

## **Agenda**

- I. **Call to Order / WebEx Login**  
<https://woodbridgeps.webex.com/woodbridgeps/j.php?MTID=mdfccbb80dfe937d1c9555826b0300c5>  
  
Meeting number (access code): 2498 942 8486  
Meeting password: P2PxXcMcu54
  
- II. **Public Comment - *The Board welcomes public participation. We ask that speakers please limit their comments to three minutes. Please be aware that the Board will not respond to any comments made during the public comment period, except to clarify issues, but we will take into consideration your comments, and when appropriate, district administration will follow-up with you at a later point in time. During the COVID 19 pandemic, please feel free to submit Public Comments via email to mdegennaro@woodbridgeps.org***
  
- III. **Policies for Review**
  - A. Policies 4118.238 / 4218.238 & 5141.81-Travel and Self-Quarantine During the COVID-19 Pandemic
  - B. Policies 0521-Nondiscrimination, 2111-Equal Employment Opportunity, 4118.11 / 4218.11-Nondiscrimination and 5145.4-Nondiscrimination
  - C. Policy 4131-Professional Development
  - D. Policy 4212.42-Drug and Alcohol Testing, and Required Training for School Bus Drivers
  - E. Policy 6162.51-Surveys and Screening of Students
  - F. Policy 9273-Civility
  
- IV. **Adjourn**



# WOODBIDGE SCHOOL DISTRICT

40 Beecher Road – South  
Woodbridge, Connecticut 06525

Jonathan S. Budd, Ph.D. – Superintendent

## MEMORANDUM

TO: Woodbridge Board of Education Policy Committee

FROM: Jonathan S. Budd, Ph.D., Superintendent

DATE: October 7, 2021

RE: Proposed Revisions of Policies 4118.238/4218.238 & 5141.81, "Travel and Self-Quarantine during the COVID-19 Pandemic"

Please find attached proposed revisions of Policies 4118.238/4218.238 & 5141.81. These identical policies require quarterly review by the Policy Committee. The recommended deletion of the first sentence of each policy is based on the updated guidance from the CDC & the Connecticut DPH. The proposed change to each policy is represented in red.

## Personnel

### Travel and Self-Quarantine during the COVID-19 Pandemic

~~Since travel may increase an individual's chance of acquiring and spreading COVID-19, the Centers for Disease Control and Prevention (CDC) has recommended against travel during the COVID-19 pandemic.~~ The Board of Education will comply with requirements of the State of Connecticut related to travel outside the local community, including requirements related to self-quarantine. In addition, the Board of Education urges District students, faculty, staff, and visitors to comply with travel-related guidelines developed by CDC and the Connecticut Department of Public Health (DPH).

Updated requirements and guidelines are provided on [the State of Connecticut's "Travel Advisory for Connecticut During the COVID-19 Pandemic" website](#) and on [the CDC's "Travel during COVID-19" website](#), which will be [linked on the Woodbridge School District website](#).

Students who are self-quarantining due to travel will be permitted to participate in remote learning during their quarantine period. Staff who are self-quarantining due to travel may be permitted to participate in remote work during their quarantine period in accordance with leave provisions established by the Superintendent.

The Superintendent will disseminate this policy to parents/guardians and staff. Parents/guardians with questions related to the requirements/guidelines and their particular circumstances should contact the District's Nursing Supervisor. Staff with questions related to the requirements/guidelines and their particular circumstances should contact their supervisor or the Superintendent.

The Policy Committee of the Board of Education will review this policy at least quarterly; if necessary, recommended revision or rescission of the policy will be brought to the Board of Education.

(cf. [6114](#) – Emergencies and Disaster Preparedness)

(cf. [6114.81](#) – Emergency Suspension of Policy During Pandemic)

Legal Reference: Connecticut General Statutes

10-154a Professional communications between teacher or nurse and student.

10-207 Duties of medical advisors.

10-221 Boards of education to prescribe rules.

19a-221 Quarantine of certain persons.

