



**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#**  
Thurs., June 02, 2022 @ 7:00

**AGENDA**

To: Members of the Chester, Deep River, Essex, and Region 4 Boards of Education  
Subject: **Thursday, June 02, 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](mailto: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](mailto: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 April 27, 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 Other:
  - a. Review of Bonding Process / Requirements / Timelines – *M. Ritter, esq.*

- 4.5 Committee reports.

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

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

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

Second Reading and possible **VOTE** to approve Revised Policies Recommended by the Joint BOE Policy Committee as follows:

- 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  
– B. White

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 Discussion and Possible **VOTE** to approve tuition rates for the 2022-23 school year as recommended by the Joint BOE Tuition Committee

**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. Executive Session - Personnel**

Superintendent's Contract Renewal

**8. Action Item:**

Possible **VOTE** to renew the Superintendent' Contract

**9. Future agenda items**

9.1 Next Regular Joint BOE Meeting, October 06, 2022 @ 7:00 p.m.

**10. Adjournment\* *All Boards will vote to adjourn except for Region 4 who will stay in session for the following Region 4 Only business:***

10.1 Update regarding JWMS Security Project – B. White

10.2 Update regarding Region 4 Tech Lease –M. VanDeventer of Mahoney Sabol, B. Grissom

10.3 Discussion and possible **VOTE** to accept donation of 12 pairs of basketball shoes, valued at \$90 each from Connecticut Sun Women's Basketball Team in partnership with Moolah Kicks to be given to members of the VRHS Varsity Girls Basketball Team. – M. Barile, B. Grissom

10.4 Discussion and possible **VOTE** to approve request for Girls Basketball Tournament Trip to Florida (R4 ONLY encl #5) - M. Barile, S. Brzozowy

**10.5 Adjournment of Region 4 BOE**



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

<b>Joint BOE Standing Committees</b> (standing committees have regularly scheduled meetings)			
<b>*Joint PK-12 Policy Sub-Committee</b>	R4(Sandmann/Clymas) CH(Bernardoni/Scherber) DR(Maikowski/Scholfield) ES (Seidman/TBD)		
<b>*Joint PK-12 Curriculum Sub-Comm.</b>	R4(Cavanaugh/Silva) CH(Fearon/Bernardoni) DR(Grunko/TBD) ES (Johnston/Pillion)		
<b>*Joint PK-12 Finance Sub-Committee</b>	R4 (Clark/Daniels/Fearon) CH (Johnson/Rice) DR (Hallden/Lewis) ES (Seidman/Watson)		
<b>Supervision District Committee</b> (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)		
<b>Joint Ad Hoc Committees</b> (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)		
<b>Individual BOE Ad Hoc Committees</b> (ad hoc committees meet for a designated period or as needed)			
<b><u>Chester BOE</u></b>			
Facilities	TBD		
PTO	Smith		
CATV Advisory Council (Cable TV)	For Discussion		
<b><u>Deep River BOE</u></b>			
Facilities	Morrissey/Ferretti		
PTO	rotating		
School Improvement Team	TBD		
CATV Advisory Council (Cable TV)	TBD		
<b><u>Essex BOE</u></b>			
Building	Seidman		
PTO	Rotating		
School Improvement Team	TBD		
Essex Foundation	TBD / TBD		
Communications	Rotating		
CATV Advisory Council (Cable TV)	Seidman		
<b><u>Region 4 BOE</u></b>			
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 7/2024	3/2024
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		

**F.O.I. Compliance** – Subject to BOE approval at a future meeting

## JOINT BOARD OF EDUCATION MEETING

**Date:** April 27, 2022

### Regular Meeting – REMOTE MEETING held

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

**CHESTER BOARD OF EDUCATION:**

David Fitzgibbons, Jan Taigen, Ken Rice, Dale Bernardoni, Faith Sprigg, Rebecca Greenberg-Ellis, Stuart Johnson (joined at 7:04 p.m.), Charlene Fearon (joined at 7:06 p.m.)

**DEEP RIVER BOARD OF EDUCATION:**

Miriam Morrissey, Bob Ferretti, Lenore Grunko, Betsy Scholfield, Pat Maikowski, Alyson Whelan

**ESSEX BOARD OF EDUCATION:**

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

**REGION 4 BOARD OF EDUCATION:**

Kate Sandmann, Jane Cavanaugh, Lon Seidman, Jennifer Clark, Lol Fearon (joined at 7:06 p.m.)

