

Board of Education Regular Meeting 2022

Thursday, March 3, 2022 7:00 PM

BOE Meeting Access: BOE (3/3/22 at 7 p.m.) Web: <https://zoom.us/j/94111821757>

Dial In: (929) 205-6099 Meeting ID: 941 1182 1757 , 3 Brush Hill Road, New Fairfield, CT 06812

I. CALL TO ORDER

II. PLEDGE OF ALLEGIANCE

III. APPROVAL OF THE MINUTES

III.A. February 10, 2022 - Special

III.B. February 15, 2022 - Regular

IV. APPROVAL OF THE AGENDA

V. **PUBLIC PARTICIPATION** - *The Board welcomes public participation. Pursuant to our Board Policy, public participation is limited to no more than three (3) minutes per speaker and a total of no more than thirty (30) minutes total for the entire meeting. Individuals who wish to speak longer are encouraged to attend any and all related subcommittee meetings where most of the board's groundwork is done. We value your input, but due to these time limitations, we ask you to be concise and to observe the rules of common courtesy. [9320(a) of Board Bylaws]*

VI. BOARD AND ADMINISTRATIVE COMMUNICATIONS

VI.A. Chairman's Report

VI.B. Superintendent's Report

VI.C. Student Representatives' Report

VI.D. Committee Reports

VI.D.1. Curriculum (*Stephanie Strazza*)

VI.D.2. Policy (*Samantha Mannion*)

VI.D.3. Communications/ Community Outreach (*Kathy Baker*)

VI.D.4. Field Fees (*Ed Sbordone*)

VI.E. Liaison Reports

VI.E.1. Board of Finance (*Ed Sbordone*)

VI.E.2. Safety Committee (*Ed Sbordone*)

VI.E.3. School Security and Safety Committee (*Samantha Mannion*)

VII. **INFORMATION ITEMS**

VII.A. CELA/MHHS

VII.B. Schedule for Board of Education In-person Meetings

VII.C. New Fairfield High School/Consolidated School Building Project Update

VII.D. Superintendent's Mid-Year Evaluation (*To be discussed in Executive Session*)

VIII. **ACTION ITEMS**

VIII.A. Personnel Report

VIII.B. Board of Education Policies

VIII.B.1. Policy 3517.1 – Identification Badges

VIII.B.2. Policy 4111.3 - Minority Recruitment Plan

VIII.B.3. Policy 5131.6 - Alcohol, Drugs and Tobacco

VIII.B.4. Policy 6140 - Curriculum

VIII.B.5. Policy 6142 - Basic Instructional Program

VIII.C. Board of Education Policies

Suspension of the Rules [referring to Policies C-19-1250, 1250, 1250.1, 3517.3 & 6162.4]

VIII.C.1. Policy C-19-1250 - Visitors, Volunteers and Observations in Schools

VIII.C.2. Policy 1250 - Visits to the Schools

VIII.C.3. Policy 1250.1 - Classroom Observations

VIII.C.4. Policy 3517.3 - Site Access/Closed Campus

VIII.C.5. Policy 6162.4 - School Volunteers

VIII.D. Continuation of Health Benefits

VIII.E. Custodian Leave of Absence Requests (*It is anticipated the Board will enter into Executive Session.*)

VIII.E.1. Request #1

VIII.E.2. Request #2

IX. **PUBLIC PARTICIPATION** - *The Board welcomes public participation. Pursuant to our Board Policy, public participation is limited to no more than three (3) minutes per speaker and a total of no more than thirty (30) minutes total for the entire meeting. Individuals who wish to speak longer*

are encouraged to attend any and all related subcommittee meetings where most of the board's groundwork is done. We value your input, but due to these time limitations, we ask you to be concise and to observe the rules of common courtesy. [9320(a) of Board Bylaws]

X. FUTURE AGENDA ITEMS

XI. BOARD MEMBER COMMENTS

XII. EXECUTIVE SESSION FOR THE PURPOSE OF DISCUSSING CUSTODIAN LEAVE OF ABSENCE REQUEST

XIII. EXECUTIVE SESSION FOR THE PURPOSE OF DISCUSSING SCHOOL SECURITY AND SAFETY

XIV. EXECUTIVE SESSION FOR THE PURPOSE OF DISCUSSING THE SUPERINTENDENT'S MID-YEAR EVALUATION

XV. EXECUTIVE SESSION FOR THE PURPOSE OF DISCUSSING A CONFIDENTIAL STUDENT MATTER

XVI. ADJOURNMENT

**NEW FAIRFIELD BOARD OF EDUCATION
NEW FAIRFIELD, CT**

The New Fairfield Board of Education held a special meeting on Tuesday, February 10, 2022 at 7:00 p.m. virtual meeting via Zoom.

MINUTES – February 10, 2022

PRESENT: Dominic Cipollone (Chairman), Kathy Baker, Tim Blair, Greg Flanagan, Amy Johnson, Samantha Mannion, Ed Sbordone and Stephanie Strazza

ABSENT: Kimberly LaTourette

ALSO PRESENT: Superintendent of Schools Dr. Pat Cosentino, Assistant Superintendent of Schools Julie Luby, Director of Business and Operations Dr. Richard Sanzo, Director of Instructional Technology and Communications Dr. Karen Fildes, Pupil Personnel Director Katherine Matz, Middle School Principal Christine Baldelli, Middle School Assistant Principal Cheryl Milo, Meeting House Hill School Principal James Mandracchia, Meeting House Hill School Assistant Principal Allyson Story, Consolidated School Principal Rob Spino, Director of Curriculum Alyce Misuraca, Special Education Supervisor Melissa Busnel, and BOF member Claudia Willard

Director of Business and Operations Dr. Richard Sanzo explained the procedure for the virtual meeting and noted that this virtual meeting is available to everyone including members of the public.

I. CALL TO ORDER: Chairman Dominic Cipollone called the meeting to order at 7:00 p.m.

II. PLEDGE OF ALLEGIANCE

III. PUBLIC COMMENT

III. ACTION ITEM

A. 2022-2023 BUDGET

MOTION: Ed Sbordone made a motion to recommend to the full Board of Education the approval of the 2022-2023 Board of Education's operating budget in the amount of \$42,977,752, an increase of 3.52%, which includes previously approved decreases of \$57,027 and \$135,318 from the Superintendent's operating budget, and the 2022-2023 Board of Education's debt service and capital budget in the amount of \$6,008,810, an increase of 58.38% for a total amount of \$48,986,562, an increase of 8.11%. Kathy Baker seconded the motion. **IN FAVOR:** Kathy Baker, Tim Blair, Dominic Cipollone, Greg Flanagan, Amy Johnson, Samantha Mannion, Ed Sbordone and Stephanie Strazza

There was a brief discussion of charging tuition for children of out of district staff members. It was noted that there was a vote last year to charge new staff members tuition for their children but to grandfather existing staff members for this benefit.

Dr. Sanzo gave an update of budget line items that were discussed at recent budget meetings. Specifically, he spoke of BYOD (Bring Your Own Devices for students), Conference and Travel for staff members, and financial calculations for possible staff reductions.

The members of the Board of Education wished Superintendent of Schools Dr. Pat Cosentino a very happy birthday.

V. ADJOURNMENT

MOTION: Dominic Cipollone made a motion to adjourn the meeting at 7:14 p.m. Kathy Baker seconded the motion. **IN FAVOR:** Kathy Baker, Tim Blair, Dominic Cipollone, Greg Flanagan, Amy Johnson, Samantha Mannion, Ed Sbordone and Stephanie Strazza

Respectfully submitted,
Suzanne Kloos

**NEW FAIRFIELD BOARD OF EDUCATION
NEW FAIRFIELD, CT**

The New Fairfield Board of Education held a regular meeting on Tuesday, February 15, 2022, at 7:00 p.m. via Zoom.

MINUTES – February 15, 2022

PRESENT: Dominic Cipollone (Chairman), Kathy Baker, Tim Blair, Greg Flanagan, Amy Johnson, Kimberly LaTourette, Samantha Mannion, Ed Sbordone and Stephanie Strazza

ABSENT: None

ALSO PRESENT: Superintendent of Schools Dr. Pat Cosentino, Assistant Superintendent of Schools Julie Luby, Director of Business and Operations Dr. Richard Sanzo, Director of Instructional Technology and Communications Dr. Karen Fildes, Pupil Personnel Director Katherine Matz, High School Principal James D’Amico, Meeting House Hill School Principal James Mandracchia, Meeting House Hill School Assistant Principal Allyson Story, Consolidated School Principal Rob Spino, Consolidated School Assistant Principal Karen Gruetzner, Director of Curriculum Alyce Misuraca, Special Education Supervisor Melissa Busnel, First Selectman Pat Del Monaco, Selectman Khris Hall, Town of New Fairfield Health Director Tim Simpkins, BOF member Thora Perkins and Permanent Building Committee Chairman Don Kellogg

Director of Business and Operations Dr. Richard Sanzo explained the procedure for the virtual meeting and noted that this virtual meeting is available to everyone including members of the public.

