriate personal technology use that encourages students to see the value in a "cell-phone-free" space and creates opportunities to develop positive skills related to technology use.
- Create a process for exceptions to the Personal Technology Use in Schools policy based on a student's specific needs and as appropriate according to each student's individualized education plan (IEP), Section 504 accommodations, individualized health care plan, or learning plan.
- Incorporate digital citizenship education content and skills as part of the curricula.

Students

Electronic Devices

Personal Technology Use in Schools/Cellular Phones/Electronic Communication Devices

Responsibilities in Supporting the Implementation of and Adherence to the District Policy School Leaders: (continued)

Teachers and Staff:

- Recognize that impulse control is a skill that needs to be developed and that students require support and instruction to establish healthy and responsible relationships with technology and social media.
- Create engaging lessons that foster in-person group work and collaboration among peers to strengthen students' interpersonal skills, peer interaction, and social communication.
- Model the digital habits and the utilization of personal technology and social media in alignment with the district policy.
- Fully engage in professional development learning opportunities related to supporting positive digital habits, digital citizenship, and integrating the effective use of technology in the classroom.

Families and Caregivers:

- Promote student engagement in learning by refraining from communicating with students via personal devices during the school day and encourage children to use planning and problem-solving skills, coping strategies, and in-school supports to help foster independence. **(Provide your School Communication Plan here to alert parents how to reach a child in the case of an emergency or send a message. Such a plan should be streamlined and provide relatively easy access to the appropriate school personnel.)**
- Support school initiatives to create technology-free spaces that allow students to fully participate in their education while encouraging in-person connections with peers and adults.
- Model a healthy relationship with social media and screen time at home and reduce the use of technology as a tool for occupying young children.
- Consider using age-appropriate parental controls on smartphones to encourage the development of healthy relationships with technology.

Students:

- Participate in opportunities to provide feedback in the development of the District's policy and grade-band specific regulations as appropriate.
- Follow the District's Personal Technology Use in Schools policy and the student Code of Conduct.

Students

Electronic Devices

Personal Technology Use in Schools/Cellular Phones/Electronic Communication Devices

Responsibilities in Supporting the Implementation of and Adherence to the District Policy School Leaders: (continued)

Students: (continued)

- Engage in lessons and classroom discussions related to social and emotional learning, digital citizenship, media literacy, and the responsible use of technology.
- Encourage peers to use technology and social media appropriately, including being aware of and limiting the frequency in which they check their cell phones.
- Report concerning and inappropriate cell phone use and online behavior by peers to a principal, teacher, school counselor, psychologist, social worker, or any trusted adult in the school building.

(cf. 5114 – Suspension and Expulsion/Due Process)

(cf. 5131.8 – Off School Grounds Misconduct)

(cf. 5131.82 – Restrictions on Publications and Written or Electronic Material)

(cf. 5131.911 – Connecticut School Climate Policy)

(cf. 5131.913 – Cyberbullying)

(cf. 5144 – Discipline/Punishment)

(cf. 5145.44 – Title IX/Sexual Harassment)

(cf. 5145.51 – Peer Sexual Harassment)

Legal Reference: Connecticut General Statutes

10-233j Student possession and use of telecommunications devices

Eisner v. Stamford Board of Education, 440 F. 2d 803 (2nd Cir 1971)

Trachtman v. Anker, 563 F. 2d 512 (2nd Cir. 1977) cert. denied, 435 U.S. 925 (1978)

Hazelwood School District v. Ruhlmeir, 484 U.S. 260, 108 S Ct 562 (1988)

Bethel School District v. Fraser, 478 US 675 (1986)

Tinker v. Des Moines Independent Community Dist., 393 US 503, (1969)

Policy adopted:

cps 9/24

A sample policy to consider.

Students

Electronic Devices

Personal Technology Use in Schools/Cellular Phones/Electronic Communication Devices

The Board of Education (Board) recognizes that many students possess and use cellular telephones and other portable electronic devices. These ubiquitous devices serve an important purpose in facilitating communication between the student and his/her family, as well as serving as tools to access information electronically. In the school setting, such portable electronic devices are permitted providing their use is consistent with this policy and does not distract from the educational process or interfere with safety and security.