Also in attendance: Brian White, Superintendent; Sarah Brzozowy, Assistant Superintendent; Robert Grissom, Finance Director; Jennifer Nucci, Supervisor of Pupil Services; Pam Murphy, Director of Technology

### CALL TO ORDER and Verbal Roll Call

Supervision District Committee Chair Miriam Morrissey called the meeting to order at 7:03 p.m.

The Chairs of the Chester, Deep River, Essex and Region 4 Boards called their respective Boards to order at 7:03 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., which are all listed above*) to accept the consent agenda consisting of the minutes from the regular meeting of February 24, 2022.

### PUBLIC COMMENT

Katie DiGianantonio of Ivoryton spoke regarding efforts by her personally, and by the Town of Essex to collect food scraps as a means of helping to combat climate change. She proposed that Region 4 schools consider one of two options; either that they start on-site composting of food scraps, or that they contract with an outside provider to collect food scraps to be taken to an appropriate location.

### REPORTS AND OTHER ITEMS

Superintendent White noted that because there are a couple of information reports planned this evening, he would keep his remarks brief. He did want to welcome to the meeting two additional members of the administrative team that don't always attend these meetings. He welcomed Jennifer Nucci, Supervisor of Pupil Services who will be sharing a presentation on the possibility of expanding our Pre-K Programming and also Pam Murphy, Director Technology, who will be talking this evening about the replacement/upgrade of our phone system planned for this summer.

Superintendent White also spoke about some of the nice Valley student recognition events he was able to attend this week.

There was a time for the Board to ask questions.

Assistant Superintendent Brzozowy shared a general update on the following: Today she worked with the elementary teachers, during the afternoon Professional Development Session to finalize the new standards based report card that will be rolled out in the fall. The teachers are excited for this new initiative.

She also shared that she had recently had the opportunity to meet with teachers across many of our districts and will continue to meet with more, to get their feedback and check in with them as the year is winding down. There was a lot of constructive feedback and positive feedback now that things are beginning to return to normal.

## **COMMITTEE REPORTS –**

Joint BOE Policy Committee Chair, Lon Seidman presented the three policy enclosures that are up for a First Reading tonight. Each Board will now have a chance to discuss these at their individual meetings throughout the month of May. Members should direct any questions and/or feedback to their individual Board's Policy Committee representative(s) for consideration at the Second Reading and possible Vote which will be held at the Joint BOE meeting scheduled for June 2<sup>nd</sup>.

The Joint BOE Finance Committee has no new update, as they had to cancel their April meeting, but they will meet again on May 6<sup>th</sup>.

Joint BOE Curriculum Committee Chair, Nancy Johnston shared that the Curriculum Committee met on March 9<sup>th</sup> and April 6<sup>th</sup> at which time they discussed a variety of topics including, among other things: the elementary K-6 standards based report cards; all of the great curriculum currently in place that supports the Social and Emotional Learning needs within the schools; the six new courses that will be requested at the high school; the well-developed calendar for Professional Development planned throughout next year; and the survey that was sent on April 4<sup>th</sup> to all school communities seeking parent and staff feedback to help guide the strategic planning process.

## **OTHER ITEMS**

### **Contracts**

Superintendent White shared that although the contracts that were listed on the agenda for possible vote this evening have been negotiated, the unions have been unable to complete their process to ratify the contracts in advance of this evening's meeting. Therefore, once the memberships have had a chance to vote on the negotiated contracts, they will return before the Joint BOE for vote. This is anticipated to occur at the June 02<sup>nd</sup> Joint BOE meeting.

### **Healthy Food Certification**

Dr. Brzozowy (in lieu of Thomas Peterlik, Director of Food Services who was unable to attend this evening) presented the information and recommended language related to the Healthy Food Certification that needs to be voted on this evening, per State Statute. This is the exact same process and recommendations that have been voted on in years past. These votes are needed, yearly, to ensure the associated funding continues.

On motion duly made and seconded, the Chester, Deep River, Essex and Region 4 Boards unanimously VOTED 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.