I. CALL TO ORDER: Chairman Dominic Cipollone called the meeting to order at 7:01 p.m.

II. PLEDGE OF ALLEGIANCE

III. APPROVAL OF MINUTES

- A. February 1, 2022 - Special meeting - approved by consensus
- B. February 2, 2022 - Regular meeting - approved by consensus
- C. February 3, 2022 - Special meeting - approved by consensus
- D. February 8, 2022 - Special meeting - approved by consensus

IV. APPROVAL OF AGENDA

MOTION: Dominic Cipollone made a motion to approve the agenda with the addition of Action Item D “Executive Session for the Purpose of Discussing a Custodian Leave of Absence Request.” Kim LaTourette seconded the motion. **IN FAVOR:** Kathy Baker, Tim Blair, Dominic Cipollone, Greg Flanagan, Amy Johnson, Kimberly LaTourette, Samantha Mannion, Ed Sbordone and Stephanie Strazza

V. PUBLIC PARTICIPATION

Many members of the public gave their opinion or expressed concerns regarding the potential lifting of the mask mandate in the schools. Most residents asked that the wearing of the masks be the prerogative of the parents while some residents expressed concerns about students or staff that have health issues or may be immune compromised. The residents overwhelmingly expressed their desire to make sure that students be told to respect the decisions of other families no matter the outcome.

Danyelle Connors and Guyllen expressed concerns regarding safety of students walking to school from East Lake Road to Gillotti Road and asked that the Board and the Town look into strategies for making it safer.

VI. BOARD AND ADMINISTRATIVE COMMUNICATIONS

A. Chairman's Report - Dominic Cipollone spoke of the following:

- Noted that the vote by the Board whether or not to continue the mask mandate is a decision that is not taken lightly. He thanked everyone for giving their opinions about the mandate and encouraged everyone to be professional and kind in their decisions.

B. Superintendent's Report - Superintendent of Schools Dr. Pat Cosentino spoke of the following:

- She took a tour of the new CELA building project today and it looks great. The high school project is coming along nicely too.
- There will be two parent listening sessions to discuss the move of Consolidated School to the Meeting House Hill School campus. The first will be on February 24th at 4:00 p.m. at MHHS and the second on March 1st at 7:00 p.m. via Zoom. Everyone is encouraged to attend.
- School will not be in session on Monday, February 21st and Tuesday, February 22nd.
- If the Board determines that masks will become optional, it will not be in effect until Monday, February 28th. She encouraged all parents to talk to their children about having respect for students whose families have made different decisions.
- Thanked the School Resource Officers in all four schools in honor of "School Resource Officer Appreciation Day."

C. Student Representative Report - None

D. Committee Reports

1. Business Operations/Resource Management - Greg Flanagan noted that this committee met on February 15th and reviewed budget vs. actual and everything seems to be on track compared to recent years. A deficit is projected for this year's budget but it is not as high as originally thought. He noted that there may be a special education outplacement that may further affect the deficit. This potential deficit will be monitored very closely. There was a successful bond sale for the school building projects in the amount of \$35 million at an interest rate of 2.51%.

E. Liaison Reports

1. Parks and Recreation Committee - Kim LaTourette noted that this committee met on February 8th and discussed repairs to the playground, the purchase of two new life guard chairs, the possibility of installing a Frisbee golf course in town and the salaries for summer employees.
2. School Security and Safety Committee - Samantha Mannion noted that this committee met on February 7th and received an update on security and an update on construction. More security topics were discussed in Executive Session.

VII. INFORMATION ITEMS

A. Mid-year Data

Julie Luby spoke of mid-year data and specifically the "Vision of the Graduate" that includes both academic rigor and social and emotional well-being. She spoke of the achievement of students and compared current levels with pre-pandemic levels. She spoke of strategies for success and thanked the entire staff for all their hard work with meeting needs of students during the pandemic.

B. COVID Update

Julie Luby showed data and noted that the absentee rate in the schools is down significantly from the last couple of weeks. The number of students in quarantine has also been declining. It was decided that Ms. Luby will give continue to give an update on this only if necessary.

C. Board of Education Policies - (*Second Reading*)

1. Policy 3517.3 - Identification Badges
2. Policy 4111.3 - Minority Recruitment Plan
3. Policy 5131.6 - Alcohol, Drugs and Tobacco
4. Policy 6140 - Curriculum
5. Policy 6142 - Basic Instructional Program

D. New Fairfield High School/Consolidated School Building Project Update

Dr. Rich Sanzo noted that the bond rate for the school project came back at 2.51%. It is hopeful that the Furniture, Fixture and Equipment package will go out to bid in the near future. Construction work will be done over the upcoming long weekend.

Dr. Sanzo noted that due to the diligence of the PBC and the BOE and all involved, both projects are on scheduled and under budget.

VIII. **INFORMATION/ACTION ITEM**

A. COVID Mask Discussion

MOTION: Dominic Cipollone made a motion to recommend to the full Board in response to the statewide elimination of mask mandates, effective February 28, 2022, masks shall not be required to be worn by individuals on school grounds or board sponsored activities, unless otherwise required by law, regulation or by other legislative or executive order and further subject to requirements imposed by third parties related to New Fairfield school activities occurring off school grounds. Masks shall still be required to be worn on school transportation consistent with federal regulations. Kathy Baker seconded the motion. **IN FAVOR:** Kathy Baker, Tim Blair, Dominic Cipollone, Greg Flanagan, Amy Johnson, Kimberly LaTourette, Samantha Mannion, Ed Sbordone and Stephanie Strazza

There was a lengthy discussion by the members of the Board of Education about the proposed lifting of the mask mandate. Members of the Board thanked everyone for their feedback and stressed the need for parents to reiterate to their children that there needs to be respect for students whose families have made different decisions. It was noted that the lifting of this policy will not take place until February 28th.

Town of New Fairfield Health Director Tim Simpkins noted that the State Department of Health and the State Department of Education are in the process of preparing guidance to school systems for the mask mandates. Mr. Simpkins noted that he has been a proponent of masks in the school since the beginning of the pandemic but believes that it is time to transition from a pandemic phase to an endemic phase. He spoke of case rates and positivity rates and noted that he would support making masks optional in the schools. He reiterated that the State reserves the right to reinstate masks at any time until June 30, 2022, if necessary.

IX. ACTION ITEMS

A. Personnel Report

MOTION: Kathy Baker made a motion to recommend to the full Board the approval of the Personnel Report for February 10, 2022, as recommended by the administration. Ed Sbordone seconded the motion. **IN FAVOR:** Kathy Baker, Tim Blair, Dominic Cipollone, Greg Flanagan, Amy Johnson, Kimberly LaTourette, Samantha Mannion, Ed Sbordone and Stephanie Strazza

B. Quarterly Fiscal Year 2021-2022 Budget Transfers

MOTION: Greg Flanagan made a motion to recommend to the full Board of Education the requested quarterly FY 2021-22 budget transfers as presented. Kim LaTourette seconded the motion.

IN FAVOR: Kathy Baker, Tim Blair, Dominic Cipollone, Greg Flanagan, Amy Johnson, Kimberly LaTourette, Samantha Mannion, Ed Sbordone and Stephanie Strazza

C. Paraprofessional Grievances- Executive Session

1. Grievance #1
2. Grievance #2

X. PUBLIC PARTICIPATION

Ann Marie Valareti and Stephanie Hill thanked the Board for their vote to lift the mask mandate.

XI. FUTURE AGENDA ITEMS

- Dr. Sanzo will present an update of the projections for the 2021-2022 budget.
- Dominic Cipollone asked for an update of posting curriculum on the website. This will be first discussed at the Curriculum Subcommittee and then the full Board.
- There was a brief discussion of the plan to go back to in-person meetings. The Board will discuss the equipment needed and logistics for in-person meetings in the near future.

XII. BOARD MEMBER COMMENTS

Kim LaTourette thanked the School Resource Officers in all four schools in honor of School Resource Officer Appreciation Day.

Dominic Cipollone thanked the entire Board of Education for their due diligence with and taking into consideration the well-being of the community regarding the mask mandate.

XIII. EXECUTIVE SESSION FOR THE PURPOSE OF DISCUSSING PROFESSIONAL GRIEVANCES

MOTION: Dominic Cipollone made a motion to go into Executive Session at 8:46 p.m. to discuss paraprofessional grievance #1 and to invite Dr. Pat Cosentino, Dr. Rich Sanzo, Natalia Sierra Millan, Michael Davis and Cynthia Ross-Zweig into the Executive Session. Kathy Baker seconded the motion. **IN FAVOR:** Kathy Baker, Tim Blair, Dominic Cipollone, Greg Flanagan, Amy Johnson, Kimberly LaTourette, Samantha Mannion, Ed Sbordone and Stephanie Strazza

MOTION: Kim LaTourette made a motion to come out of Executive Session at 9:08 p.m. Kathy Baker seconded the motion. **IN FAVOR:** Kathy Baker, Tim Blair, Dominic Cipollone, Greg Flanagan, Amy Johnson, Kimberly LaTourette, Samantha Mannion, Ed Sbordone and Stephanie Strazza

MOTION: Kimberly LaTourette made a motion that the New Fairfield Board of Education dismiss the grievance filed by the Paraprofessional Bargaining unit with respect to the January 5, 2022, snow day at Step 3. Kathy Baker seconded the motion. **IN FAVOR:** Kathy Baker, Tim Blair, Dominic Cipollone, Greg Flanagan, Amy Johnson, Kimberly LaTourette, Samantha Mannion, Ed Sbordone and Stephanie Strazza

MOTION: Kathy Baker made a motion to go into Executive Session at 9:10 p.m. to discuss paraprofessional grievance #2 and to invite Dr. Pat Cosentino, Dr. Rich Sanzo, Julie Luby, Katherine Matz, Melissa Busnel, Natalia Sierra Millan, Michael Davis, Rose Bicelli and Cynthia Ross-Zweig into the Executive Session. Stephanie Strazza seconded the motion. **IN FAVOR:** Kathy Baker, Tim Blair, Dominic Cipollone, Greg Flanagan, Amy Johnson, Kimberly LaTourette, Samantha Mannion, Ed Sbordone and Stephanie Strazza

MOTION: Dominic Cipollone made a motion to come out of Executive Session at 10:28 p.m. Ed Sbordone seconded the motion. **IN FAVOR:** Kathy Baker, Tim Blair, Dominic Cipollone, Greg Flanagan, Amy Johnson, Kimberly LaTourette, Samantha Mannion, Ed Sbordone and Stephanie Strazza

MOTION: Greg Flanagan made a motion that the New Fairfield BOE deny the grievance filed by the Paraprofessional Union with respect to Rose Bicelli termination at Step 3. Samantha Mannion seconded the motion. **IN FAVOR:** Kathy Baker, Tim Blair, Dominic Cipollone, Greg Flanagan, Amy Johnson, Kimberly LaTourette, Samantha Mannion, Ed Sbordone and Stephanie Strazza

Dominic Cipollone noted that a written notice will follow this decision.