**Policy adopted: April 20, 2021**

WOODBRIIDGE SCHOOL DISTRICT

Woodbridge, Connecticut

## Students

### Travel and Self-Quarantine during the COVID-19 Pandemic

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**Policy adopted: April 20, 2021**

WOODBIDGE SCHOOL DISTRICT

Woodbridge, Connecticut



# WOODBRIDGE SCHOOL DISTRICT

40 Beecher Road – South  
Woodbridge, Connecticut 06525

Jonathan S. Budd, Ph.D. – Superintendent

## MEMORANDUM

TO: Woodbridge Board of Education Policy Committee

FROM: Jonathan S. Budd, Ph.D., Superintendent

DATE: October 7, 2021

RE: Proposed Revisions of Policies 0521 (“Nondiscrimination”), 2111 (“Equal Employment Opportunity”), 4118.11/4218.11 (“Nondiscrimination”), & 5145.4 (“Nondiscrimination”)

Please find attached proposed revisions of Policies 0521, 2111, 4118.11/4218.11, & 5145.4, a quartet of policies representing the District’s non-discrimination practices in various contexts.

All four are proposed for revision in one identical way:

- Connecticut Public Act 21-2, “An Act Creating a Respectful and Open World for Natural Hair,” has amended human rights law protection to specify that discrimination on the basis of “race” is “inclusive of ethnic traits historically associated with race, including, but not limited to, hair texture and protective hairstyles.” The proposed language comes directly from the amended statute.

The additional proposed revisions to Policy 5145.4 will align it with the other non-discrimination policies and with current legally protected classes.

The proposed changes to each policy are represented in red.

## Mission - Goals - Objectives

### Nondiscrimination

The District shall promote nondiscrimination and an environment free of harassment based on an individual's race, color, religion, sex, sexual orientation, gender identity/expression, national origin, ancestry, disability, (including, but not limited to, intellectual disability, past or present history of mental disorder, physical disability or learning disability), genetic information, marital status or age or because of the race, color, religion, sex, sexual orientation, gender identity or expression, national origin, disability, genetic information, marital status or age of any other persons with whom the individual associates or status as a Veteran. The District provides equal access to the Boy Scouts, Girl Scouts and all other designated youth groups. **“Race” is inclusive of ethnic traits historically associated with race, including, but not limited to, hair texture and protective hairstyles. “Protective hairstyles” includes, but is not limited to, wigs, headwraps, and hairstyles such as individual braids, cornrows, locs, twists, Bantu knots, afros, and afro puffs.**

In keeping with requirements of federal and state law, the District strives to remove any vestige of discrimination in employment, assignment and promotion of personnel; in educational opportunities and services offered to students; in student assignment to schools and classes; in student discipline; in location and use of facilities; in educational offerings and materials; and in accommodating the public at public meetings.

The Board encourages staff to improve human relationships within the schools and to establish channels through which citizens can communicate their concerns to the administration and the Board.

The Superintendent shall appoint and make known the individuals to contact on issues concerning the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1974, Title VI, Title VII, Title IX and other civil rights or discrimination issues. The Board will adopt and the District will publish grievance procedures providing for prompt and equitable resolution of student and employee complaints.

Federal civil rights laws prohibit discrimination against an individual because he/she has opposed any discrimination act or practice or because that person has filed a charge, testified, assisted or participated in an investigation, proceeding or hearing. ADA further prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising the rights guaranteed under the Act.

(cf. [4111](#) - Recruitment and Selection **of Administrative Staff**)

(cf. [4111.1/4211.1](#)—**Affirmative Action**)

(cf. [4118.11](#) - Nondiscrimination)

(cf. [4118.113/4218.113](#) - Harassment)

(cf. [5145.4](#) - Nondiscrimination)

(cf. [5145.5](#) - **Sexual Discrimination and Sexual Harassment**)

~~(cf. [5145.51](#)—**Peer Sexual Harassment**)~~

(cf. [5145.52](#) - Harassment)

(cf. [5145.6](#) - Student Grievance Procedure)

(cf. [6121](#) - Nondiscrimination)

~~(cf. [6121.1](#)—**Equal Educational Opportunity**)~~

Legal Reference: Title VII, Civil Rights Act, 42 U.S.C. 2000e, et seq.

29 CFR 1604.11, EEOC Guidelines on Sex Discrimination.

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

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

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

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

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

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

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

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

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

Title II of the Genetic Information Nondiscrimination Act of 2008

Connecticut General Statutes

[46a-51](#) Definitions

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

[46a-60](#) Discriminatory employment practices prohibited.

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

[10-153](#) Discrimination on account of marital status.

[17a-101](#) Protection of children from abuse.

