



Regional School District #4
Chester – Deep River – Essex – Region 4
JOINT BOARD OF EDUCATION COMMITTEE

Via Google Meet
Dial +1 (617) 675-4444
PIN: 174 006 583 3861#
WED., April 27, 2022 @ 7:00

AGENDA

To: Members of the Chester, Deep River, Essex, and Region 4 Boards of Education
Subject: **WEDNESDAY April 27, 2022 Joint Board Committee Meeting**
Time: Joint Board Committee Meetings begin promptly at **7:00 p.m.**
Place: **Via Google Meet – To listen remotely please dial (US) +1 (617) 675-4444 PIN: 174 006 583 3861#**

(We kindly ask that you **please mute your phone immediately** upon connecting to the meeting as this will improve the audio quality for all participants. Google Meet may do this automatically, depending on the number of people already connected to the call. If so, pressing *6 will unmute your phone when it's time to speak)
*Effective July 01, 2021, per Public Act No. 21-2, upon written request sent to jbryan@reg4.k12.ct.us and received not less than 24 hours prior to the meeting, any member of the public will be provided with a physical location and the electronic equipment necessary to participate in the meeting in real-time.

Please contact Jennifer Bryan at Central Office jbryan@reg4.k12.ct.us if you are unable to attend.

Mission Statement

We, the communities of Chester, Deep River, Essex and Region 4, engage all students in a rigorous and collaborative educational program. We prepare our learners to be respectful citizens who are empowered to contribute in a globalized society.

1. Call to order 7:00 p.m.

- 1.1 The Appointed Chair of the Supervision District Committee acts as the Chair of the Joint Board of Education Committee meeting and calls the meeting to order. (The Vice-Chair of the Supervision District is the alternate in the absence of the Supervision District Chair).
* **Chair of Supervision District rotates each Dec. – Deep River BOE Chair is now the Supv. Dist. Chair**
- 1.2 The Chester, Deep River, Essex, and Region 4 Board of Education Chairs call their respective Boards to order and report a quorum (# of BOE members needed for a quorum)
Chester (5 members), Deep River (5 members), Essex (4 members), Region 4 (5 members)
- 1.3 Regarding Action Items: the Chair of the Joint Board of Education meeting follows parliamentary procedure on items requiring a vote of the Joint Board of Education. All discussion shall be held with the Joint Board. The Chair of the Joint Board shall call for and record a vote by the respective Boards of Education in alphabetical order. Items are approved only with an affirmative majority vote of each respective Board of Education

2. Consent agenda – The following items are to be handled as combined and by single vote. Any Board member may request that an item be pulled out for further discussion.

- 2.1 Minutes of Regular Joint Board Meeting of February 24, 2022 (*encl #1*)

3. Public comment (*In the interest of creating the best remote meeting experience for all participating parties, we would ask that you please keep your phone on mute until such time when the Chair calls for Public Comment. Please continue to keep your phone on mute unless you are requesting to be recognized by the Chair to make a comment. Once you have been recognized by the Chair to make your comment, the following standard public comment guidelines will still apply*): **PLEASE NOTE: Upon dialing in, Google Meet may have shared a message that your phone has been automatically muted due to the number of callers on the line and instructed you to press *6 if you would like to unmute your phone. When you are done speaking, please remember to press *6 (or your phone's mute button) again to reduce background noise.**

The public is reminded to state name for the record. Comments should be kept to a maximum of three minutes. Public comment is not intended to be a question and answer period; rather it is an opportunity for the Committee to hear citizen comment related to educational matters

4. Reports

- 4.1 Superintendent's report (*B. White*)
 - a. District Update
 - b. Information and Communication

- 4.2 Assistant Superintendent's Report (*S. Brzozowy*)
 - a. General Update

- 4.3 Finance Director's Report (HOLD until next individual Board meetings)

- 4.4 Committee reports.

- a. Joint PK-12 Committees – (*Comm. Chair*) Policy – *L. Seidman*; Curriculum – *N. Johnston*; Finance – *R. Daniels*

Finance	Policy	Curriculum
Jan. 20 th @ 2 p.m. cancelled due to snow day	Jan. 20 th @ Noon cancelled due to snow day	Jan. 19 th @ Noon
Mar. 11 th @ Noon	Mar. 10 th @ Noon	Mar. 09 th @ Noon
Apr. 08 th @ Noon cancelled	Apr. 07 th @ Noon	Apr. 06 th @ Noon
May 06 th @ Noon	May 05 th @ Noon	May 04 th @ Noon

- b. Policy committee report (8 members). (Chair *TBD*)

First Reading of Revised Policies Recommended by the Joint BOE Policy Committee:

- b.1 Policy #6111 School Calendar (encl #2)
 - b.2 Policy #4118.11/4118.112 Personnel – Discrimination/Harrassment (encl #3)
 - b.3 Policy #5145.4/5145.51 Student – Discrimination/Harrassment (encl #4)

- c. Finance committee report (8 members) (*R. Daniels*)
 - d. Curriculum committee (9 members) (*N. Johnston*)
 - e. Ad hoc committees (as needed).