On motion duly made and seconded, the Chester, Deep River, Essex and Region 4 Boards unanimously VOTED 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.

**Phone System Replacement Project**

Finance Director Bob Grissom and Director of Technology Pam Murphy shared a presentation on the planned phone system replacement project this summer (see attached). This will occur at every district building.

Superintendent White noted that by moving forward with this project at the end of this year, Mrs. Murphy was able to secure grant funding that will offset a large portion of the cost of this work.

There was a time for questions.

**Presentation on Full Day Pre-K Proposal**

Superintendent White introduced Jennifer Nucci, Supervisor of Pupil Services, who is here this evening to share a presentation that is intended to be a conversation starter around the ever increasing need for Pre-K programs within our school communities, and the possibility of expanding our Pre-K program to a full day program at some point in the future. Administration will be working over the summer to explore more options, and determine details related to the possibility of expanding our current Pre-K program to a full day program. They will plan to come back to the Joint BOE in the fall to share that information and have an expanded discussion about proposed program specifics and any budgetary implications that would need to be considered. (see attached)

**PUBLIC COMMENT** – No comments were made

**FUTURE AGENDA ITEMS**

- Next regular Joint BOE meeting – June 02, 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 8:17 p.m.

Respectfully Submitted,

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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 they operate 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, 8<sup>th</sup> 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

5145.4 / 5145.51

## STUDENT

### 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. The Boards do not discriminate on the basis of sex in the education programs or activities that they operate 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, 8<sup>th</sup> 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

# Valley Regional High School KSA Basketball Tournament Orlando, FL - December 19-23 2022

(Revised: Region #4 Board Proposal Draft Date 6/2/2022)

We are pleased to propose to the Region #4 Board of Education that Valley Regional High School's Girls Basketball Program travel to Orlando, FL to participate in the KSA National Basketball Tournament. The dates of the proposed trip are Monday December 19th (departing in the morning) through Friday December 23rd (returning in early evening). Participating groups will be the approx 12 student athletes on the girls basketball team and 3 coaches/chaperones. As details become available, communications will be updated through the team's Google Classroom & Parents Email.

Trips should be an extension of the curriculum & athletic mission

## **Valley Regional Mission Statement:**

The mission of the Region 4 athletics program is to elevate all to their greatest potential. We are united in our endeavor to succeed, and dedicated to the pursuit of excellence on and off the field. Together, we can achieve beyond what is thought possible, endure despite any obstacle, and find victory even in defeat. We leave no one behind and accept everyone for who they are, where they come from, and where they aspire to go. We are one team. One community. We are Region 4.

## **Trip Overview and Rationale:**

This trip will not only be beneficial in team bonding, leadership development, and competitiveness, it will also help us start to rebuild our program. Basketball is one of the sports that were affected the most by Covid-19. We have seen a huge decrease in participation over the last two years due to not having winter sports for middle school students and wearing masks while trying to play at top level endurance. We went from having 22 girls- enough for a Varsity and JV team, to 12 girls- barely enough for a Varsity team. Freshman classes coming into the program have been 2-3 girls each year, which is very low. Below may answer a few questions you may have about the trip as a whole.

- Over 60 teams from CT are attending this trip- Amity, Brookfield, Fairfield- Warde to name a few
- The goal is to have the trip take place every two years. The reasoning for the proposal of dates Dec. 19-23 and not Dec. 26-29 is due to a holiday tournament we are hosting during the break this year. In future years we can opt to attend the tournament with the dates that don't interfere with school days or as much
- Captains will present their experience with the Captain's Council upon return. Topics will include how their trip went overall, their experience traveling with a group and attending practices/games in a new facility, leading team activities, how they set examples to get their school work done and



helped others do the same, and being in charge of gathering the group when it is time to go somewhere- and more.