The Americans with Disabilities Act as amended by the ADA Amendments Act of 2008

Public Law 111-256

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

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

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

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

[PA 21-2](#), “An Act Creating a Respectful and Open World for Natural Hair”

**Policy adopted: ~~June-17, 2019~~**

WOODBIDGE PUBLIC SCHOOLS

Woodbridge, Connecticut

## Administration

### Equal Employment Opportunity

The Board of Education affirms its policy of equal employment opportunity for all persons and prohibits discrimination in employment because of race, color, religious creed, age, marital status, veteran status, national origin, gender, sexual orientation, ancestry, genetic information, or disability (including, but not limited to, intellectual disability, past or present history of mental disorder, physical disability, or learning disability), including pregnancy, or any other basis prohibited by state and/or federal non-discrimination laws, except nothing prohibits the Board from requiring employees to comply with bona fide occupational qualifications or needs. “Race” is inclusive of ethnic traits historically associated with race, including, but not limited to, hair texture and protective hairstyles. “Protective hairstyles” includes, but is not limited to, wigs, headwraps, and hairstyles such as individual braids, cornrows, locs, twists, Bantu knots, afros, and afro puffs.

Legal References: Title VII of the Civil Rights Act of 1964, 42 U.S.C., sub 2000e.

Age Discrimination in Employment Act, 29 U.S.C. Sec 621.

Executive Order 11246.

Connecticut General Statutes

Connecticut Constitution Article I, Section 20; Amendment V Equal Rights Protection Amendment.

[46a-51](#) (8), (17), (18) Discriminatory practices.

[46a-58\(a\)](#) Deprivation of rights.

[46a-60](#) Discriminatory employment practices prohibited.

[46a-79](#) State policy re employment of criminal offenders.

[46a-80](#) Denial of employment based on prior conviction of crime.

[46a-81a](#) Discrimination on the basis of sexual harassment

[10-153](#) Discrimination on account of marital status.

PA 21-2, “An Act Creating a Respectful and Open World for Natural Hair”

**Policy adopted: April 20, 2021**

WOODBIDGE PUBLIC SCHOOLS

Woodbridge, Connecticut

## Personnel -- Certified/Non-Certified

### Nondiscrimination

In compliance with regulations of Title VII of the Civil Rights Act 1964, Title IX of the Education Amendments of 1972 and Section 504 of the Rehabilitation Act of 1973, the Civil Rights Act of 1987 and the Americans With Disabilities Act, the Woodbridge Board of Education adopts the following Equal Employment Opportunity and Equal Education Opportunity Policies.

### ~~Equal Employment Opportunity~~

~~Both federal and state law prohibits discriminatory practices in hiring and employment. The Board of Education prohibits discriminatory acts in all district matters dealing with employees and applicants for positions and requires equal employment opportunities for all employees and applicants. As an equal opportunity employer, the Woodbridge Board of Education does not discriminate on the basis of race, color, religious creed, age, marital status, national origin, ancestry, sex, sexual orientation, gender identity or expression, pregnancy, physical disability or any classification protected by law, past or present history of mental disorder, intellectual disability, learning disability, regarding any individual who can perform the essential functions of the job with or without reasonable accommodations physical disability (including blindness) or other disability (except in the case of a bona fide occupational qualification or need.)~~

(cf. 2111 - Equal Employment Opportunity)

Legal Reference: Connecticut General Statutes

[10-153](#) Discrimination on account of marital status.

[46a-60](#) Discriminatory employment practices prohibited.

P.A. 11-55 An Act Concerning Discrimination

Federal Law

Title VII of the Civil Rights Act 1964

Section 504 and the Federal Vocational Rehabilitation Act of 1973, 20 U.S.C. 706(7)(b).

American Disability Act of 1989, as amended by the ADA Amendments Act of 2008

Chalk v. The United States District Court of Central California.

Title IX of the Education Amendments of 1972.

Civil Rights Act of 1987.