5. Other Items:

- 5.1 Summary of Key Provisions of the Net Techs et al. (elementary non-certified) Contract negotiated for July 01, 2021 – June 30, 2024 – *B. White*
- 5.2 Possible **VOTE** to approve the *Agreement Between the Chester Board of Education, Deep River Board of Education, Essex Board of Education and Region 4 Board of Education and Local 1303-421 AFSCME, Council 4, AFL-CIO, (Net Techs et al. – Elem. Non-certified)*
- 5.3 Summary of Key Provisions of the Paraeducators Contract negotiated for July 01, 2021 – June 30, 2023
- 5.4 Possible **VOTE** to approve the *Agreement Between Chester, Deep River, Essex, And Regional School District No. 4 Boards Of Education and Municipal Employees Union Independent, Seiu Local 506 (Paraeducators)*

5.5 Presentation on Healthy Food Certification – *T. Peterlik*

5.6 Possible VOTE to approve the Superintendent’s recommendation to vote “yes” on implementing the healthy food option of C.G.S. Section 10-215f and approve the following motion language for the healthy food option: Pursuant to C.G.S. Section 10-215f, the board of education or governing authority certifies that all food items offered for sale to students in the schools under its jurisdiction, and not exempted from the Connecticut Nutrition Standards published by the Connecticut State Department of Education, will comply with the Connecticut Nutrition Standards during the period of July 1, 2022, through June 30, 2023. This certification shall include all food offered for sale to students separately from reimbursable meals at all times and from all sources, including but not limited to school stores, vending machines, school cafeterias, culinary programs, and any fundraising activities on school premises sponsored by the school or non-school organizations and groups.

5.7 Possible VOTE to approve the Superintendent’s recommendation to vote “yes” to allow food and beverage exemptions and approve the following motion language: The board of education or governing authority will allow the sale to students of food items that do not meet the Connecticut Nutrition Standards and beverages not listed in Section 10-221q of the Connecticut General Statutes provided that the following conditions are met: 1) the sale is in connection with an event occurring after the end of the regular school day or on the weekend; 2) the sale is at the location of the event; and 3) the food and beverage items are not sold from a vending machine or school store. An “event” is an occurrence that involves more than just a regularly scheduled practice, meeting, or extracurricular activity. For example, soccer games, school plays, and interscholastic debates are events but soccer practices, play rehearsals, and debate team meetings are not. The “regular school day” is the period from midnight before to 30 minutes after the end of the official school day. “Location” means where the event is being held and must be the same place as the food and beverage sales.

5.8 Presentation on Phone System Replacement Project – *R. Grissom / P. Murphy*

5.9 Presentation on Full Day PreK Proposal – *S. Smalley / J. Nucci*

6. Public comment

The public is reminded to state name and town for the record. Comments should be kept to a maximum of three minutes. Public comment is not intended to be a question and answer period; rather it is an opportunity for the Boards to hear citizen comment related to educational matters.

7. Future agenda items

7.1 Next Regular Joint BOE Meeting, June 02, 2022 @ 7:00 p.m.

8. Adjournment



Regional School District 4
Chester – Deep River – Essex – Region 4
Boards of Education Committees – School Year 2021-22 (Updates in Progress)