- Underclassman will present the trip and their experience to upcoming girls interested in playing basketball to help build the program and generate excitement for the sport.
  - This type of team bonding early in the sport season will help our team feel more connected and comfortable with each other from freshman to seniors as all will be invited (Although it is not mandatory for everyone to attend).
  - Insurance is provided on the trip- please refer to the “Package Includes” section for more information
- a. In sports we are expected to teach students how to do the following:
- i. Responsibility, tenacity, and teamwork
  - ii. Life skills include, but are not limited to resilience, accountability, respect & patience
  - iii. Personal wellness & accountability
  - iv. Ability to bring students' leadership and sports goals to the next level
  - v. Adapt to people different than you and be able to come together to reach a common goal

### **Sample Itinerary**

Monday Dec. 19

Travel to Orlando, FL

- Coach bus from VRHS to airport - TBD
- Depart from airport, Airline TBD EST
- Arrive Orlando at 3:00 PM
- Meet tour director at baggage claim
- Transfer to team resort for registration & orientation- Hotel is pre- checked in.
- Team Practice
- Dinner (included) @ resort
- Room check & lights out

Tuesday Dec. 20

Orlando Day 1

- Breakfast (included) @ resort
- Transfer to Round 1 of Tournament
- Transfer back to resort
- 1-2 hours for school work
- Dinner(included)
- Room check & lights out

Wednesday Dec. 21

Orlando Day 2

- Breakfast @ resort (included)
- Transfer to Round 2 of Tournament
- Transfer back to hotel
- Dinner @ theme park (included)
- Transfer back to hotel
- 1-2 hours school work
- Room check & lights out

Thursday Dec. 22

Orlando Day 3

- Breakfast at resort (included)
- Transfer to Round 3 of Tournament
- Explore Orlando
- 1-2 hours school work
- Dinner @ KSA Events Celebration of Athletes & Dinner Party
- Room check & lights out

Friday Dec. 23

Travel back to Deep River, CT

- Breakfast at resort (included)
- Practice & school work
- Pack & last minute sightseeing
- Load buses & travel to airport for departure (TIME TBD)

**PACKAGE INCLUDES:**

- Performance in a national basketball tournament
- Positive, constructive feedback from a panel of coaches who will be watching the games
- On-stage practice in a big facility
- Awards Ceremony, dinner and dance
- Lanyard, luggage tag, and string backpack for all participants
- ROUNDTrip AIRFARE - TBD on where/time
- Roundtrip CT motorcoach transportation to/from airport (location TBD)
- All local Orlando motorcoach transportation, and driver gratuity
- 4 nights hotel accommodations with interior corridors (quad occupancy)
- 4 nights private hotel security
- All KSA Tournament fees and inclusions
- 4 breakfasts at hotel, 4 dinners
- All admissions, entrance fees, taxes and most gratuities, as listed above
- Estimated round trip luggage fees
- Pre and Post travel insurance for all travelers including:
  1. The Cancellation For Any Reason Benefit of Trip will be added (This covers 90% of the non-refundable trip cost. Cancellation must be 2 or more days prior to scheduled departure)
  2. Liability coverage

3. Medical and accident insurance
  4. Airfare will be at the discretion of parent- they can opt in OR out
- 1 complimentary package (double occupancy) for every 20 paid (2 of which are double occupancy for chaperones/coaches)

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Should we have fewer than four persons per hotel room the following price(s) will be charged for those persons:

20 passengers= 1 adults free package

Jaimie Bickelhaupt/ [jbickelhaupt@reg4.k12.ct.us](mailto:jbickelhaupt@reg4.k12.ct.us)

Kristina Finnerty/ [kfinnerty@reg4.k12.ct.us](mailto:kfinnerty@reg4.k12.ct.us)

Amanda Baldwin/ [abaldwin@reg4.k12.ct.us](mailto:abaldwin@reg4.k12.ct.us)

### **2022 TOURNAMENT PRICING**

5 Day 4 Night Package

Quad: \$1169.00

Airfare APPROX. PP \$450.00

Bus to and from airport- APPROX \$500

Proposal prices are subject to availability and may increase until time of booking.

The proposal is subject to change based on final numbers of participants.