**Policy adopted: ~~November 19, 2012~~**

WOODBIDGE PUBLIC SCHOOLS

Woodbridge, Connecticut

## Students

### Nondiscrimination

The Board of Education complies with all applicable federal, state and local laws prohibiting the exclusion of any person from any of its educational programs or activities, or the denial to any person of the benefits of any of its educational programs or activities because of race, creed, color, national origin, **ancestry**, sex, sexual orientation, gender identity or expression, marital status, age, ~~or~~ disability, **or genetic information** subject to the conditions and limitations established by law. **“Race” is inclusive of ethnic traits historically associated with race, including, but not limited to, hair texture and protective hairstyles. “Protective hairstyles” includes, but is not limited to, wigs, headwraps, and hairstyles such as individual braids, cornrows, locs, twists, Bantu knots, afros, and afro puffs.**

Legal Reference: Connecticut General Statutes

[10-15c](#) Discrimination in public school prohibited. (Amended by P.A. 97-247 to include "sexual orientation" and PA 11-55 to include "gender identity or expression")

[10-153](#) Discrimination on account of marital status

[46a-60](#) Discriminatory employment practices prohibited Federal Law

[19-581](#) through [585](#) AIDS testing and medical information.

[10-209](#) Records not to be public.

[46a-60](#) Discriminatory employment practices prohibited.

Section 504 and the Federal Vocational Rehabilitation Act of 1973, 20 U.S.C. 706(7)(b).

Public Act 07-62 An Act Concerning the Deprivation of Rights on Account of Sexual Orientation

Public Act 11-55 An Act Concerning Discrimination

**PA 21-2, “An Act Creating a Respectful and Open World for Natural Hair”**

**Policy adopted: ~~March 17, 2014~~**

WOODBIDGE SCHOOL DISTRICT

Woodbridge, Connecticut



# WOODBIDGE SCHOOL DISTRICT

40 Beecher Road – South  
Woodbridge, Connecticut 06525

Jonathan S. Budd, Ph.D. – Superintendent

## MEMORANDUM

TO: Woodbridge Board of Education Policy Committee

FROM: Jonathan S. Budd, Ph.D., Superintendent

DATE: October 7, 2021

RE: Proposed Revision of Policy 4131, “Professional Development”

Please find attached a proposed revision of Policy 4131 to integrate new statutory language initiated by Connecticut Public Act 21-46, “An Act Concerning Social Equity and the Health, Safety, and Education of Children.” The proposed change to the policy, represented in red, requires the integration of student social-emotional learning in the District’s professional development program.

## Personnel - Certified

### Professional Development

The Woodbridge School District recognizes the need for continuing professional development and renewal for all professional staff. Through planned, continuous, and systematic effort, teaching and learning in the Woodbridge School District will continue to improve as educators develop their skills, knowledge, and abilities.

Consistent with relevant state statutes, each certified employee shall participate annually in a program of professional development, of not fewer than eighteen hours in length, of which a preponderance will be a small-group or individual instructional setting. The program of professional development shall be consistent with the goals identified by each employee and the Board of Education.

The Superintendent shall establish a professional development and evaluation committee consisting of certified employees, including at least one representative from each of the teachers' and administrators' exclusive bargaining representatives, and other such school personnel the Superintendent deems appropriate. The duties of the committee shall include participation in the development, evaluation, and annual updating of a comprehensive local professional development plan for certified employees of the District. Such plan shall: (1) be directly related to the educational goals of the Board; (2) be developed with full consideration of the priorities and needs related to **student social-emotional learning, in accordance with the provisions of Connecticut General Statutes 10-148a, as amended, and student academic** outcomes as determined by the State Board of Education; (3) provide for the ongoing and systematic assessment and improvement of both teacher evaluation and professional development of the District's professional staff members, including personnel management and evaluation training or experience for administrators; and (4) be related to general education and special education student needs.

Legal Reference: Connecticut General Statute

[10-220a](#) In-service training. Professional development and evaluation committees. Institutes for educators. Cooperating teacher program, regulations.

PA 17-37 An Act Implementing the Recommendations of the Task Force on Professional Development and In-service Training Requirements for Educators.