Joint BOE Standing Committees (standing committees have regularly scheduled meetings)			
*Joint PK-12 Policy Sub-Committee	R4(Sandmann/Clymas) CH(Bernardoni/Scherber) DR(Maikowski/Scholfield) ES (Seidman/TBD)		
*Joint PK-12 Curriculum Sub-Comm.	R4(Cavanaugh/TBD) CH(Fearon/TBD) DR(Grunko/TBD) ES (Johnston/Sweet)		
*Joint PK-12 Finance Sub-Committee	R4 (Clark/Daniels/Fearon) CH (Johnson/Rice) DR (Hallden/Lewis) ES (Seidman/Watson)		
Supervision District Committee (2 yr terms end in Nov. of the year listed after each name)	R4 (Sandmann 23 / Cavanaugh 23 / Stack 23) CH (Fitzgibbons 23 /Fearon 23 /Barnardoni 23) DR (Morrissey 23 / Ferretti 23 / Maikowski 23) ES (Seidman 23 /Pillion 23 / Johnston 23)		
Joint Ad Hoc Committees (ad hoc committees meet for a designated period or as needed)			
Personnel & Negotiations		<u>Contract duration</u>	<u>Initiate negotiations</u>
- Joint BOE Teacher negotiations	R4 (Daniels/Clymas/Sandmann) CH (Taigen) DR (Morrissey) ES (Watson)	Expires 7/2025	6/2024
- Joint BOE Administrator negotiations	Same as ABOVE for Teacher negotiations	Expires 7/2023	9/2022
- Joint BOE Paraeducator negotiations	Same as BELOW for Net Tech et al.	Expires 7/2021	3/2021
- Joint BOE NetTechs et al negotiations (ElemSec/Elem Nurses/ElemNetTech/R4NetTech/ElemCustodians)	R4 (Daniels/Clymas/Sandmann) CH (Fitzgibbons) DR (Maikowski) ES (Watson)	Expires 7/2021	3/2021
- Cafeteria (all schools)		Expires 7/2022	4/2022
Technology	R4(Seidman), CH(TBD), ES (Seidman), DR (TBD)		
School Calendar	R4(Sandmann/Daniels), CH (TBD), ES (TBD), DR (Morrissey/Maikowski)		
LEARN Joint BOE representative(s)	R4(Cavanaugh), CH(Bernardoni), ES(TBD), DR(TBD)		
School Safety Committee	R4(Cavanaugh), CH(Greenberg-Ellis, Bibbiani), DR(TBD), ES(TBD)		
Tuition Committee	R4(Cavanaugh/Sandmann/Daniels), CH (TBD), DR (Morrissey), ES (McCluskey/Seidman Alt.)		
RFP Review Committee	R4(Cavanaugh, Clymas, Daniels), CH (Scherber), DR (Morrissey), ES (Seidman/Johnston)		
Joint BOE Insurance Committee	R4(Clymas), CH (Bernardoni), DR (Lewis), ES (Seidman)		
Individual BOE Ad Hoc Committees (ad hoc committees meet for a designated period or as needed)			
<u>Chester BOE</u>			
Facilities	TBD		
PTO	Smith		
CATV Advisory Council (Cable TV)	For Discussion		
<u>Deep River BOE</u>			
Facilities	Morrissey/Ferretti		
PTO	rotating		
School Improvement Team	TBD		
CATV Advisory Council (Cable TV)	TBD		
<u>Essex BOE</u>			
Building	Seidman		
PTO	Rotating		
School Improvement Team	TBD		
Essex Foundation	TBD / TBD		
Communications	Rotating		
CATV Advisory Council (Cable TV)	TBD		
<u>Region 4 BOE</u>			
Personnel & Negotiations		<u>Contract duration</u>	<u>Initiate negotiations</u>
▪ R4 Secretaries/Nurses	Clymas/Daniels/Sandmann	Expires 7/2022	4/2022
▪ R4 Custodians	Clymas/Daniels/Sandmann	Expires 7/2021	3/2021
School Improvement Team	TBD/TBD/TBD		
R4 Grounds and Buildings Maintenance and Oversight Committee	Sandmann/TBD/TBD		
JWMS Security Project Building Committee	Daniels/Stack/Cavanaugh/Sandmann		
R4 Educational Foundation	TBD		
Region 4 Extra compensation points committee	Clark/Daniels/Sandmann (only 1 rep needed)		
R4 Long Range Athletic Facilities Planning Task Force	Clymas/Daniels/Cavanaugh		
R4 Safety	Cavanaugh		
R4 Advisory Council (PTO)	TBD		
R4 Facilities Study Committee	TBD		

JOINT BOARD OF EDUCATION MEETING

Date: February 24, 2022

Regular Meeting – REMOTE MEETING held

(To view a recording of this meeting, please visit our website www.reg4.k12.ct.us and select “Remote Meeting Recordings” under the BOARD OF EDUCATION Heading)

CHESTER BOARD OF EDUCATION:

David Fitzgibbons, Charlene Fearon, Jan Taigen, Ken Rice, Stuart Johnson, Maria Scherber, Dale Bernardoni (joined at 7:02 p.m.)

DEEP RIVER BOARD OF EDUCATION:

Miriam Morrissey, Bob Ferretti, Lenore Grunko, Betsy Scholfield, Alyson Whelan (joined at 7:05 p.m.), Pat Maikowski (joined at 7:05 p.m.)

ESSEX BOARD OF EDUCATION:

Lon Seidman, Mark Watson, Nancy Johnston, Cassandra Sweet, Justin Pillion

REGION 4 BOARD OF EDUCATION:

Kate Sandmann, Jane Cavanaugh, Alex Silva, John Stack, Lol Fearon, Lon Seidman, Jennifer Clark (joined at 7:07 p.m.), Lori Ann Clymas (joined at 7:27 p.m.)

Also in attendance: Brian White, Superintendent; Sarah Brzozowy, Assistant Superintendent; and Robert Grissom, Finance Director

CALL TO ORDER and Verbal Roll Call

Supervision District Committee Chair Miriam Morrissey called the meeting to order at 7:01 p.m.

The Chairs (or their designee) of the Chester, Deep River, Essex and Region 4 Boards called their respective Boards to order at 7:02 p.m.

CONSENT AGENDA

On motion duly made and seconded the Chester, Deep River, Essex and Region 4 Boards unanimously **VOTED** (*all members present at 7:07 p.m.*) to accept the consent agenda consisting of the minutes from the regular meeting of December 02, 2021; and the special meeting (BOE workshop) of January 10, 2022.