**\*\*In the event of rising fuel cost, it may be necessary to  
add additional fuel surcharges to the cost of the motorcoaches\*\***

### **IMPORTANT AIRLINE INFORMATION**

\*Please note that the airfare is not locked in and subject to change until the time of ticketing. Additional fuel charges and/or taxes can be charged until airline tickets are issued. **Also, airfare does not include additional fees for checked luggage, oversized luggage or overweight luggage or travel insurance.**

### **OTHER TRIP OPTIONS:**

Any and all theme parks

Historic Park

Illuminations: Reflections of Earth    Gold mobility scooters for sightseeing

Dare2 Escape Room for Team Bonding

Local humanitarian project approximately 5 hours (boxed lunch and water included)

### **Teachers-In-Charge:**

Jaimie Bickelhaupt, Kristina Finnerty, Amanda Baldwin

### **OTHER INFORMATION:**

Anticipated participation: **12** students

**REQUESTING:**

- 1) **Permission to use air transportation**
- 2) **Five days excused absences from school**

**Frequently Asked Questions:****What is the trip's purpose?**

The main benefit of traveling to Florida with our girls' basketball team is to compete in a national tournament that is highly competitive and completely unique. Exposing our team to this experience will certainly provide them with lifelong skills and a new perspective on the educational benefits of athletics. Some experiences the student-athletes will receive is through the sport itself in practices and games played. The athletes will understand how to work as a team to prepare for games against opponents we don't know. Communication, understanding, and perseverance will be taught. They will also learn how to step out of their comfort zone at the celebration of athletes event at the end of the trip by being placed with other athletes from around the country for dinner. They will converse with their opponents and learn the value of putting themselves out there, sharing strategies, and learning how others play the sport and how they've become successful.

It is our goal to provide our student-athletes with experiences that enhance their growth as students, athletes, and citizens. This trip will help our program succeed by competing at a high level of competition competing with successful teams throughout the country. It will also foster team-building and leadership development amongst all of our players as they play in this exciting environment. This trip will certainly assist in taking the girl's team to the next level.

**When are trips planned?**

The trip takes place in the beginning of December but planned in June of that year.

The Florida trip would be December 19-23, 2022 (5 missed school days). We are again requesting 5 days leave from school due to the students practicing & playing the KSA National Tournament. Students will know and understand the academic responsibility to gather all work that will be missed from those days a week prior to departure to ensure missed assignments are made up in a timely fashion. It is important to note that there is a scheduled winter tournament hosted by Valley for out-of-conference teams which is why the dates are proposed as is. In future years, the potential trip for the Girl's Basketball team would occur during winter break.

**Which groups participate?**

Girls Basketball Program

**How is it supervised?**

Approximately 2-3 Valley Regional High School Basketball Coaches

**Does KSA Book the flights?**

YES! We have an in-house air department that handles all the flight details. We will shop for the lowest rate and handle all manifest and name changes. Insurance is available for flights at the parent's discretion to protect travelers in the event of a trip/flight

cancellation.

**What hotel do we stay at?**

The main hotels are Universal's Cabana Bay or Gaylord Palms.

**Are meals included?**

YES! meals are included in our packages.

However you can choose to modify them.

**Do we need to rent vans or cars?**

NO! We provide all transportation. We pick you up at the airport as well as shuttle to the games and attractions. We would only need to rent a bus to the airport and back from Valley Regional.

**What about our FANS Can they travel along?**

YES! We have specially designed fan packages that keep them in the actions with their players but give them flexibility as well. PLUS KSA collects all the paperwork and the money from parents directly. **AND the Team earns CREDIT!**

**Do schools fundraise for the trip?**

90% do. KSA helps schools lay out a plan with a monthly fundraiser to offset each monthly payment. So no one has to pay out of pocket. We have several suggestions and can connect you to another school in your area that has come before. We have a very useful parent powerpoint meeting email. Explains the entire process.

**Can parents just pay for their student? Absolutely!**

50 % do. They can create an account and make payments to us directly if you prefer not to fundraise. Many schools are doing this now and the Coach, boosters or school does not have to handle any money.

**Can we do Universal Or Disney Theme parks?**

YES We offer both!

**What does it cost?**

Please look above for a price breakdown and approximation. An information packet is distributed to the students each trip year in June describing the costs. Students and their families pay for the trip. Opportunities are provided to help students raise money to be used toward the trip balance. Any student or family with financial difficulties can make arrangements to apply for financial assistance.

**How do they get there?**

The GBB program will rent luxury motor coaches (buses) to transport the students and their luggage.

**Trip Policies**

In accordance with Regional School District #4's policy, student possession or consumption of alcohol or illegal substances is strictly forbidden. Any violation will be dealt with immediately, including contacting the

administration and parents, and possibly the return of the student to his/her home at the parents' expense.