[PA 21-46](#) an Act Concerning Social Equity and the Health, Safety, and Education of Children

**Policy adopted: March 15, 2021**

WOODBIDGE PUBLIC SCHOOLS  
Woodbridge, Connecticut



# WOODBIDGE SCHOOL DISTRICT

40 Beecher Road – South  
Woodbridge, Connecticut 06525

Jonathan S. Budd, Ph.D. – Superintendent

## MEMORANDUM

TO: Woodbridge Board of Education Policy Committee

FROM: Jonathan S. Budd, Ph.D., Superintendent

DATE: October 7, 2021

RE: Proposed Revision of Policy 4212.42, “Drug and Alcohol Testing, and Required Training, for School Bus Drivers”

Please find attached a proposed revision of Policy 4212.42 to accomplish three goals:

- (1) To integrate the anaphylaxis training requirements for school bus drivers (required by Connecticut Public Act 18-185, “An Act Concerning the Recommendations of the Task Force on Life-Threatening Food Allergies in Schools”); this is accomplished in new paragraph 2; and
- (2) To integrate amendments to the federal law governing commercial driver’s license drug testing (49 CFR Section 382.701 *et seq.*); this is accomplished in new paragraphs 3-4; and
- (3) To retitle the policy based on the broader focus.

This policy is required by federal law, and the proposed changes are represented in red. The proposed revisions have been reviewed with our BOWA Transportation Coordinator, who has confirmed that our practices are fully compliant with these revisions.

## Personnel --Non-Certified

### Drug and Alcohol Testing, and Required Training, For School Bus Drivers

Contracts for transportation approved by this District shall contain assurance that the contractor will establish a drug and alcohol testing program that meets the requirements of federal regulations.

In addition, the Board of Education expects its school transportation contractor to train all school bus drivers with instruction pertaining to the identification, the signs, and the symptoms of anaphylaxis, the administration of epinephrine by a cartridge injector, and the notification of emergency personnel and the reporting of an incident involving a student's life-threatening allergic reaction. Such training shall occur following the issuance or renewal of an endorsement to operate a school bus for carrier employees, and upon the hiring of a school bus driver, except a driver who received the training after the most recent issuance or renewal of his/her endorsement is not required to repeat it.

Prior to employment of a bus driver, the Board of Education expects its school transportation carrier to conduct a full query of the Federal Motor Carrier Safety Administration's Drug and Alcohol Clearinghouse to obtain information about the driver's eligibility under federal rules to perform a safety-sensitive function. Until January 6, 2023, the school transportation carrier will also contact prior employers where the applicant was a CDL driver for information to determine the driver's eligibility to perform safety-sensitive functions.

The school transportation carrier will also utilize the Clearinghouse for current CDL drivers who are employees on at least an annual basis. Required personal information that is collected and maintained in connection with the testing program shall also be reported, as required, to the Clearinghouse.

Legal Reference: United States Code, Title 49

2717 Alcohol and controlled substances testing (Omnibus Transportation Employee Testing Act of 1991)

Code of Federal Regulations, Title 49

40 Procedures for Transportation Workplace Drug and Alcohol Testing Programs

382 Controlled Substance and Alcohol Use and Testing

395 Hours of Service Drivers

*Holiday v. City of Modesto* (1991) 229 Cal. App. 3d. 528, 540

*International Brotherhood of Teamsters v. Department of Transportation*

932 F. 2d 1292 (1991)

*American Trucking Association, Inc. v. Federal Highway Administration*, (1995) WL 136022 (4th circuit)

[10-212c](#) Life-threatening food allergies and glycogen storage disease: Guidelines; district plans. (as amended by PA 18-185)

[14-261b](#) Drug and alcohol testing of drivers of certain vehicles, mechanics and forklift operators

[14-276a](#) Regulations re school bus operators and operators of student transportation vehicles; qualifications; training. Pre-employment drug test required for operators

[52-557b](#) Immunity from liability for emergency medical assistance first aid or medication by injection. School personnel not required to administer or render. (as amended by PA 05-144, An Act Concerning the Emergency Use of Cartridge Injectors and PA 18-185, An Act Concerning Life-Threatening Food Allergies in Schools)

**Policy adopted: ~~May 21, 2019~~**

WOODBIDGE PUBLIC SCHOOLS

Woodbridge, Connecticut



# WOODBIDGE SCHOOL DISTRICT

40 Beecher Road – South  
Woodbridge, Connecticut 06525

Jonathan S. Budd, Ph.D. – Superintendent

## MEMORANDUM

TO: Woodbridge Board of Education Policy Committee  
FROM: Jonathan S. Budd, Ph.D., Superintendent  
DATE: October 7, 2021  
RE: Proposed Revision of Policy 6162.51, "Surveys & Screening of Students"

Please find attached a proposed revision of Policy 6162.51, which is a federally mandated policy based on the Protection of Pupil Rights Amendment (PPRA) of 1978. A review of the District's current policy against the PPRA and the model policy by the Connecticut Association of Boards of Education (CABE) supports the following proposed revisions, all represented in red:

- (1) By federal law, a student may take a survey related to any of 8 particular topics only if the student's parent/guardian *consents*; active *consent from* (rather than mere notification of) the parent/guardian is required.
- (2) By federal law, parents/guardians have the right to inspect surveys created by third parties.
- (3) By federal law, parents/guardians have the right to review instructional material used as part of the curriculum.
- (4) By federal law, this policy must be noticed to parents/guardians at least annually.