Alternate language:

The Board of Education (Board) is committed to providing a safe, positive and productive learning environment for its students. The Board recognizes that, depending on how they are used, cellular telephones and other wireless communication devices can be either a valuable learning tool or a source of disruption in the learning environment. In order to maintain a secure and orderly learning environment, student use and possession of cellular telephones and other wireless communication devices shall be subject to the limitations set forth in this policy.

There is a growing body of evidence that suggests student access to cellular telephones and other electronic communication devices may be detrimental to student emotional wellbeing and academic growth. Therefore, the use of electronic communication devices and other such technology at school is considered a privilege, not a right.

Students may possess cellular telephones and other wireless communication devices on school property and school-sponsored transportation, provided students adhere to the restrictions contained within this policy. Any unauthorized use of cellular telephones and other wireless communication devices during the instructional school day or at such times as not authorized by the school principal or designee is prohibited, as it disrupts the instructional program or distracts from the educational environment.

1. ***Elementary School Students:*** Elementary school students may possess cellular telephones and other wireless communication devices on school property and school-sponsored transportation, provided such devices are not visible, used, or activated, and are kept in the “off” position throughout the instructional school day. Students must keep their cellular phones and other wireless communication devices stored in a non-visible secure location during the instructional school day.

Students may use their cellular phones and other wireless communication devices while waiting for the beginning of the instructional school day or waiting for a school bus at the end of the instructional school day.

Students

Electronic Devices

Personal Technology Use in Schools/Cellular Phones/Electronic Communication Devices (continued)

- Middle and High School Students:* Middle and high school students may possess cellular telephones and other wireless communication devices on school property and school-sponsored transportation, provided such cellular telephones and other wireless communication devices are not visible, used or activated, and are kept in the “off” position throughout the instructional school day. Middle and high school students must keep their cellular telephones and other wireless communication devices stored in a non-visible secure location. Middle and high school principals may modify the instructional school day to establish other authorized times of use in addition to when students are waiting for the beginning of the instructional school day or waiting for a school bus at the end of the instructional school day, including the designation of areas of the school campus for such use.

Alternate language:

Cellular telephones and other wireless communication devices shall be turned off during instructional or class time or at any other time when such use of the device would cause a disruption of school activities. Cellular telephones or other wireless communication devices, which have the capability to take photographs or videos, shall not be used for such purposes while on school property or while a student is engaged in district-sponsored activities unless as expressly authorized in advance by the principal or designee.

OR

The use of cellular telephones or other wireless communication devices in any manner that disrupts the educational environment or violates the rights of others, including the use of the device to take photographs in locker rooms or bathrooms, cheat, or otherwise violate student conduct rules is prohibited. Prohibited conduct specifically includes creating, sending, sharing, viewing, receiving, or possessing an indecent visual depiction of oneself or another person.

Unless otherwise banned by this policy or by the building principal, all cellular telephones or other wireless communication devices must be powered off and out-of-sight during the regular school day unless: (a) the supervising teacher grants permission; (b) the use of the device is provided in a student’s individualized education program (IEP); or (c) it is needed in an emergency that threatens the safety of students, staff, or other individuals.

Students

Electronic Devices

Personal Technology Use in Schools/Cellular Phones/Electronic Communication Devices (continued)

Unauthorized Use of Devices

A student's possession, display or use of a cellular telephone and other wireless communication devices on school property contrary to the provisions of this policy shall be viewed as the unauthorized use of the cellular phone or other wireless communication devices when such possession, display or use of such devices results in conduct which includes, but is not limited to:

- a. Interference with or disruption of the instructional or educational environment.
- b. Use that violates academic integrity, such as reproducing images of tests, communicating test or examination contents or answers, providing access to unauthorized school information, or assisting students in any aspect of their instructional program in a manner that violates school Board policy or the Student Code of Conduct.
- c. The communication of the marks or grades assigned to students resulting from evaluation or the actual contents, or parts thereof, of any evaluation activity being completed by an individual(s).
- d. Use to commit a crime, under federal or state law.
- e. Violation of a student's or other person's reasonable expectation of privacy by using such devices with photographic capabilities in student locker rooms, restrooms, any other student changing areas, or the classroom, whether such use occurs during the instructional school day or on school property. Cellular telephones and other wireless communication devices may not be utilized to take "photographs" or "videos" while on school property, while on school-sponsored transportation or while a student is engaged in school-sponsored activities.
- f. Use in a manner that is profane, indecent, obscene, threatening, discriminatory, bullying or harassing language, pictures or gestures. Cellular telephones and other wireless communication devices which have the capability to take "photographs" or "moving pictures" shall not be used for such purposes while on school property, while on school-sponsored transportation or while a student is engaged in school-sponsored activities.