MOTION: Samantha Mannion made a motion to table the two remaining Executive Sessions for this meeting due to time constraints. These Executive Sessions include discussing a Custodian Leave of Absence request and an update on School Safety and Security. Greg Flanagan seconded the motion. **IN FAVOR:** Kathy Baker, Tim Blair, Dominic Cipollone, Greg Flanagan, Amy Johnson, Kimberly LaTourette, Samantha Mannion, Ed Sbordone and Stephanie Strazza

XIV. ADJOURNMENT

MOTION: Dominic Cipollone made a motion to adjourn the meeting at 10:31 p.m. Kathy Baker seconded the motion. **IN FAVOR:** Kathy Baker, Tim Blair, Dominic Cipollone, Greg Flanagan, Amy Johnson, Kimberly LaTourette, Samantha Mannion, Ed Sbordone and Stephanie Strazza

Respectfully submitted,
Suzanne Kloos



Transition Planning for CELA and MHHS Sharing One Campus

March 3, 2022



Process

Transition Plan for Consolidated and Meeting House Hill Schools, Part I

- | | | |
|------|---|---|
| 2/7 | Listening Session & Planning Meeting with the 4 building administrators | ✓ |
| 2/7 | Listening Session with Cons and MHHS teachers- 3:45 on Zoom | ✓ |
| 2/24 | Parent Listening Session #1 - 2/24, 4pm in the MHHS cafe | ✓ |
| 3/1 | Parent Listening Session #2 - 3/1, 7pm on Zoom | ✓ |

Feedback from the Listening Sessions

We asked:

- What are the benefits that will occur when we have both schools on one campus?
- What concerns do you have?
- What will it take for us to have a successful transition?

Positive aspects of having schools together

1. One less transition for all students in New Fairfield
2. More collaboration between staff and students
3. Ability to share resources
4. Continuous implementation of curriculum and instruction
5. Parent drop off and pick up at one site
6. Shared staff don't have to travel
7. Siblings together (especially new K students)
8. Student mentorships

Concerns & Suggestions

- Maintain the schools' identities
- Maintain the four administrators
- Traffic patterns on the campus
- Student overlap in shared spaces (i.e. cafeteria, playground)
- Quantity of SROs
- Tours
- Dismissal times and procedures
- Parking
- Consistency of expectations and procedures

Transition Plan, Part II

- Maintain the identity of the two schools for the present
- Allow for a natural process to merge them into one school, over time
- Create a leadership structure that works for the present as well as the future, and facilitates smooth operations

Head Principal

**Supporting
Administrator**

**Supporting
Administrator**

**Supporting
Administrator**

Next Steps

1. Develop job descriptions and responsibilities
2. Work with NFAA
3. Form a committee and hire Head Principal
4. Appoint Principal
5. Post for other positions...transfer and assign staff

Business/Non-Instructional Operations

Security of Buildings and Grounds

Site and Building Access

Identification Badges

The Board of Education recognizes the importance of providing a safe environment for all District students and staff. To promote a safe environment, the District requires all employees, volunteers and visitors to wear, above the waist, a District issued, approved identification badge.

Required Identification: All employees, while carrying out regular employment duties, will display identification badges in plain view. Student ID ~~cards/~~ badges and lanyards will be provided to ~~every student~~ all students at the middle school and high school, which authorizes a ~~student~~ students to be on campus and on school buses. Students are asked to ~~retain~~ display their ID ~~card~~ badge in a prominent location and to retain their ID badge, until a new one badge is issued. ~~Such cards~~ These badges will help staff in identifying students, as well as trespassers. Students ~~must~~ will be required to present their ID badge to enter the school building, building if they arrive after the start of the school day.

Issuing Identification Badges: Identification badges will be provided to all employees. The initial badge, clip or lanyard will be provided to all employees at no cost to the employee. ID badges will be replaced as necessary due to normal use, to make the photo current or for changes in employment status.

Visitors/Volunteers: All visitors/volunteers are required to check in to the main office or front desk to obtain a visitor's badge. Volunteer and visitor badges may be permanent and lent to the person or disposable. A log shall be maintained of all visitors/volunteers in the building. When visitors/volunteers leave the building, they must sign out.

All visitors shall display the visitor's badge while they are in the school building during the school day.

Visitors who do not comply with this policy shall be escorted from the property. Staff members who observe someone entering District facilities without proper identification are required to address the person or immediately report this circumstance to the administration main office or front desk.

Lost or Stolen Badges: The first time the identification badge is lost or stolen, the District will provide a replacement at no cost, to the employee. Each additional identification badge requested will cost ~~the employee~~ \$4.00 \$10.00 per badge. If a badge is lost or stolen, employees should contact Human Resources immediately and students should contact the school main office immediately.

(cf. 1250 – Visits to the School)

(cf. 3516 – Safety)

Business/Non-Instructional Operations

Security of Buildings and Grounds

Site and Building Access

Identification Badges

Legal Reference: Connecticut General Statutes

10-221 Boards of education to prescribe rules, policies and procedures.

Policy adopted: December 19, 2013
Policy revised: April 3, 2014
Policy revised: June 4, 2015

NEW FAIRFIELD PUBLIC SCHOOLS
New Fairfield, Connecticut

Existing policy with modifications based on P.A. 21-2, JSS, Sections 378 & 379.

Personnel-Certified/Non-Certified

Minority Recruitment Plan

The Board of Education (Board) recognizes that fundamental to a quality education is the need to provide students with an opportunity to interact with students and educators from different racial, ethnic and economic backgrounds.

In accordance with Sections 10-4a(3) and Section 10-220(a) of the Connecticut General Statutes, the Board of Education has developed the following written plan for minority educator recruitment:

1. All recruiting sources will be informed in writing of the Board's non-discrimination policy.
2. The Board will develop contacts with local training and educational institutions, including those with high minority enrollments, to publicize job openings within the school district and to solicit referrals of qualified minority candidates.
3. The Board will develop contacts with local minority community organizations to publicize job openings within the school district and to solicit referrals of qualified minority candidates.
4. The Board will maintain, or expand, as appropriate, its help-wanted advertising to include print and/or broadcast media that is targeted to minorities.
5. The Board will participate in local job fairs, including those that are sponsored by the minority community organizations or otherwise targeted toward minorities.
6. The Board, or its designee, will maintain records documenting all actions taken pursuant to this plan, including correspondence with recruitment agencies and other referral sources, job fair brochures and advertising copy.
7. The Board will review on an annual basis the effectiveness of this plan in increasing minority applicant flow and attracting qualified candidates for employment.

The Board shall make appropriate efforts to encourage, recruit, employ, and promote qualified minorities especially where under-utilized in the District's work force. Beginning with the school year commencing July 1, 2020 and each school year thereafter, the Board will utilize the strategies and resources made available to it by the State Department of Education's Minority Teacher Recruitment Policy Oversight Council to assist in meeting Connecticut's annual goal of hiring at least two hundred fifty new minority teachers and administrators, of which at least thirty percent are men.

Personnel-Certified/Non-Certified

Minority Recruitment Plan (continued)

For purposes of the “Minority Teacher Candidate, Certification, Retention and Residency Year Program, (*Residency Program*)” the following definitions are applicable:

1. “**Minority**” is defined as individuals whose race is defined as other than white or whose ethnicity is defined as Hispanic or Latino as used by the U.S. Census Bureau.
2. “**Minority candidate**” is defined as a person who is a minority and is employed as a school paraprofessional or an associate instructor with a Board of Education.
3. “**Residency program**” is defined as a State Board of Education (SBE)-approved certification program in which participants serve in (1) a position that otherwise would require professional certification and (2) a full-time position for 10 school months at a Board of Education under the supervision of (a) a certified administrator or teacher and (b) a supervisor from the Regional Educational Service Center (RESC) or a private, nonprofit teacher or administrator operating the certification program.

The “Residency Program”

Alliance District Requirements

In addition, as a designated “alliance district” the Board of Education, beginning with the 2022-2023 school year will include in its plan submitted to the SDE for funding its plan to partner with an operator of a residency program in order to enroll minority candidates and place them in the District as part of the residency program.

As a participating Board, it will apply to the Commissioner of Education, at a time and in a manner the Commissioner prescribes, to receive a payment as established in law to cover specified costs.

The payments made or grants awarded may be used for costs associated with the:

1. enrollment of minority candidates in a residency program,
2. certification process for the minority candidates,
3. hiring of the minority candidates following the successful completion of a residency program, or
4. retention of minority candidates as certified employees of the school district.