PUBLIC COMMENT – No comments were made

REPORTS AND OTHER ITEMS

Superintendent White shared an update on the following:

As there have been several opportunities to connect with individual boards recently Superintendent White said that he would just share a brief update regarding the most current guidance for managing COVID-19. He shared that the districts will be shifting to a mask optional approach, effective Monday, February 28th in accordance with State and local guidance as per his recent communication shared with our communities.

There was a time for the Board to ask questions.

Assistant Superintendent Brzozowy shared a general update on the following:

She will be updating individual Boards throughout the month of March regarding Student Achievement.

She has worked with Curriculum leaders in the last several days and will be updating the Joint BOE Curriculum Committee at their next meeting.

COMMITTEE REPORTS –

Joint BOE Curriculum Committee Chair, Nancy Johnston shared that the Committee met on Jan. 19th at which time they discussed the Black and Latin studies State provided curriculum which is currently being taught at VRHS as a pilot program this year. Next year it will be taught at a full year elective course in accordance with state mandates. They also discussed areas of curricular goals areas moving forward.

The Joint BOE Committee meetings for Policy and Finance, originally scheduled for Jan. 20th were cancelled due to a snow day school cancellation on that date. All Committees meet next in March, as scheduled.

OTHER ITEMS

On motion duly made and seconded, the Chester, Deep River, Essex and Region 4 Boards unanimously (those present at 7:21 p.m.) VOTED to approve the Superintendent's recommendation for distribution of surplus Supervision District funds from FY 2020-21 in the audited amount of \$418,932 to the member towns based on 2020-21 contributions equaling allocations of \$108,928 to the Town of Chester, \$144,003 to the Town of Deep River and \$166,000 to the Town of Essex.

Superintendent White and Finance Director Grissom presented the proposed 2022-23 Supervision District Budget as approved by the Supervision District Committee earlier in the evening to bring before the Joint BOE for vote.

On motion duly made and seconded, the Chester (6 Yes / 1 No – M. Scherber / 0 abstentions = motion passed), Deep River (unanimous), Essex (unanimous) and Region 4 Boards (unanimous) VOTED to approve the proposed 2022-23 Supervision District Budget in the amount of \$8,652,287 as presented (see attached).

Superintendent White presented a summary of key provisions of the Cafeteria Workers Contract negotiated for July 01, 2021 – June 30, 2022.

On motion duly made and seconded, the Chester, Deep River, Essex and Region 4 Boards unanimously (all members present by 7:32 p.m.) VOTED to approve the *Agreement between the Chester, Deep River, Essex and Region 4 Board of Education and Local 1303-098 Council 4, AFSCME, AFL-CIO, (Cafeteria Employees)*.

Superintendent White presented a summary of key provisions of the Teachers Contract negotiated for July 01, 2022 – June 30, 2025.

On motion duly made and seconded, the Chester (6 Yes / 0 No / 1 abstention – M. Scherber = motion passed), Deep River (5 Yes / 0 No / 1 abstention – R. Ferretti = motion passed), Essex (unanimous) and Region 4 Boards (unanimous) VOTED to approve the *Agreement Between the Chester Board of Education, the Deep river Board of Education, the Essex Board of Education, the Regional School District No. 4 Board of Education, the Region #4 Supervision District Committee and the Regional 4 Education Association*.

Finance Director Bob Grissom introduced Greg Smolley and Jim Barrett, representatives from Drummey Rosane Anderson (DRA Architects), the firm who was approved through the RFP process to provide a comprehensive building study for all of our buildings. Mr. Smolley and Mr. Barret provided the Boards with a brief description of the process they will be following to conduct a school facilities assessment of all 6 buildings. They are targeting a completion date of mid-year of school year 2022-23. There was a chance for Board members to ask questions.

PUBLIC COMMENT – No comments were made

On motion duly made and seconded, the Chester, Deep River, Essex and Region 4 Boards VOTED to move into Executive Session at 8:01 p.m. for the purpose of a personnel matter, to conduct the Superintendent's Mid- Year Goals Update and Evaluation.

EXECUTIVE SESSION – Personnel – Superintendent’s Mid-Year Goals Update and Evaluation

The Boards moved out of Executive Session at approx. 8:21 p.m.

FUTURE AGENDA ITEMS

- Next regular Joint BOE meeting – April 07, 2022 @ 7:00 p.m.

ADJOURNMENT:

On motion duly made and seconded, the Chester, Deep River, Essex, and Region 4 Boards of Education unanimously **VOTED** to adjourn at 8:22 p.m.

Respectfully Submitted,

Jennifer Bryan, Clerk

Instruction

School Calendar

The Superintendent of Schools shall recommend school calendars meeting all statutory requirements to the Board of Education for its review and modified as it believes appropriate, for its approval.

The school calendar shall show school days in each school month, the number of school days in each month, legal and local holidays, staff development days, early closing days, vacation periods, and other pertinent dates, including graduation for students in grade twelve.