Other Responsible Uses

Cellular telephones and other wireless communication devices are permissible in the following circumstances:

- a. ***Instructional or Educational Purposes.*** There is educational value in utilizing cellular telephones or other wireless communication devices in the classroom when such devices deliver content, and extend, enhance, and/or reinforce a student's learning process related to the student's learning style, the instructional objectives of the class and/or the learning environment. The appropriateness of in-class use of these devices consistent with the instructional objectives within instructional time will be determined by the classroom teacher with the approval of the building principal or designee.

Students

Electronic Devices

Personal Technology Use in Schools/Cellular Phones/Electronic Communication Devices

Other Responsible Uses (continued)

- b. ***IEP, 504, or Health Care/Medical Plan.*** Students may use cellular phones, wireless communication devices, and other electronic devices during class time when authorized pursuant to an Individual Education Plan (IEP), a Section 504 Accommodation Plan, or a Health Care/Medical Plan with supportive documentation from the student's physician.
- c. ***Health, Safety or Emergency Reasons.*** Exceptions to the restrictions in this policy, in part or in its entirety, may be made for health, safety and emergency reasons by the principal.
- d. ***School Trips or School-Sponsored Activities.*** The use, display, or activation of cellular phones or other wireless communication devices during school trips or school-sponsored activities shall be at the discretion of the principal or designee but shall not be disruptive to the activity.
- e. ***Other Reasons.*** Other reasons determined appropriate by the principal.

Unauthorized use of these devices is grounds for confiscation by school officials, including classroom teachers. Repeated unauthorized use of such devices may lead to disciplinary action.

Responsibility/Liability

Any student who chooses to bring a cellular telephone or other wireless communication device to school shall do so at his or her own risk and shall be personally responsible for the security of his or her cellular phone or wireless communication device. Neither the school personnel nor the Board will assume any responsibility or liability for loss, theft, damage, or vandalism to a cellular phone or other wireless communication device brought onto school property or for the unauthorized use of any such device.

(cf. 5114 – Suspension and Expulsion/Due Process)

(cf. 5131 – Conduct)

(cf. 5131.8 – Off School Grounds Misconduct)

(cf. 5131.82 – Restrictions on Publications and Written or Electronic Material)

(cf. 5131.911 – Bullying)

(cf. 5131.913 – Cyberbullying)

(cf. 5144 – Discipline/Punishment)

(cf. 5145.5 – Sexual Harassment)

(cf. 5145.51 – Peer Sexual Harassment)

Students

Electronic Devices

Personal Technology Use in Schools/Cellular Phones/Electronic Communication Devices

Legal Reference: Connecticut General Statutes

10-233j Student possession and use of telecommunications devices

Eisner v. Stamford Board of Education, 440 F. 2d 803 (2nd Cir 1971)

Trachtman v. Anker, 563 F. 2d 512 (2nd Cir. 1977) cert. denied, 435 U.S. 925 (1978)

Hazelwood School District v. Ruhlmeir, 484 U.S. 260, 108 S Ct 562 (1988)

Bethel School District v. Fraser, 478 US 675 (1986)

Tinker v. Des Moines Independent Community Dist., 393 US 503, (1969)

Policy adopted:

cps 1/19

reviewed 11/23

revised 8/24

An administrative regulation to consider.

Students

Electronic Devices

Personal Technology Use in Schools/Cellular Phones/Electronic Communication Devices

The District recognizes the importance of technology in the educational setting. While cellular telephones and other wireless communication devices may serve as a form of technology, they can pose a significant distraction to the learning environment if used without the direction of the teachers.

The use of electronic communication devices and other technology at school is a privilege, not a right.