The Board may hire a minority candidate who has successfully completed the residency program.

Personnel-Certified/Non-Certified

Minority Recruitment Plan (continued)

Non-Alliance District Option

The District will partner with a residency program operator to enroll minority candidates and place them in the district as part of the “Residency Program.” Following the minority candidate’s successful completion of the residency program, the Board may hire the minority candidate.

The Board will apply to the Commissioner of Education, at a time and in a manner the Commissioner determines, to receive a grant for any of the allowed costs described in the law. The Commissioner may, within available appropriations, award a grant to a non-alliance board of education for any of the allowed costs.

Legal Reference: Connecticut General Statutes
10-4a (3) Educational interests of state identified.
10-151 Employment of teachers. Notice and hearing on termination of contract.
10-153 Discrimination on account of marital status.
10-220(a) Duties of Boards of Education. (as amended by PA 98-252)
46a-60 Discriminatory employment practices prohibited.
PA 16-41 An Act Concerning the Recommendations of the Minority Teacher Recruitment Task Force.
PA 18-34 An Act Concerning Minority Teacher Recruitment and Retention.
PA 19-74 An Act Concerning Minority Teacher Recruitment and Retention.
PA 21-2 June Special Session, Sections 378 & 379.

Policy adopted: August 19, 2010
Policy revised: December 6, 2018
Policy revised: March 5, 2020
Policy revised:

NEW FAIRFIELD PUBLIC SCHOOLS
New Fairfield, Connecticut

Existing policy with recommended revision.

Students

Alcohol, Drugs and Tobacco

I. Definition of Terms

“Drug/Mood Altering Substance/Alcohol” shall include any alcohol or malt beverage, and drug listed as a controlled substance, chemical, abused substance or medication for which a prescription is required under the law, and/or any substance which is intended to alter mood. Examples of the above include, but are not limited to: beer, wine, liquor, marijuana, hashish, chemical solvents, glue, look alike substance and any capsules or pills not registered with the nurse, annotated within the student’s health record and given in accordance with the school district policy for the administration of medication to students in school.

Drugs are defined as any substance other than food or water that is intended to be taken or administered (ingested, injected, applied, implanted, inhaled, etc.) for the purpose of altering, sustaining, or controlling the recipient’s physical, mental, or emotional state. Drugs may include, but not be limited to, alcoholic beverages; controlled substances such as marijuana, hallucinogens, cocaine, barbiturates, amphetamines, narcotics; and non-authorized prescription drugs.

Controlled substances, for purposes of this policy shall include all controlled substances prohibited by federal and state law, look-alike drugs, alcoholic beverages, anabolic steroids, drug paraphernalia, any volatile solvents or inhalants, such as but not limited to glue and aerosol products, and prescription or patent drugs, except those for which permission for use in school has been granted pursuant to Board policy.

Under the influence, for purposes of this policy shall include any consumption or ingestion of controlled substances by a student.

Electronic nicotine delivery system means an electronic device that may be used to simulate smoking in the delivery of nicotine or other substance to a person inhaling from the device, and includes, but is not limited to, an electronic cigarette, electronic cigar, electronic cigarillo, electronic pipe or electronic hookah and any related device and any cartridge or other component of such device.

“Child Study Team” is a multi-disciplinary team composed of school personnel. This team has been trained to understand and work on the issues of adolescent chemical use, abuse, and dependency and will play a primary role in the identification and referral process of students coming to their attention through the procedures outlined in this policy. The team will enlist the resources of a licensed drug and alcohol facility when professional assessment and/or group programs are recommended.

Students

Alcohol, Drugs and Tobacco

I. Definition of Terms (continued)

“Chemical Abuse Specialist” is a community-based chemical abuse specialist with expertise in the area of chemical dependency and school based assessment (such as those resources and personnel from a licensed drug and alcohol facility to be utilized by the New Fairfield Public Schools).

“Distributing” is to deliver, sell, pass, share or give any tobacco, alcohol, drug or mood altering substance as defined by this policy from one person to another or to aid therein.

“Possession” is to possess or hold, without any attempt to distribute any tobacco, alcohol, drug or mood-altering substance determined to be illegal, or as defined by this policy.

“Drug Paraphernalia” includes any utensil or item which in the school’s judgment can be associated with the use of drugs, alcohol, or mood-altering substances. Examples include but are not limited to roach clips, pipes, bowls, crack vials, miniature cocaine spoons and tobacco rolling paper.

Liquid nicotine container means a container that holds a liquid substance containing nicotine that is sold, marketed or intended for use in an electronic nicotine delivery system or vapor product, except “liquid nicotine container” does not include such a container that is prefilled and sealed by the manufacturer and not intended to be opened by the consumer.

Vapor product means any product that employs a heating element, power source, electronic circuit or other electronic, chemical or mechanical means, regardless of shape or size, to produce a vapor that may or may not include nicotine that is inhaled by the user of such product.

CBD, for purposes of this policy, is defined under federal law as a cannabis product with less than 0.3% tetrahydrocannabinol (THC) on a dry weight basis. It is also referred to as hemp. (Nonprescription CBD products that are available have not been approved by the U. S. Food and Drug Administration (FDA) for any use.)

Tobacco includes, but is not limited to cigarettes, cigars, snuff, smoking tobacco, smokeless tobacco, nicotine, nicotine delivering devices, chemicals, or devices that produce the same flavor or physical effect of nicotine substances; and any other tobacco or nicotine innovations.

Students

Alcohol, Drugs and Tobacco (continued)

II. Alcohol and Drugs

The New Fairfield Board of Education recognizes the harmful effect that substance abuse can have on a student and the student's peer group. For this reason, a student on school grounds or at a school-sponsored activity at any time or at any location who is under the influence of alcohol, drugs or mood-altering substances or possesses, uses, manufactures, dispenses, sells or aids in the procurement of alcohol, narcotics, restricted drugs, mood-altering substances, or any substance purported to be a restricted substance or over-the-counter drug shall be subjected to discipline pursuant to the Board of Education policies and regulations, as described in Expulsion and Suspension Policy 5114.

Possessing, using, or transmitting any substance which is represented to be or looks like a narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, alcoholic beverage, stimulant, depressant, or intoxicant of any kind, including such substances that contain chemicals which produce the same effect of illegal substances including but not limited to Spice and K2 and bath salts are addressed by this policy.

The New Fairfield School System will, in a coordinated effort, attempt to respond openly and effectively to the uses and abuses of drugs, alcohol and mood-altering substances by members of the student population. This effort, through the curriculum, community support and resource services, such as those provided by a licensed drug and alcohol facility, and strong, consistent administrative rehabilitative and disciplinary procedures, will work to educate, prevent and intervene in the use and abuse of all drug, alcohol, and mood altering substances by its student population.

Disciplinary action taken by District officials against a student for the use, sale, or possession of marijuana (cannabis) on school premises or at any District/school sponsored activity, on or after January 1, 2022, shall not result in any discipline, punishment, or sanction greater than that which a student would face for the use, sale, or possession of alcohol. (C.G.S. 10-221(d), as amended by P.A. 21-1, June Special Session, Section 19)

III. Tobacco

For purposes of this policy, "use of tobacco" shall mean all uses of tobacco, including but is not limited to, cigarettes, cigars, snuff, blunts, bidis, pipes, chewing tobacco, or any other substance that contains tobacco or nicotine, and all other forms of smokeless tobacco, rolling papers and any other items containing or reasonably resembling tobacco or tobacco products. In order to protect students and staff, the Board prohibits the use of tobacco or nicotine-based products in school buildings, on school grounds, in school vehicles, or at any school-related event.

Students

Alcohol, Drugs and Tobacco

III. Tobacco (continued)

In the face of overwhelming evidence about smoking as a health hazard, and in keeping with the teachings in our school curriculum, and as a further deterrent and prevention against smoking by young persons, the New Fairfield Board of Education institutes the following policy:

1. Smoking and the use of tobacco products is prohibited in school buildings, on school property, at school activities, and on school buses at all times. All schools are “Drug-Free School Zones.”
2. Visible display and/or possession of tobacco products by students is prohibited on school property.
3. The New Fairfield Board of Education authorizes the principal and/or designee of New Fairfield High School to notify and provide statements or other assistance to the New Fairfield Police Department with respect to violations by students of the CT General Statutes prohibiting smoking in public buildings.

Any student (over the age of sixteen) found to be in violation of this policy will be subject to arrest by the New Fairfield Police Department who may issue smoking policy violators a Superior Court enforced ticket in compliance with the Connecticut General Statute.

IV. School Guidelines

As an extension of this policy, the New Fairfield Board of Education directs the Superintendent to develop guidelines to be used by all school district personnel in responding to drug, mood-altering substance, and alcohol-related situations.

As an integral part of the New Fairfield Public Schools, Tobacco, Alcohol and Other Drug guidelines represent one component in a district-wide effort to respond effectively to tobacco, drug, mood-altering substance and alcohol-related situations that may occur at school or at school-sponsored activities. These guidelines are also intended to provide a consistent disciplinary means to respond to tobacco, alcohol and other drug-related incidents. The New Fairfield Public Schools will provide a safe and healthy environment for students with due consideration for their legal rights and responsibilities. The Board reserves the right to use any extraordinary measures deemed necessary to control substance abuse even if the same is not provided for specifically in any rule or regulation enumerated herein.