The Board, in establishing a graduation date, may establish for any school year a firm graduation date which is no earlier than the one-hundred eightieth ~~eighty-fifth~~ day noted in the school calendar originally adopted by the board for that school year in the adopted school calendar. ~~The graduation date may be modified, if necessary, after April first in any school year by the Board establishing a firm graduation date which, at the time of such establishment, provides for at least 180 days of school.~~

To benefit children, families, and school staff in their planning, multiple year school calendars are preferable to single year school calendars.

(cf. 6146 - Graduation Requirements)

Legal Reference: Connecticut General Statutes

1-4 Days designated as legal holidays

10-15 Towns to maintain schools

10-16l Establishment of a Graduation Date

10-29a Certain days to be proclaimed by governor. Distribution and number of proclamations

10-261 Definitions

PA 95-182 An Act Concerning Reduction of Education Mandates

PA 96-108 An Act Concerning Student Use of Telecommunication Devices and the Establishment of Graduation Dates

DEEP RIVER PUBLIC SCHOOLS
ESSEX PUBLIC SCHOOLS
REGIONAL SCHOOL DISTRICT No. 4

4118.11 / 4218.112 (cert.)

4218.11/4218.112 (non-cert.)

PERSONNEL

Non-Discrimination/ Sexual Harassment

It is the policy of the Chester, Deep River, Essex and Region 4 Boards of Education (the “Boards”) for the Chester, Deep River, Essex and Region 4 Public Schools (the “Districts”) that any form of sex discrimination or sexual harassment is prohibited in the Boards’ education programs and activities, whether by students, Board employees or third parties subject to substantial control by the Boards. It is the policy of the Boards to maintain a working environment free from harassment, insults or intimidation on the basis of an employee's sex and free from discrimination based on sex.

The Boards do not discriminate on the basis of sex in the education programs or activities that it operates and the Boards are required by Title IX of the Education Amendments of 1972 and its implementing regulations (“Title IX”), Title VII of the Civil Rights Act of 1964 (“Title VII”), and Connecticut law not to discriminate in such a manner. Discrimination or harassment on the basis of sex includes discrimination or harassment on the basis of gender identity or sexual orientation. Students, Board employees and third parties are required to adhere to a standard of conduct that is respectful of the rights of all parties. Any employee or student who engages in conduct prohibited by this Policy shall be subject to disciplinary action, up to and including termination or expulsion, respectively. Third parties who engage in conduct prohibited by this Policy shall be subject to other sanctions, which may include exclusion from Board property and/or activities. Individuals who engage in acts of sex discrimination or sexual harassment may also be subject to civil and criminal penalties.

For conduct to violate Title IX, the conduct must have occurred in an education program or activity of the Boards; the conduct must have occurred within the United States of America; and the complainant must be participating in or attempting to participate in the education program or activity of the Boards. Conduct that does not meet these requirements still may constitute a violation of Title VII, Connecticut law, and/or another Board policy.

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

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

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

- (1) An employee of the Board conditioning the provision of an aid, benefit, or service of the Board on an individual’s participation in unwelcome sexual conduct (*i.e.*, *quid pro quo*);

(2) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the Boards' education programs or activities; or

(3) "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).

Sexual harassment under Title VII and Connecticut law means unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

(1) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;

(2) Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or

(3) Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

Reporting Sex Discrimination or Sexual Harassment

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

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

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

The Chester, Deep River, Essex and Region 4 Public Schools administration (the "Administration") shall provide training to Title IX Coordinator(s), investigators, decision-makers, and any person who facilitates an informal resolution process (as set forth in the Administrative Regulations), which training shall include, but need not be limited to, the definition of sex discrimination and sexual harassment, the scope of the Boards' education program and activity, how to conduct an investigation and implement the grievance process, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias. The Administration shall make the training materials used to provide these trainings publicly available on the Boards' website. The Administration shall also periodically provide training to all Board employees on the topic of sex discrimination and sexual harassment under Title IX, Title VII, and Connecticut law, which shall include but not be limited to when reports of sex discrimination and/or sexual harassment must be made. The Administration shall distribute this Policy and the Administrative Regulations to employees, union representatives, students, parents and legal guardians and make the Policy and the Administrative Regulations available on the Boards' website to promote an environment free of sex discrimination and sexual harassment.

The Boards' Title IX Coordinator is The Director of Pupil Services. Any individual may make a report of sex discrimination and/or sexual harassment to any Board employee or directly to the Title IX Coordinator using any one, or multiple, of the following points of contact:

Director of Pupil Services
1 Winthrop Rd.,
Deep River, CT 06417
(860) 526-2417

Any Board employee in receipt of allegations of sex discrimination or sexual harassment, or in receipt of a formal complaint, shall immediately forward such information to the Title IX Coordinator. Board employees may also make a report of sexual harassment and/or sex discrimination to the U.S. Department of Education: Office for Civil Rights, Boston Office, U.S. Department of Education, 8th Floor, 5 Post Office Square, Boston, MA 02109-3921 (Telephone: 617-289-0111).