Definitions

1. A **“cellular telephone or wireless communication device”** is a handheld or worn electronic device that can receive and/or transmit voice, text, or data messages without a cable connection. Such devices may include cellular telephones and digital wireless phones. This definition also includes any current or emerging wireless handheld technologies or portable information technology systems developed for similar purposes.
2. **“School property”** means any school building, bus, or facility, including grounds owned or occupied by the Board. The definition includes the location of a District-sponsored activity as well as transportation provided by the District to attend a District-sponsored activity.
3. **“Instructional school day”** means the moment a student enters the school building until the final dismissal bell. The “instructional school day” includes, but is not limited to, study halls and any other structured or non-structured instructional activity that occurs during the normal school day, including the administration of examinations, regardless of whether a student is on campus or at an off-campus school-sponsored activity.
4. **“Kept in the “off” position”** means the device is powered completely off and is not simply set to vibrate, silent, standby, hibernation, or airplane mode.

Use of Cellular Phones/Electronic Communication Devices at School or School Events

- The instructional day includes the entire school day from the start of the school bell to the dismissal bell with the exception of the official lunch period at the high school level only.
- Students must power off and stow away cell phones and/or electronic communication devices prior to the start of the instructional day (the last bell for the start of school). During lunch, high school students may use their devices, but they must power off and stow away cell phones again at the official end of the lunch period.

Students

Electronic Devices

Personal Technology Use in Schools/Cellular Phones/Electronic Communication Devices

Use of Cellular Phones/Electronic Communication Devices at School or School Events (continued)

- Cell phones and/or electronic communication devices may not be accessed by students during the instructional day. They may be used appropriately before and after the start of the school day. High school students may access their cell phones and/or electronic communication devices during the official lunch period and during the passing time between classes.
- The use of cell phones and/or electronic communication devices is strictly prohibited at all times in locker rooms or restroom areas while at school or a school-related event. Devices used in this manner will be immediately confiscated.
- Individual school schedules may require some minor flexibility as approved by the principal.

Use of Cellular Telephones and Other Wireless Communication Devices in Classrooms

Teachers are encouraged to design lessons where the use of cellular telephones or other wireless communication devices is relevant to the course curriculum. Teachers will notify students when this type of use is authorized.

Teachers may direct students to use a cellular telephone or other wireless communication device during instructional time. Otherwise, such devices must be turned off or placed on silent and put away prior to the beginning of teaching. Headphones may not be visible during instructional time, and such devices may not be used outside the classroom during instructional time.

When a cellular telephone or other wireless communication device is in use for academic purposes, students are not permitted to:

- Answer an incoming text message or phone call;
- Be on any social media site;
- Access or play any game or access any entertainment site on their device;
- Access or use any app on their device unless expressly instructed by the teacher;
- Take any picture or video that the teacher has not expressly asked the student to take;
- Upload any picture or video taken in any class to any social media site or website;
- Text message or email any picture or video taken in class to any person, including themselves;
- Access any type of mobile web browsing for any reason unless directed by the teacher; or
- Take any picture, video or text any class assignments or assessments without permission.

Students

Electronic Devices

Personal Technology Use in Schools/Cellular Phones/Electronic Communication Devices (continued)

Examples of Inappropriate Use

- Student use of cellular telephones or wireless communication devices for personal communication and entertainment and/or games is not permitted during the instructional day, from the official school start time to the end of the day school dismissal, which includes class periods, lunch period (elementary and middle schools only), and other specified times as determined by the administration.
- Communicating or displaying offensive messages, pictures, or language is never permitted at any time during the school day, at a school event, or on school buses. Devices used in this manner will be immediately confiscated.
- Cyberbullying, harassing, intimidating, coercing, threatening, or attacking others is never permitted. Making private information public is never permitted. Devices used in this manner will be immediately confiscated.

Enforcement Procedures

- Cellular telephones or other electronic communication devices must be surrendered to district personnel upon demand. Any student refusing to give the device to school personnel will be subject to discipline as provided in the student conduct code.
- All confiscated phones will be turned in at the school office as soon as possible and no later than within 24 hours of being confiscated. Once a cell phone has been confiscated, the following procedures will be used to return the device:
 - The **first time** a cell phone and/or electronic communication device is confiscated, the student or parent can pick it up at the school office no earlier than the end of the school day. The school administration may contact the parent or guardian if needed. (Or: The teacher confiscates and returns to the student at the end of class.)
 - The **second time** a cell phone and/or electronic communication device is confiscated, it can be picked up at the school office. (or: Teacher confiscates, gives the device to the office, and office returns to the student at the end of the school day.)
 - The **third time** a cell phone and/or electronic communication device is confiscated, the teacher gives the device to the office, and the office notifies the parent to come pick it up at their convenience.
 - **Repeated offenses** within the same school year, will result in the confiscation of the phone and returned only to the parent after a meeting with the parent and student and appropriate disciplinary action is determined.