Students

Alcohol, Drugs and Tobacco (continued)

V. Instruction

Students will receive instruction emphasizing the effect of alcohol, nicotine, tobacco, and drugs on health, character, and personality development wherever appropriate in the health education program and such other contexts which touch on the subject.

VI. Cooperation with Community and Parents

Any effort put forth by the New Fairfield Public Schools to address alcohol, drugs and tobacco usage requires support from all parents and cooperation from the community in order to be effective.

VII. Medical Marijuana

Although possession and use of marijuana for certain medical conditions, consistent with Connecticut's P.A. 12-55, "An Act Concerning the Palliative Use of Marijuana," as amended by P.A. 16-23, is no longer a crime in Connecticut, the possession and use of marijuana remains illegal under federal law. Consistent with federal law, including the Controlled Substances Act and the Drug-Free Schools and Communities Act, the use and or possession of marijuana continues to be prohibited while a student is on a school bus, at school, on school grounds or at a school-sponsored activity. The District will continue to enforce its policies regarding controlled substances and any students who violate District policy prohibiting the use, sale or possession of illegal drugs in District facilities and school property will be subject to disciplinary and criminal action.

VIII. Use of CBD Products

Students are prohibited from possessing, using, selling, delivering, or manufacturing any substance containing cannabidiol (CBD) or tetrahydrocannabinol (THC), regardless of whether it constitutes a controlled substance under federal law.

Students are prohibited from being under the influence of any controlled drugs, narcotic, substance or any mind-altering substance or intoxicant, illegal or legal, specifically any product with cannabidiol (CBD), whether hemp or cannabis, and regardless of the amount of THC (tetrahydrocannabinol) in the product or the extent to which it is legal or illegal under state law.

Legal Reference: Connecticut General Statutes

1-21b Smoking prohibited in certain places.

10-19 Teaching about alcohol, nicotine or tobacco, drugs and acquired immune deficiency syndrome. Training of personnel.

Students

Alcohol, Drugs and Tobacco

Legal Reference: Connecticut General Statutes (continued)

10-154a Professional communications between teacher or nurse and student. Surrender or physical evidence obtained from students.

10-220b Policy statement on drugs.

10-221(d) Boards of education to prescribe rules, policies and procedures re sale or possession of alcohol or controlled drugs. (as amended by P.A. 21-1, June Special Session, Section 19)

21a-240 Definitions dependency producing drugs.

21a -240(8) Definitions “Controlled Drugs,” dependency producing drugs.

21a-240(9) Definitions “controlled substance.”

21a-243 Regulation re schedules of controlled substances.

21a-408 et. seq. Palliative Uses of Marijuana (as amended by P.A. 16-23)

53-198 Smoking in motor buses, railroad cars and school buses.

P.A. 11-73 An Act Regulating the Sale and Possession of Synthetic Marijuana and Salvia Divinorum.

P.A. 12-55 An Act Concerning the Palliative Use of Marijuana.

P.A. 16-23 An Act Concerning the Palliative Use of Marijuana.

Federal Regulation 34 CFR Part 85 Drug-free Schools & Communities Act.

20 U.S.C. Section 7181 et. seq., No Child Left Behind Act.

New Jersey v. T.L.O., 469 U.S. 325 (1985).

Veronia School District 47J v. Acton, 515 U.S. 646. (1995)

Board of Education of Independent School District No 92 of Pottawatomie County v. Earls 01-332 U.S. (2002).

Policy adopted: June 16, 2005
Policy revised: April 26, 2012
Policy revised: May 2, 2013
Policy revised: March 6, 2014
Policy revised: November 2, 2016
Policy revised: December 3, 2020
Policy revised:

NEW FAIRFIELD PUBLIC SCHOOLS
New Fairfield, Connecticut

Suggested replacement for existing policy #6140 adopted 9/18/08.

Instruction

Curriculum

In accordance with state statutes, the prescribed course of study shall include at least the following subject matter:

1. The arts, including dance, music, art and theater;
2. Career education;
3. Consumer education;
4. Health and safety, including, but not limited to, human growth and development; nutrition; first aid including CPR training; disease prevention and cancer awareness, including age and developmentally-appropriate instruction in performing self-examinations for screening breast and testicular cancer; community and consumer health, physical mental and emotional health, including youth suicide prevention, substance abuse prevention including opioid use and related disorders; safety, including the use of social media, and may include the dangers of gang membership; and accident prevention;
5. Language arts, including reading, writing, grammar, speaking and spelling;
6. Mathematics;
7. Physical education;
8. Science, which may include the climate change curriculum;
9. Social studies, including citizenship, economics, geography, government, history, and Holocaust and genocide education and awareness;
10. African-American and Black Studies;
11. Puerto Rican and Latino Studies;
12. Native American Studies (*effective 2023-2024 school year*);
13. Computer programming instruction; and
14. At least on the secondary level, one or more world languages and vocational education.

The curriculum development/revision process will be conducted by a District Curriculum Committee that has the responsibility to recommend, develop, review, and approve all curriculum for the District and said curriculum shall be subject to the approval of the Board of Education.

The Board of Education reserves the responsibility for establishing and approving curricula for the school district. Teachers shall teach within the approved curricula. (*Alternative language: The Board of Education has responsibility and authority for the district's curriculum, subject to any limits specified by the State.*)

Instruction

Curriculum

The Board of Education in establishing and approving curricula for the school district will give due consideration to the possible adoption and use of the model curriculum for grades K-8 developed by the Connecticut State Department of Education in collaboration with the State Education Resource Center (SERC) upon its availability. Such consideration shall be based upon the recommendation of the District Curriculum Committee.

(cf. 6110 - Provisions of Negotiated Agreements)
(cf. 6121 - Nondiscrimination: Instructional Program)

Legal Reference: Connecticut General Statutes
10-16b Prescribed courses of study, as amended by PA 08-153, PA 21-2
JSS, Sections 374, 375, 376.
10-16c et seq. re Family life education.
10-17 English language to be medium of instruction.
10-17 et seq. re Bilingual instruction.
10-18 Courses in United States history, government and duties and responsibilities of citizenship.
10-18a Contents of textbooks and other general instructional materials.
10-18 bet seq. re Firearms safety programs.
10-19 Effect of alcohol, nicotine or tobacco and drugs to be taught. Training of personnel. Evaluation of programs by alcohol and drug abuse commission and department of education.
10-19a et seq. re Substance abuse prevention team.
10-24 Course in motor vehicle operation and highway safety.
10-21 et seq. re Vocational education and cooperation with business.
10-220 Duties of boards of education as amended by PA 08-153.
10-221a High School graduation requirements.

Policy adopted:
rev 10/21

Existing policy with required modifications.

Instruction

Basic Instructional Program

The basic instructional program of the New Fairfield Public Schools shall be approved by the Board and be in accordance with the law.

Although learning experiences offered students vary according to their individual needs and abilities, the instructional program will be designed to give all students a common body of skills, understandings, attitudes, and knowledge needed for living in a democratic society.

As required by law the Board shall provide a program of instruction which shall include at least the following subject matter as taught by legally qualified teachers, the arts; career education; consumer education; health and safety; including, but not limited to, human growth and development, nutrition, first aid; including cardiopulmonary resuscitation (CPR) training; disease prevention, and cancer awareness, including but not limited to, age and developmentally appropriate instruction in performing self-examinations for the purposes of screening for breast cancer and testicular cancer; community and consumer health, physical, mental and emotional health, including youth suicide prevention, including instruction relating to opioid use and related disorders; teen dating violence awareness and prevention, substance abuse prevention; safety; which shall include the safe use of social media, as defined in C.G.S. 9-601, and may include the dangers of gang membership, and safety and accident prevention; instruction on acquired immune deficiency syndrome (AIDS); language arts, including reading, writing, grammar, speaking and spelling; mathematics, physical education; science, which may include the climate change curriculum consistent with the Next Generation Science Standards; social studies, including, but not limited to, citizenship, economics, geography, government and history and Holocaust and genocide education and awareness; African-American and black studies; Puerto Rican and Latino studies beginning with the school year commencing July 1, 2021; **Native American Studies beginning with the 2023-2024 school year**; computer science, including, but not limited to, computer programming instruction, and in addition, on at least the secondary level, one or more world languages; vocational education; and the black and Latino studies high school course in accordance with P.A. 19-12.

~~Language arts may~~ **World languages shall** include American Sign Language provided such subject matter is taught by a qualified instructor under the supervision of a certified teacher.

The “arts” means any form of visual or performing arts which may include, but not be limited to, dance, music, art and theatre.

The implementation of these programs shall be the responsibility of the Superintendent of Schools in cooperation with the building principals.

The Board of Education in establishing and approving curricula to implement the mandated instructional program for the school district will give due consideration to the possible adoption and use of the model curriculum for grades K-8 developed by the Connecticut State Department of Education in collaboration with the State Education Resource Center (SERC), upon its availability.

Instruction

Basic Instructional Program (continued)

Such consideration and Board action shall be based upon the recommendation of the District Curriculum Committee.

Note: The addition, as part of the health and safety curriculum, of cardiopulmonary resuscitation (CPR) training, is to be based on the guidelines for emergency cardiovascular care issued by the American Heart Association and shall include, but not be limited to, hands on training in CPR.

In addition, boards of education are allowed to accept gifts, grants, and donations, including in-kind donations, to purchase equipment or materials needed to provide CPR instruction in the schools.

The addition of instruction on the safe use of social media (blogs, video blogs, podcasts, instant messaging, and other user-generated content) and computer programming instruction is also effective beginning in the 2016-2017 school year.