Employees may also make a report of sexual harassment and/or sex discrimination to the Connecticut Commission on Human Rights and Opportunities, 450 Columbus Boulevard, Hartford, CT 06103-1835 (Telephone: 860-541-3400 or Connecticut Toll Free Number: 1-800-477-5737).

Legal References:

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

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

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

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

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

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

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

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

Conn. Gen. Stat. § 10-153 - Discrimination on the basis of sex, gender identity or expression or marital status prohibited

Conn. Agencies Regs. §§ 46a-54-200 through § 46a-54-207

Policy Revised: TBD

CHESTER PUBLIC SCHOOLS
DEEP RIVER PUBLIC SCHOOLS
ESSEX PUBLIC SCHOOLS
REGIONAL SCHOOL DISTRICT NO. 4
REGIONAL SUPERVISION DISTRICT

PERSONNEL

Non-Discrimination

The Board of Education will not make employment decisions (including decisions related to hiring, assignment, compensation, promotion, demotion, disciplinary action and termination) on the basis of race, color, religion, age, sex, marital status, sexual orientation, national origin, ancestry, disability, pregnancy, genetic information, or gender identity or expression, except in the case of a bona fide occupational qualification.

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

For the purposes of this policy, "genetic information" means the information about genes, gene products, or inherited characteristics that may derive from an individual or a family member. "Genetic information" may also include an individual's family medical history, the results of an individual's or family member's genetic tests, the fact that an individual or an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.

Legal References:

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d *et seq.*
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e *et seq.*
Title IX of the Education Amendments of 1972, 20 USCS § 1681, *et seq.*
Age Discrimination in Employment Act, 29 U.S.C. § 621
Americans with Disabilities Act, 42 U.S.C. § 12101
Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794
Title II of the Genetic Information Nondiscrimination Act of 2008, Pub.L.110 233, 42 USC 2000ff; 34 CFR 1635
Connecticut General Statutes § 10-153. Discrimination on basis of marital status
Connecticut Fair Employment Practices Act, Connecticut General Statutes § 46a-60
Connecticut General Statutes § 46a-81a Discrimination on basis of sexual orientation: Definitions
Connecticut General Statutes § 46a-81c Sexual orientation discrimination: Employment.
Public Act 11-55, An Act Concerning Discrimination.

Policy Revised: June 6, 2013

CHESTER PUBLIC SCHOOLS
DEEP RIVER PUBLIC SCHOOLS
ESSEX PUBLIC SCHOOLS
REGIONAL SCHOOL DISTRICT NO. 4
REGIONAL SUPERVISION DISTRICT

PERSONNEL

Sexual-Harassment

POLICY REGARDING SEX DISCRIMINATION AND SEXUAL HARASSMENT IN THE WORKPLACE (PERSONNEL)

It is the policy of the board of education to maintain a working environment free from harassment, insults or intimidation on the basis of an employee's sex and free from discrimination based on sex. Verbal or physical conduct by a supervisor or co-worker relating to an employee's sex which has the effect of creating an intimidating, hostile or offensive work environment, unreasonably interfering with the employee's work performance, or adversely affecting the employee's employment opportunities is prohibited.

Discrimination

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

Harassment

Sexual harassment is a form of sex discrimination. While it is difficult to define sexual harassment precisely, it does include any unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

Although not an exhaustive list, the following are examples of the type of conduct prohibited by the policy against sexual harassment:

1. Unwelcome sexual advances from a co-worker or supervisor, such as unwanted hugs, touches, or kisses;
2. Unwelcome attention of a sexual nature, such as degrading, suggestive or lewd remarks or noises;

3. Dirty jokes, derogatory or pornographic posters, cartoons or drawings;
4. The threat or suggestion that continued employment advancement, assignment or earnings depend on whether or not the employee will submit to or tolerate harassment;
5. Circulating, showing, or exchanging emails, text messages, digital images or websites of a sexual nature;
6. Using computer systems, including email, instant messaging, text messaging, blogging or the use of social networking websites, or other forms of electronic communications, to engage in any conduct prohibited by this policy.

Any infraction of this policy by supervisors or co-workers should be reported immediately to the Title IX Coordinator, the Superintendent, or his/her designee in accordance with the district's sex discrimination and sexual harassment grievance procedure. Retaliation against any employee for complaining about sex discrimination or sexual harassment is prohibited under this policy and illegal under state and federal law. Violations of this policy will not be permitted and may result in discipline up to and including discharge from employment. Individuals who engage in acts of sex discrimination or sexual harassment may also be subject to civil and criminal penalties.