Regulation approved:

rev 11/23

rev 8/24

Electronic Device

The Waterbury Board of Education is committed to maintaining a safe and productive learning environment that provides each student with an atmosphere free of disruptions.

Students may possess personal technological devices on school property and/or during school-sponsored activities per the mandates of this policy and any applicable administrative regulations as may be developed by the Superintendent of Schools.

A. Definitions

For the purposes of this policy, "District-Issued Technology" refers to computers and instructional technologies; communications and data management systems; informational technologies and the Internet; and any other technology resources owned and/or used by the school district and accessible by students including "Personal Technology" pouches.

For the purposes of this policy, "Personal Technology" refers to privately owned wireless and/or portable electronic hand-held equipment that can be used for word processing, wireless Internet access, image capture and recording, gaming, sound recording, information transmitting and/or receiving or storing information or data, etc. In addition, "Personal Technology" refers to Bluetooth devices and wearable technology, such as, but not limited to, iPads, tablets, smartwatches, gaming devices, and AirPods.

B. Responsibility for "Personal Technology" Devices

Students are responsible for the safety and use of their "Personal Technology." If "Personal Technology" is stolen, lost, or damaged, a report should be made to the building principal or designee, who will investigate the loss in a manner consistent with procedures for stolen or damaged personal property. Students and parents should be aware that the Board is not liable for any "Personal Technology" stolen, lost, or damaged while at school or during a school-sponsored activity. Therefore, students are advised not to share or loan their "Personal Technology" with other students.

C. Use of "Personal Technology" Devices

Except to the extent required by a student's Individualized Educational Plan or 504 plan and/or for other reasons approved by the building principal, all students are prohibited from using "Personal Technology" during the school day and are subject to disciplinary action outlined in section "D" of this policy.

In addition, the following rules apply specifically to student use of cell phones during the school day:

1. Students in grades 6-12 may bring "Personal Technology" to school but must ensure that it is turned off, in Airplane mode, or silenced. When entering the school, "Personal Technology" must be locked in a district-issued "Personal Technology" pouch and kept there the entire school day. Students will unlock their district-issued pouch at dismissal.

Electronic Device

2. Students in grades PK-5 may bring “Personal Technology” to school but must ensure that it is turned off, in Airplane mode, or silenced. “Personal Technology” must remain completely out of view for the entire school day and cannot be used at any time.

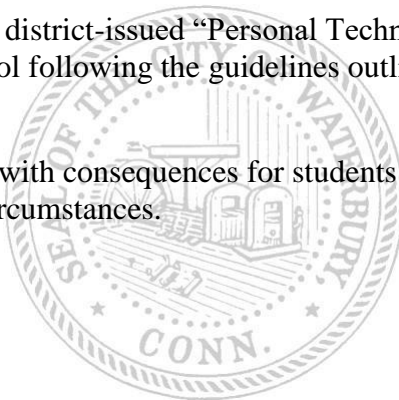
D. Disciplinary Action*

Misuse of “Personal Technology” in an inappropriate or prohibited manner and/or using such devices in any manner inconsistent with this policy will result in disciplinary action as outlined in the most current student handbook under the section entitled “Personal Technology.” Disciplinary action will follow a tiered approach.

At each tier, the administrator or designee will review the policy with the student, inform parents/guardians, and document the offense.

If a student loses or damages the district-issued “Personal Technology” pouch, the student must acquire a new one from the school following the guidelines outlined in the most current student handbook.

*Administrators have flexibility with consequences for students who fall under DCF Care, McKinney-Vento, and similar circumstances.



Legal Reference:

Connecticut General Statutes (P.A. 95-304, S.8, 9; P.A. 96-108, S. 1, 3)
History: P.A. 95-304 effective July 1, 1995; P.A. 96-108 designated the existing
Sec. Subsec (a) and added Subsec (b) re cellular mobile telephones, effective July 1, 1996