Note: Sections 1 and 2 of P.A. 19-12 add African-American and black and Puerto Rican and Latino studies to the required program of studies beginning in the 2021-22 school year. A black and Latino studies high school course may be offered beginning with the 2021-22 school year. Such course must be offered beginning with the 2022-23 school year.

Boards of education may use existing and appropriate public or private materials, personnel and other resources, including SBE curriculum material. Boards are also allowed to accept gifts, grants, and donations, including in-kind donations for the development and implementation of the curriculum. The curriculum must meet SBE-approved statewide subject matter content standards.

Legal Reference: Connecticut General Statutes
10-16b Prescribed courses of study, as amended by PA 08-153, PA 11-136, PA 14-234, PA 15-17, PA 15-94, PA 15-138, PA 16-188, PA 18-24, PA 18-182, PA 18-181, PA 19-12, PA 19-128, and PA 21-2 JSS Sections 374, 375, 376, 377).
10-18 Courses in United States History, government and duties and responsibilities of citizenship.
10-19 Teaching about alcohol, nicotine or tobacco, drugs, and acquired immune deficiency syndrome. Training of personnel.

Policy adopted: January 5, 2006
Policy revised: September 18, 2008
Policy revised: November 17, 2011
Policy revised: October 30, 2014
Policy revised: March 3, 2016
Policy revised: November 2, 2016
Policy revised: December 6, 2018
Policy revised: December 5, 2019
NEW FAIRFIELD PUBLIC SCHOOLS
New Fairfield, Connecticut

Temporary policy in effect until March 3, 2022.

Community Relations

Visitors, Volunteers and Access to Campus

The Board of Education has a responsibility to ensure the safety of staff and students. Due to the ongoing COVID-19 pandemic, pending construction and the need to ensure that our instructional programs are uninterrupted, the New Fairfield Public Schools will limit visitors to their school buildings until March 3, 2022.

- Visitors will not be permitted to visit classrooms or lunchrooms.
- All business will be conducted in the main offices.
- Parents/Guardians requesting an exception to this policy must contact the school principal or appropriate administrator to request a meeting.
- Parents invited to a New Fairfield school for a meeting will be escorted by a staff member to and from the meeting. All visitors must wear masks while in the school buildings.
- Any visitors allowed on the premises will be required to present a valid state-issued ID (driver's license, identification card, work VISA or green card) upon their arrival at the school and to wear a visitor's badge.
- Handlers for service animals and therapy animals must contact the appropriate administrator to arrange access or visitation.
- Spectators for indoor extracurricular activities will be allowed at the discretion of the School Administrator and/or Athletic Director.
- All visitors must adhere to all health and safety requirements, including masks.

The Board of Education and the New Fairfield Public Schools will allow visitors, as required by applicable law. For example, the Board will follow the policy and procedures that will allow for visitors for PPTs, independent educational evaluations and/or assessments, required parent-teacher conferences, etc.

The Board of Education recognizes that volunteers can make many valuable contributions to our schools. School volunteers will be permitted to attend off-campus field trips and outdoor activities. Volunteers must obtain the necessary security clearances and complete the necessary paperwork, as required by the Board of Education.

Restricted Access to Track & Fields during Scheduled Events

For safety reasons, to prevent injury to spectators, and/or to inhibit interference from non-participants, the administration reserves the right to deny access to the track, courts and athletic fields during scheduled events.

(cf. 1110.1 – Parent Involvement)

(cf. 1212 – School Volunteers)

(cf. 3517 – Security of Building and Grounds)

(cf. 4118.237/4218.237, 5141.8 – Face Masks/Coverings)

(cf. 6159 – Special Education Programs)

(cf. 6163.32 – Service Animals)

Community Relations

Visitors and Observations in Schools

Legal Reference: Connecticut General Statutes

10-4g Parent and community involvement in schools.

10-220 Duties of boards of education.

10-235 Indemnification of teachers, board members, and employees in damage suits; expenses of litigation.

54-250-et. seq. Definitions.

Policy adopted: August 19, 2021
Policy revised: December 16, 2021
Policy revised: February 3, 2022

NEW FAIRFIELD PUBLIC SCHOOLS
New Fairfield, Connecticut

Temporary policy in effect until March 3, 2022.

This policy has been temporarily suspended, effective August 19, 2021, until such time as Policy C-19-1250 is no longer in effect.

Community Relations

Visits to the Schools

Board of Education members are encouraged to visit schools to become acquainted with school personnel and programs; however, Board members have authority only in scheduled meetings of the Board, as members of Board committees or when delegated specific tasks by specific Board action.

Members of the public and individual Board members interested in visiting schools or classrooms will make arrangements 48 hours in advance for visitations through the administrators of the various schools.

Subject to the direction and approval of the Board, the Superintendent is authorized to establish such reasonable regulations as will:

1. Ensure student safety.
2. Provide for appropriate hospitality for visitors.
3. Require all visitors to present a valid state-issued ID (driver's license, identification card, work VISA or green card) upon their arrival at the school and to wear a visitor's badge.
4. Ensure that the orderly process of school activities is not disrupted.
5. Channel expressions of approval as well as constructive criticism to the staff and to the Board of Education.

Visits to individual classrooms during instructional time shall be permitted only with the Principal's and teacher's approval. Such visits shall not be permitted if their duration or frequency interferes with the delivery of instruction or disrupts the normal school environment. When a visit involves a conference with a teacher or the Principal, an appointment should be scheduled during non-instructional time.

Since continuity in classrooms is often difficult to achieve and maintain, while visiting in a classroom, a visitor must not interrupt the class in any way, nor speak to (unless invited to do so) or disturb the students or teacher.

The Principal or her/his designee shall have complete authority to exclude from the school premises any persons whom s/he has reason to believe are disrupting the educational programs in the classroom or in the school, are disturbing the teachers or students on the premises, or whom the Principal believes are on the premises for the purpose of committing an illegal act.

Community Relations

Visits to the Schools (continued)

Visitor Registration

Non-school people may not initiate, direct, conduct, control or regularly attend the meetings of student groups.

School volunteers are required to follow procedures outlined in Policy 1212 – School Volunteers, and to sign in when they are visiting or volunteering in the schools.

(cf. 1212 - School Volunteers)

(cf. 9010 - Responsibilities and Limits of Authority)

Legal Reference: Connecticut General Statutes

10-151b Evaluation by superintendents of certain educational personnel

53a-185 Loitering in or about school grounds: Class misdemeanor.

Policy adopted: October 19, 2000
Policy revised: June 5, 2014
Policy revised: May 21, 2015
Policy revised: August 19, 2021

NEW FAIRFIELD PUBLIC SCHOOLS
New Fairfield, Connecticut

*Suspension of Policy until such time as
Policy C-19-1250 is no longer in effect.*

This regulation has been temporarily suspended, effective August 19, 2021, until such time as Policy C-19-1250 is no longer in effect.

Community Relations

Visits to the Schools

Student Visitors

Under normal conditions, students are urged not to bring visitors to school. Their presence can create problems and interruptions that are unnecessary.

There are occasions, however, when visitors are permissible and welcome. Students who wish to have a visitor, must contact the main school office at least one week in advance of the anticipated visit and obtain the appropriate visitor's form. The completed form must be on file prior to the visit.

As a general rule, visitors should be of approximately the same school age as the students in attendance at the school.

Decisions are to be made at the administrator's discretion.

The visitor must accompany the district student throughout the day and is responsible for obeying all school rules.

Regulation approved: October 19, 2000
Regulation revised: June 5, 2014
Regulation reviewed: May 21, 2015
Regulation revised: August 19, 2021

NEW FAIRFIELD PUBLIC SCHOOLS
New Fairfield, Connecticut

*Suspension of Regulation until such time as
Policy C-19-1250 is no longer in effect.*

This policy has been temporarily suspended, effective August 19, 2021, until such time as Policy C-19-1250 is no longer in effect.

Community Relations

Visits to the Schools

Classroom Observations

The Board of Education (Board) values and supports collaboration and partnerships between families and schools. The Board, teachers and administrators strongly believe that education is a shared responsibility between parents/guardians and school personnel. It is desired by the Board that families and District schools establish and maintain productive relationships which utilize effective methods of communication and shared decision-making. Strong, trusting relationships between families, schools and the District serve as a foundation for positive and productive educational experiences for all students.

Parents/guardians have an important role to play in the identification, evaluation, and educational placement of their children, and in the development, review, and revisions of the IEPs for their children if their child is being considered for or is currently involved in special education services. This policy and its administrative regulations/procedures for in-school observations have been developed with this principle in mind.

At times, parents/guardians or other connected outside providers may wish to formally observe a specific student in a classroom. As assigned by the Superintendent of Schools, each principal shall be responsible for and have authority over the actions of students, professional and support staff, visitors, and other persons hired to perform specific tasks. To ensure a successful observation, a set of regulations that permit formal observations shall be developed by the Superintendent of Schools or his/her designee.

Guiding Principles

The Board expects that:

1. A process be developed to receive and respond to observation requests in a timely manner. Such process shall include the method of response and person responsible for responding.
2. Requests be reviewed with parents/guardians, and independent evaluators to determine purpose, questions to be addressed, location and length of observation, date and time.
3. After reviewing the request the administration shall determine a reasonable amount of time for an in-school observation. Some observations may require more time than others depending upon the purpose and the complexity of the student's programming. These issues should be addressed and resolved in discussions with the parents/guardians.
4. The District will not arbitrarily limit in-school observations to only one type of setting (e.g., academic classroom). In some cases, it may be appropriate for the observation of the student to occur in a variety of settings (e.g., classroom, lunchroom, recess, etc.). Conversely, it may not be appropriate for the observations to occur in certain settings, such as during individual or group counseling sessions.