Legal References: United States Constitution, Article XIV
 Civil Rights Act of 1964, Title VII, 42 U.S.C. 2000-e2(a).
 Equal Employment Opportunity Commission Policy Guidance (N-915.035) on
 Current Issues of Sexual Harassment, effective 10/15/88.
 Title IX of the Education Amendments of 1972, 20 USCS § 1681, *et seq.*
 Title IX of the Education Amendments of 1972, 34 CFR § 106, *et seq.*
 Meritor Savings Bank, FSB v. Vinson, 477 U.S. 57 (1986)
 Connecticut General Statutes § 46a-60 Discriminatory employment practices
 prohibited.
 Conn. Agencies Regs. §§ 46a-54-200 through § 46a-54-207
 Constitution of the State of Connecticut, Article I, Section 20.

Policy Revised: June 6, 2013

CHESTER PUBLIC SCHOOLS
DEEP RIVER PUBLIC SCHOOLS
ESSEX PUBLIC SCHOOLS
REGIONAL SCHOOL DISTRICT NO. 4
REGIONAL SUPERVISION DISTRICT

STUDENT

Non-Discrimination/ Sexual Harassment

It is the policy of the Chester, Deep River, Essex and Region 4 Board of Education (the “Boards”) for the Chester, Deep River, Essex and Region 4 Public Schools (the “Districts”) that any form of sex discrimination or sexual harassment is prohibited in the Boards’ education programs and activities, whether by students, Board employees or third parties subject to substantial control by the Boards. The Boards do not discriminate on the basis of sex in the education programs or activities that it operates and the Boards are required by Title IX of the Education Amendments of 1972 and its implementing regulations (“Title IX”) and Connecticut law not to discriminate in such a manner. Discrimination or harassment on the basis of sex includes discrimination or harassment on the basis of gender identity or sexual orientation. Students, Board employees and third parties are required to adhere to a standard of conduct that is respectful of the rights of students, employees and third parties. Any student or employee who engages in conduct prohibited by this Policy shall be subject to disciplinary action, up to and including expulsion or termination, respectively.

For conduct to violate Title IX, the conduct must have occurred in an education program or activity of the Board; the conduct must have occurred within the United States of America; and the complainant must be participating in or attempting to participate in the education program or activity of the Board. Conduct that does not meet these requirements still may constitute a violation of Connecticut law or another Board policy.

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

Sex discrimination occurs when a person, because of the person’s sex, is denied participation in or the benefits of any education program or activity receiving federal financial assistance.

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

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

Sexual harassment under Connecticut law means conduct in a school setting that 1) is sexual in nature; 2) is unwelcome; and 3) denies or limits a student’s ability to participate in or benefit from a

school's educational program. Sexual harassment can be verbal, nonverbal or physical. Sexual violence is a form of sexual harassment.

Reporting Sex Discrimination or Sexual Harassment

It is the express policy of the Boards to encourage victims of sex discrimination and/or sexual harassment to report such claims. Students are encouraged to report complaints of sex discrimination and/or sexual harassment promptly in accordance with the appropriate process set forth in the Administrative Regulations. The Boards direct its employees to respond to such complaints in a prompt and equitable manner. The Boards further direct its employees to maintain confidentiality to the extent appropriate and not tolerate any reprisals or retaliation that occur as a result of the good faith reporting of charges of sex discrimination and/or sexual harassment. Any such reprisals or retaliation will result in disciplinary action against the retaliator, up to and including expulsion or termination as appropriate.

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

The Chester, Deep River, Essex and Region 4 Public Schools administration (the "Administration") shall provide training to Title IX Coordinator(s), investigators, decision-makers, and any person who facilitates an informal resolution process (as set forth in the Administrative Regulations), which training shall include but need not be limited to, the definitions of sex discrimination and sexual harassment, the scope of the Board's education program and activity, how to conduct an investigation and grievance process, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias. The Administration shall make the training materials used to provide these trainings publicly available on the Boards' website. The Administration shall also periodically provide training to all Board employees on the topic of sex discrimination and sexual harassment under Title IX and Connecticut law, which shall include but not be limited to when reports of sex discrimination and/or sexual harassment must be made. The Administration shall distribute this Policy and the Administrative Regulations to staff, students and parents and legal guardians and make the Policy and the Administrative Regulations available on the Board's website to promote an environment free of sex discrimination and sexual harassment.

The Boards' Title IX Coordinator is the Director of Pupil Services. Any individual may make a report of sex discrimination and/or sexual harassment to any Board employee or directly to the Title IX Coordinator using any one, or multiple, of the following points of contact:

Director of Pupil Services
1 Winthrop Rd.,
Deep River, CT
(860) 526-2417

Any Board employee in receipt of allegations of sex discrimination or sexual harassment, or in receipt of a formal complaint, shall immediately forward such information to the Title IX Coordinator. Students may also make a report of sexual harassment and/or sex discrimination to the U.S. Department of Education: Office for Civil Rights, Boston Office, U.S. Department of Education, 8th Floor, 5 Post Office Square, Boston, MA 02109-3921 (Telephone (617) 289-0111).