## Instruction

### Surveys & Screening of Students

Surveys and "screens" can be valuable resources to help schools improve educational services. A "survey" may consist of a compilation of questions used to collect information for various purposes, including, but not limited to, determining student knowledge and/or attitudes towards specific subjects, or to adapt or modify school programming. A "screen" is a generic tool, applied on a grade-wide or school-wide basis, in order to obtain information for survey purposes, and/or to determine student qualification for class placement, school admission or other related purposes. A "screen" may become part of the student record. A "survey" will not become part of the student record.

Administrators, teachers, other school staff and the Board of Education may administer surveys or screens for purposes of assessing and/or improving character development and academic performance. Administrative approval is required for surveys and screens. When a survey or screen is used, every effort will be made to ask questions in a neutral manner to ensure the accuracy of the survey or screen. Student responses and data collected from surveys will not be used in any manner that would personally identify students; however, data collected may be shared with appropriate educational entities as permitted under the Family Educational Rights and Privacy Act of 1974 (FERPA), 20 U.S.C. 1232g.

Teachers and other staff members at various points throughout the school year may perform surveys and screens.

No student may, without parental ~~notification~~ consent, take part in any survey or screen that reveals information regarding:

1. Political affiliations or beliefs of the student or the student's parent(s) / guardian(s);
2. Mental or psychological ~~issues~~ problems of the student or the student's family;
3. ~~Sexual~~ behavior or attitudes;
4. Illegal, anti-social, self-incriminating, or demeaning behavior;
5. Critical appraisals of other individuals with whom respondents have close family relationships;
6. Legally recognized privileged or analogous relationships, such as those of lawyers, physicians, counselors, clergy etc.;
7. Religious practices, affiliations, or beliefs of the student or student's parent(s) / guardian(s); or
8. Income (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program).

~~Parents and guardians will be notified prior to administration of each survey or screen. Any parent or guardian who does not want his or her child to take part in a survey or screen must, at the time of notification, inform the school Principal in writing that his or her child may not participate in the survey or screening process.~~

~~In the event the District plans to survey students to gather information included in the above list, the District will obtain written consent from the parent/guardian in advance of administering the survey. The consent form will also apprise the parent/guardian of the right to inspect the survey prior to the child's participation.~~

~~Surveys conducted for other agencies, organizations, or individuals must have the recommendation of the Superintendent and the approval of the Board of Education as to content and purpose. The results of such approved surveys must be shared with the Board of Education.~~

~~Parent(s)/guardian(s) shall have the right to inspect, upon their request, a survey created by a third party before the survey is administered or distributed by a school to a student. Such requests shall be made in writing with a response to be at least two weeks in advance of any survey to be given.~~

~~It is the District's policy not to collect, disclose, or use personal information gathered from students for the purpose of marketing or selling that information or providing it to others for that purpose. This does not apply to the collection, disclosure, or use of personal information collected from students for the exclusive purpose of developing, evaluating, or providing educational products of services for, or to, students, or educational~~

institutions.

The parents/guardians of a student shall also have the right to inspect and review, upon written request to the Principal, any instructional material used as part of the educational curriculum. The District shall grant access to instructional material within a reasonable period of time, identified as within 30 calendar days, after such a request is received.

Parents/guardians shall be notified at least annually, at the beginning of the school year, of this policy.

Legal Reference: Connecticut General Statutes

P.L. 103-227 Section 1017 (which amends Section 439 of the General Education Provisions Act)

P.L. 107-110, (HR 1-"Leave No Child Behind") § 1061/1062 - Student Privacy, Parental Access to Information, and Administration of Certain Physical Examinations to Minors.