Community Relations

Visits to the Schools

Classroom Observations

Guiding Principles (continued)

The Board expects that:

5. The District must balance its obligation to operate and maintain a safe school environment that fosters learning, with the importance of meaningful parental participation. Therefore, the District may place appropriate conditions on observations, such as the examples provided below. These decisions should be made carefully and on an individual basis.
 - a. Schools are responsible for maintaining a safe school environment for students, staff, and visitors. A school building administrator may determine it is necessary to restrict an observation due to safety concerns. If it is decided to restrict an observation, the decision is to be clearly communicated to the parents/guardians with a detailed explanation regarding the reasoning behind the decision. The school staff should work with parents to develop possible solutions to address any issues of concern.
 - i. The District must protect the privacy of student education records and protecting the confidentiality of personally identifiable information collected, maintained, or used pursuant to the IDEA. A school building administrator may determine it is necessary to condition or restrict an observation to protect disclosure by the parents/guardians of confidential or personally identifiable information about other students they may obtain while observing a classroom or program. (School staff can limit exposure to other student's education records by removing such records from view.)
 - ii. It is reasonable to ask parents/guardians to sign a statement that they will not disclose personally identifiable or confidential information about other students who are not the subject of the observation.
 - iii. It is not reasonable for school staff to deny an observation because other students would be present during the observation, or to require a parent/guardian to obtain permission from the parents/guardians of other students in the classroom or program prior to conducting the observation.
 - b. The Family Educational Rights and Privacy Act (FERPA) protects the privacy of student education records. However, it is inappropriate for school staff to cite FERPA as the sole reason for denying an otherwise reasonable observation request.

Community Relations

Visits to the Schools

Classroom Observations

Guiding Principles (continued)

The Board expects that:

6. The learning environment have limited distractions and disruptions. Any visitor can change the dynamics within a school or classroom whether it be another teacher, the principal, or a parent. The school administrator may determine that it is necessary to condition or restrict an observation based upon a variety of factors including but not limited to: classroom schedules; assessment schedules; and teacher/staff/administrator availability.
7. School administrators work with the classroom teacher(s) and the parents/guardians on how to avoid or minimize disruptions to instructional time and the students' routines. Additionally, school administrators should make parents aware of any additional policies that might apply to the observation as well, such as visitor policies and/or protocols.
8. This observation policy and its administrative regulations/procedures be consistently implemented across all schools within the District.
9. This policy and its administrative regulations/procedures be applied in the same way for students with disabilities, as well as for students without disabilities.
10. When observations requests are declined or restricted, school administrators should provide a detailed explanation to the parents/guardians explaining the reason for the decision and work to develop alternative ways for the parents to obtain the information they are seeking.

(cf. 1110.1 – Parental Involvement)

(cf. 1250 – Visits to the Schools)

(cf. 6159 – Individualized Education Program/Special Education Program)

(cf. 6171 – Special Education)

Legal Reference: Connecticut General Statutes

10-76a Definitions (as amended by PA 06-18)

10-76b State supervision of special education programs and services. Regulations. (as amended by PA 12-173)

10-76d Duties and powers of Boards of Education to provide special education programs and services.

10-76ff Procedures for determining if a child requires special education

Community Relations

Visits to the Schools

Classroom Observations

Legal Reference (continued)

State Board of Education Regulations

34 C.F.R. 300 et seq. Assistance to States for Education of Handicapped Children.

300.14 Special education definitions.

300.340-349 Individualized education programs.

300.502 Independent educational evaluation

300.503 Independent educational assessment.

300.533 Placement procedures.

300.550-556 Least restrictive environment.

P.L. 108-446 The Individuals with Disabilities Education Improvement Act of 2004

“Guidelines Regarding Independent Educational Evaluations at Public Expense and In-School Observations” issued by the Connecticut State Department of Education, March 27, 2018.

Policy adopted: March 7, 2019
Policy revised: August 19, 2021

NEW FAIRFIELD PUBLIC SCHOOLS
New Fairfield, Connecticut
*Suspension of Policy until such time as
Policy C-19-1250 is no longer in effect.*

This regulation has been temporarily suspended, effective August 19, 2021, until such time as Policy C-19-1250 is no longer in effect.

Community Relations

Visits to the Schools

Classroom Observations

These regulations apply to observation access requested by the parent/guardian of a student receiving special education services or being evaluated for eligibility of such services, an independent educational evaluator, a qualified professional retained by or on behalf of a parent/guardian or child or from parents/guardians of a child presently not receiving any special education services.

1. Parents/guardian's request to observe their child(ren), current program, or a potential placement must be made at least five days in advance with the building Principal or designee or Special Education Director or designee, as applicable.
2. Reasonable access will be provided to a parent/guardian for the purpose of observing his/her child in the child's current educational placement, services or program; or to visit an educational placement or program proposed by the PPT/IEP Team.
3. If the observer is an independent educational evaluator or a professional retained by or on behalf of a parent/guardian or child, he or she must be afforded reasonable access of sufficient duration and scope for the purpose of conducting an evaluation of the child, the child's performance, the child's current educational program, placement, services, or environment, or any educational program, placement, services, or environment proposed for the child.
4. The building Principal or designee or the Special Education Director or designee, as applicable, shall contact the parent/guardian(s) for an initial scheduling conversation within five (5) days of receipt of the parents'/guardians' request.
5. The building Principal or designee and/or the Special Education Director or designee, as applicable, will work with the classroom teacher and the observer to establish the specifics of the observation, including, but not limited to, scheduling and placement of the observer in the classroom.
6. The number, frequency, and duration of observation periods will be determined on an individual basis in accordance with federal and state law and regulation. The start and end time of observation periods and a schedule of observation periods will be determined in advance. In order to minimize classroom or student disruption, the length of individual observation periods may be limited.
7. If the observer is not the parent/guardian, the parent/guardian must sign a release for the individual to observe.
8. If the visitor/observer is a professional retained by the parent/guardian, such individual must provide identification and credentials to a school administrator before the scheduled observation visit.

Community Relations

Visits to the Schools

Classroom Observations (continued)

9. Parent/guardians or outside providers that disagree with the decision of the building Principal or designee pertaining to the requested observation have the right to challenge the decision with the Superintendent of Schools. The decision of the Superintendent shall be final, subject only to raise an issue in open meeting at a regular session of the Board of Education.
10. The number of observers at any one time may be limited by the building Principal or designee or the Director of Special Education or designee.
11. Observers, as visitors, must comply with:
 - a. School safety, security, and school visitation policies at all times.
 - b. Applicable privacy laws, including those laws protecting the confidentiality of education records such as the federal Family Educational Rights and Privacy Act (FERPA).
 - c. Board Policy #1250, Visits to the Schools.
12. The observer is to be informed that he/she is not to interfere with the educational environment of the classroom. If his/her presence presents a problem, he/she will/may be asked to leave. This notice is particularly important, since the presence of parents/guardians can influence both the performance of their child(ren) and others.
13. The observer, in a special education situation, will be asked to submit his/her report of the observation in advance of any follow-up PPT or related meeting.
14. The observer will be informed that he/she is there to evaluate the appropriateness of a specific educational program to meet the needs of an individual child. He/she is not there to evaluate a teacher's ability to perform his/her contractual job duties.
15. The observer is to be instructed regarding the disclosure of confidential or personally identifiable information related to other children. The observer must acknowledge, before the visit, that he/she is obligated to honor students' confidentiality rights and refrain from any disclosure of such records. Staff must be mindful of removing materials which may be part of students' records from plain view. In the event that removal is not possible, the observer may be asked to sign a non-disclosure agreement.
16. A school administrator, or his/her designee, is to also observe at the same time and take notes as to what is observed, paying particular attention to anything that is non-typical concerning the observation period. This observation summary will be placed in the student's file and provided to the parent/guardian(s) prior to any follow up PPT or related meeting.
17. Formal observation does not include times when parents/guardians are invited to a classroom for a special event or presentation, serve as a volunteer with a teacher, or to have lunch with their student.

Community Relations

Visits to the Schools

Classroom Observations (continued)

18. The school Principal or designee reserves the right to decline any request for a classroom observation if it is determined that such an observation would cause undue disruption of the educational process.
19. Out of respect for the teaching environment, parents/guardians shall not bring younger siblings or children while observing in the classroom or utilize any electronic equipment such as cell phones while in the classroom. (See #20 below)
20. Observers should not disrupt the learning environment by engaging students or the teacher in conversation. A follow-up meeting may be scheduled to answer questions or concerns. Recordings of the observation shall not be permitted absent specific approval by the building Principal or designee.
21. During the observation the building Principal or designee and/or the Director of Special Education or designee may/will be present in the observed setting in order to accommodate follow-up discussion or clarify questions that may arise.
22. A building Principal or designee may deny visitation/observation privileges to any parent/guardian who had previously disrupted class activities or cannot justify a useful purpose of repeated classroom observations.

In-School Observations Conducted by an Independent Evaluator

Note: This section applies only to in-school observations conducted by an independent evaluator as part of a parent/guardian request for an independent educational evaluation (IEE) at public expense.