Students may also make a report of sexual harassment and/or sex discrimination to the Connecticut Commission on Human Rights and Opportunities, 450 Columbus Boulevard, Hartford, CT 06103-1835 (Telephone: 860-541-3400 or Connecticut Toll Free Number: 1-800-477-5737).

Legal References: Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681, et seq.
Title IX of the Education Amendments of 1972, 34 C.F.R § 106.1, et seq.
Gebser v. Lago Vista Independent School District, 524 U.S. 274 (1998)
Davis v. Monroe County Board of Education, 526 U.S. 629 (1999)
Conn. Gen. Stat. § 10-15c - Discrimination in public schools prohibited.

Policy Revised: TBD

CHESTER PUBLIC SCHOOLS
DEEP RIVER PUBLIC SCHOOLS
ESSEX PUBLIC SCHOOLS
REGIONAL SCHOOL DISTRICT NO. 4
REGIONAL SUPERVISION DISTRICT

STUDENTS

Non-Discrimination

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, religion, color, national origin, sex, sexual orientation, marital status, age, disability, pregnancy, or gender identity or expression, subject to the conditions and limitations established by law.

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

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

Legal References:

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

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

Americans with Disabilities Act, 42 U.S.C. § 12101, *et seq.*

Connecticut General Statutes § 10-15c and § 46a-81a, *et seq.* - Discrimination on basis
of sexual orientation

Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794, *et seq.*

Policy Revised: June 06, 2013

CHESTER PUBLIC SCHOOLS
DEEP RIVER PUBLIC SCHOOLS
ESSEX PUBLIC SCHOOLS
REGIONAL SCHOOL DISTRICT NO. 4
REGIONAL SUPERVISION DISTRICT

Students

Sex Discrimination and Sexual Harassment

It is the policy of the Board of Education that any form of sex discrimination or sexual harassment is prohibited, whether by students, Board employees or third parties subject to the control of the Board. Students, Board employees and third parties are expected to adhere to a standard of conduct that is respectful of the rights of students. Any student or employee who engages in conduct prohibited by this policy shall be subject to disciplinary action.

The Superintendent of Schools shall develop Administrative Regulations implementing this Policy.

Definitions

Sex discrimination occurs when a person, because of his or her sex, is denied participation in or the benefits of any education program or activity receiving federal financial assistance.

Sexual harassment: In a school setting, sexual harassment is conduct that 1) is sexual in nature; 2) is unwelcome; and 3) denies or limits a student's ability to participate in or benefit from a school's educational programs or activities. Sexual harassment can be verbal, nonverbal or physical. Although not an exhaustive list, the following are examples of sexual conduct prohibited by this policy:

1. Statements or other conduct indicating that a student's submission to, or rejection of, sexual overtures or advances will affect the student's grades and/or other academic progress.
2. Unwelcome attention and/or advances of a sexual nature, including verbal comments, sexual invitations, leering and physical touching.
3. Display of sexually suggestive objects, or use of sexually suggestive or obscene remarks, invitations, letters, emails, text messages, notes, slurs, jokes, pictures, cartoons, epithets or gestures.
4. Touching of a sexual nature or telling sexual or dirty jokes.
5. Transmitting or displaying emails or websites of a sexual nature.
6. Using computer systems, including email, instant messaging, text messaging, blogging or the use of social networking websites, or other forms of electronic communications, to engage in any conduct prohibited by this policy.

Procedure

It is the express policy of the Board of Education to encourage victims of sex discrimination or sexual harassment to report such claims. Students are encouraged to promptly report complaints of sex discrimination or sexual harassment to the appropriate personnel, as set forth in the Administrative Regulations implementing this Policy. The district will investigate such complaints promptly and will take corrective action where appropriate. The district will maintain confidentiality to the extent appropriate. The district will not tolerate any reprisals or retaliation that occur as a result of the good faith reporting of charges of sexual harassment or sex discrimination. Any such reprisals or retaliation will result in disciplinary action against the retaliator.

The school district will periodically provide staff development for district administrators and periodically distribute this Policy and the implementing Administrative Regulations to staff and students in an effort to maintain an environment free of sexual harassment and sex discrimination.

Legal References: United States Constitution, Article XIV
 Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681,
 et seq.
 Title IX of the Education Amendments of 1972, 34 C.F.R § 106.1,
 et seq.
 Gebser v. Lago Vista Independent School District, 524 U.S. 274
 (1998)
 Davis v. Monroe County Board of Education, 526 U.S. 629 (1999)
 Office for Civil Rights, U.S. Department of Education, Revised
 Sexual Harassment Guidance: Harassment of Students by School
 Employees, Other Students, or Third Parties, 66 Fed. Reg. 5512
 (Jan. 19, 2001).
 Constitution of the State of Connecticut, Article I, Section 20.

Policy approved: June 06, 2013

CHESTER ELEMENTARY SCHOOL
DEEP RIVER ELEMENTARY SCHOOL
ESSEX ELEMENTARY SCHOOL
REGIONAL SCHOOL DISTRICT NO. 4