Elementary and Secondary Education Act of 1965, 20 U.S.C. §1232h Protection of Pupil Rights Amendment, as amended by the Every Student Succeeds Act, Pub. L. 114-95 Regulation 34 CFR Part 98 (PPRA Regulations).

**Policy adopted: ~~May 20, 2014~~**

WOODBIDGE PUBLIC SCHOOLS

Woodbridge, Connecticut



# WOODBIDGE SCHOOL DISTRICT

40 Beecher Road – South  
Woodbridge, Connecticut 06525

Jonathan S. Budd, Ph.D. – Superintendent

## MEMORANDUM

TO: Woodbridge Board of Education Policy Committee

FROM: Jonathan S. Budd, Ph.D., Superintendent

DATE: October 7, 2021

RE: Proposed New Policy 9273, "Civility"

Please find attached proposed new Policy 9273, "Civility," which has been drafted to conform with model language from the Connecticut Association of Boards of Education (CABE).

## **Bylaws of the Board**

### **Civility**

#### **Statement and Purpose**

The Woodbridge Board of Education has, as the primary objective of this policy, the promotion of mutual respect, civility, and orderly conduct in pursuing the interest and work of the Woodbridge School District. In the interest of presenting the Woodbridge Board of Education as a role model of respectful discourse, the Board encourages positive communication and discourages volatile, hostile, aggressive, and non-inclusive communications or actions. Modeling a safe, civil environment is essential to high student and staff achievement, to the free exchange of ideas central to a quality educational process, and to the development of our youth as thoughtful participants in our democracy.

It is the intent of the Board to promote mutual respect, civility, orderly conduct, and constructive problem-solving in our interactions as a Board and with the community. It is not the intent of the Board to deprive any person of his or her right to freedom of expression. The intent of this policy is to maintain, to the greatest extent reasonably possible, a safe, harassment-free setting for the Board, the administration and staff, the students, and the community to engage with each other in the best interests of the District. The Board encourages positive communication and discourages disruptive, volatile, hostile, or aggressive communications or actions.

The Woodbridge Board of Education intends to foster a culture and practice of civility in all school and school-related settings, communications, and operations. Informed debate, healthy dialogue, disagreements, and informed public opinion are to be expected and are accepted forms of interaction in a democratic society. Common norms and protocols for civil discourse and action and compliance with public meeting laws are to be expected.

Nothing in this policy shall be deemed to be in conflict with the ability of the school community to have opportunities and avenues available to express concerns and complaints about any facet of school operations or to limit an individual's ability to exercise his or her right to freedom of expression. The expectation is that this is done in a way that does not violate anyone else's rights.

The Woodbridge Board of Education seeks to promote a work environment that is safe, productive, and encouraging of the free flow of ideas without fear or intimidation, and to provide all students with appropriate role models for respectful problem solving. The Board seeks public cooperation with this endeavor.

### **Expectations and Procedures**

#### ***Expectations of the Board of Education***

The Woodbridge Board of Education and all others serving in an official District capacity, including but not limited to members of the Board of Education, District representatives, administrative representatives, community representatives, and all Committee members, are expected to treat everyone, including but not limited to fellow members, students, parents, faculty and administration, and members of the public, with courtesy, civility, respect, and inclusion.

The Woodbridge Board of Education welcomes constructive, informed, civil engagement with all members of the District.

### ***Expectations of Interactions with the Board of Education***

Community and District members engaging with the Board or any of its Committees are expected to treat each other with courtesy, civility, and respect.

Uncivil and disruptive behaviors are not limited to, but include: disrupting or threatening to disrupt school or district operations; loud, intimidating, or offensive language; verbal or physical intimidation or bullying; harassment of District members through repeated communications, including but not limited to phone calls, e-mails, texts, social media blasts, or confrontations; threatening the health or safety of Board members, staff, or students; willfully causing property damage; disrupting the work of the Board; or any behavior that interferes with the operation of the District, its administrative offices, its school, or Board functions.

### **Process for Addressing Concerns of Incivility**

The Board of Education reserves the right to censor incivility through:

- Use of parliamentary procedure to conduct the work of the Board on agenda topics, enter into recess, or enter into adjournment.
- Asking the disrupting party to leave the premises or meeting.
- Reaching out to law enforcement for any party refusing to leave or causing an unsafe environment.

### **Policy adopted:**

WOODBIDGE PUBLIC SCHOOLS

Woodbridge, Connecticut