1. For most evaluations, it is important for the independent evaluator to understand the student within the context of his or her classroom, and the student's general presentation in school. Some observations conducted by independent evaluators may require more time than others depending upon the purpose and the complexity of the student's programming.
2. When determining the scope of the observation, all parties should be clear about the specific questions that the independent evaluation is attempting to address.
3. The District will not arbitrarily limit in-school observations to only one type of setting (e.g., academic classroom). In some cases, it may be reasonable for an independent evaluator to observe a student in a variety of settings (e.g., classroom, lunchroom, recess, etc.), given his or her IEP goals and objectives. These parameters should be addressed and resolved in discussions with the parents/guardians and the independent evaluator.
4. The District acknowledges that the Office of Special Education Programs (OSEP) has provided guidance stating that any policy limiting the length of observations conducted by independent evaluators would also have to apply to district personnel and independent evaluators hired by the school district in order for it to be consistent with the IDEA.

Community Relations

Visits to the Schools

Classroom Observations (continued)

Note: *The IDEA and its implementing regulations do not provide a general entitlement for parents, or third parties, including attorneys or educational advocates, to observe students in their current classrooms or observe proposed educational placements in a public school district. However, the Bureau of Special Education encourages school districts to adopt policies and procedures that allow parents of observe their children in school and proposed placement options.*

Regulation approved:
Regulation revised:

March 7, 2019
August 19, 2021

NEW FAIRFIELD PUBLIC SCHOOLS
New Fairfield, Connecticut
*Suspension of Regulation until such time as
Policy C-19-1250 is no longer in effect.*

Parent/Provider Request for Classroom Observation

The New Fairfield School District welcomes visits to our schools and classrooms by parents/guardians, community members, and other interested educators. In addition, we encourage volunteers in our classrooms when opportunities are presented. However, to minimize disruptions to our students' experience in our schools, we have established procedures governing classroom observations.

Parents/guardians or providers will make a written request to the Principal at least **five days** in advance of a requested observation. An administrator or other school staff member (e.g., special educator, team leader, etc.) may accompany the observer for the duration of the observation. Unless there are special circumstances, observations will be limited to one person, one observation per child per month for a period of up to 60 minutes.

Date: _____

Person Making Request: _____

Student: _____ School: _____ Grade: _____

Requested Location and Date of Observation: _____

Reason for Observation (*What specifically would you like to observe?*)

For Outside Agency Providers Only:

Name of Agency: _____

Purpose of the Observation: _____

(Must provide proof of release of information signed by parent within past 12 months)

For School District Personnel:

Date of Pre-Conference: _____

Conference Facilitator: _____

Date of Scheduled Observation: _____

Observer Assigned: _____

Date of Post-Conference: _____

Conference Facilitator: _____

Concerns and/or Main Points Discussed? _____

If disapproved, please state reason(s): _____

**Request to Access Classroom(s) or Personnel for Special Education
Evaluation and/or Observation Purposes**

Student Name: _____ DOB: _____

School Attending: _____ Grade: _____

The following information must be completed by individuals requesting to access a school building, facility, and/or educational programs or to interview District personnel or the student named above for the purpose of assessing the student's special education needs. Please complete this form and return it to the Building Principal or Program Director where the student is enrolled. He or she will contact you to coordinate your visit:

Parent/Guardian *(Complete this section if the person making the request is the parent/guardian.)*

Name: _____ Title: _____ Phone: _____

Address: _____

I am the parent/guardian of the above-named student and wish to observe my child in the following classroom/settings: _____
for the purpose of: _____

I am the parent/guardian of the above-named student and wish to observe the following classroom/settings which have been recommended for my child: _____

for the purpose of: _____

Parent's Independent Evaluator or Other Qualified Professional *(Complete this section if the person making the request is not the parent/guardian.)*

Name: _____ Agency/Company: _____

Phone: _____ Email Address: _____

Address: _____

My professional training and/or licensure or certification, if applicable, is (check all that apply):

- | | |
|---|--|
| <input type="checkbox"/> Teacher, certified in the areas of: _____ | Connecticut certified? <input type="checkbox"/> Y <input type="checkbox"/> N |
| <input type="checkbox"/> Clinical Psychologist | <input type="checkbox"/> School Psychologist |
| <input type="checkbox"/> Licensed Clinical Social Worker | <input type="checkbox"/> Licensed Social Worker |
| <input type="checkbox"/> School Social Worker | <input type="checkbox"/> Occupational Therapist |
| <input type="checkbox"/> Physical Therapist | <input type="checkbox"/> Speech/Language Pathologist |
| <input type="checkbox"/> Audiologist | <input type="checkbox"/> Psychiatrist |
| <input type="checkbox"/> Registered Nurse | <input type="checkbox"/> Certified School Nurse |
| <input type="checkbox"/> Other qualified Professional (list credentials): _____ | |

I have been requested by the above named student's parent/guardian to conduct an evaluation of the student for the purpose of: _____

1250.1
Form B
(continued)

As part of this evaluation, I am requesting the following for the length of time noted (check all that apply):

- Observation of student in the following classroom(s)/setting(s): _____
_____ Duration: _____
- Opportunity to interview the following personnel believed to work with the student: _____
_____ Duration: _____
- Opportunity to interview the student.
- Student records, as noted in the attached, signed Authorization to Release Student Record Information.

Acknowledgement *(To be completed by the person making the access request.)*

I understand that the School District will allow me reasonable access to the school, school facilities, or educational programs or individual(s) I have requested as related to the purpose of my visit. I have been provided with a copy of Policy #1250.1 and its accompanying Administrative Regulation, and agree to comply with its terms and conditions. I further understand that during my visit, I must honor all students' confidentiality rights and refrain from any re-disclosure of such records.

Individual Requesting Access Signature

Date

Parent/Guardian Verification *(Must be completed whenever an independent evaluator or other qualified professional requests access.)*

I, _____, am the parent/guardian of the above-named student, and I confirm that I have requested an evaluation of my child by the individual named herein, for the stated purpose(s). If requested above, I consent to my child being interviewed by the named evaluator as part of this visit understanding that the District has not conducted a background check on the evaluator. I have no reason to believe the evaluator poses a safety risk to my child or others. I further understand and agree that it is my responsibility to notify the School District in writing if I end my working relationship with the named evaluator prior to the completion of the tasks outlined herein and that the School District otherwise will work with the evaluator to provide reasonable access to the school, school building, school facility, personnel, or my child at mutually agreed upon times and in a manner that is least disruptive to the school setting or my child's academic program.

Parent/Guardian Signature

Date

This policy has been temporarily suspended, effective August 19, 2021, until such time as Policy C-19-1250 is no longer in effect.

Business/Non-Instructional Operations

Site Access/Closed Campus

While school is in session, access to the buildings and grounds of the campuses of the New Fairfield Public Schools must be limited to protect the students and staff. Therefore, signs will be posted on all campuses indicating that access to the schools and grounds is restricted during the school day to students, staff, vendors conducting business authorized by the New Fairfield Public Schools, and approved parent/guardian visitors (as defined below). To ensure student and staff safety, all parents and individuals conducting business (including drop off and pick up) are required to leave school property once business is complete. All others on campus will be asked to leave.

The only exceptions to this policy are open access to: the dog park, the adjacent children's playground/basketball courts/bocce courts, Komlo Field, Cashman Field, and the immediately adjacent parking spaces located in the lower lot on the middle school/high school campus.

Signs will be posted on all school campuses indicating the following:

- School hours for each campus.
- Access to school buildings and grounds is restricted during the school day to students, school staff, those conducting business authorized by the New Fairfield Public Schools and approved visitors.
- Unauthorized people in school buildings or on school grounds will be asked to leave.

Approved Visitors

All visitors must sign in and receive a **VISITOR BADGE** from the main office of the campus they are visiting.

- Some examples of Approved Visitors are classroom volunteers, a parent/guardian who wants to have lunch with their child or drop off a lunch, and/or those meeting with a staff member.

Restricted Access to Track & Fields during Scheduled Events

For safety reasons, to prevent injury to spectators, and/or to inhibit interference from non-participants, the administration reserves the right to deny access to the track, courts and athletic fields during scheduled events.

Policy adopted: June 5, 2014
Policy revised: September 6, 2018
Policy revised: August 19, 2021

NEW FAIRFIELD PUBLIC SCHOOLS
New Fairfield, Connecticut
*Suspension of Policy until such time as
Policy C-19-1250 is no longer in effect.*

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Instruction

School Volunteers

Volunteers will work under the supervision of staff, assisting with tasks which may include the following: chaperoning field trips, coaching, clerical support, mentoring and other appropriate assignments.

In our continued effort to maintain a safe learning environment, all school visitors, including volunteers, must register upon entering any school. A sign-in/sign-out log will be maintained in each school office. Volunteers must present a valid state-issued ID (driver’s license, identification card, work VISA or green card), record both arrival and departure times, and indicate the purpose of their visit. Additionally, volunteers will be provided with identification badges, which must be displayed during each visit.

All volunteers are expected to exhibit standards of conduct equal to those of the school staff and to observe all Board of Education policies. This includes, but is not limited to use of appropriate language, maintaining confidentiality, wearing appropriate attire, and exercising good judgment.

The school volunteer is a non-paid person who helps in the school under the direction of the school Principal or his/her designee.

The building Principal or his/her designee is responsible for conveying the contents of this policy to all school volunteers.

(cf. 1212 – School Volunteers)

Policy adopted: January 5, 2006
Policy revised: June 4, 2015
Policy revised: August 19, 2021

NEW FAIRFIELD PUBLIC SCHOOLS
New Fairfield, Connecticut
*Suspension of Policy until such time as
Policy C-19-1250 is no longer in effect.*