

**New Milford Board of Education
 Policy Sub-Committee Minutes
 February 6, 2018
 Lillis Administration Building, Room 2**

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NEW MILFORD, CT

- Present: Mr. J.T. Schemm, Chairperson
 Mr. Joseph Failla (arrived at 6:53 p.m.)
 Mrs. Tammy McInerney
 Mr. Bill Dahl, Alternate
- Absent: Mrs. Wendy Faulenbach
- Also Present: Mr. Joshua Smith, Superintendent
 Ms. Alisha DiCorpo, Assistant Superintendent
 Ms. Ellamae Baldelli, Director of Human Resources

1.	<p>Call to Order</p> <p>The meeting of the New Milford Board of Education Policy Sub-Committee was called to order at 6:45 p.m. by Mr. Schemm. Mr. Dahl was seated as an alternate.</p>	<p>Call to Order</p>
2.	<p>Public Comment</p> <ul style="list-style-type: none"> There was none. 	<p>Public Comment</p>
3.	<p>Discussion and Possible Action</p> <ul style="list-style-type: none"> Mr. Schemm said the original goal for this meeting was to begin a review of policy series 1000 but changes in statute have led to needed revisions. He said he is thinking in the future it might be wise to leave the October and February meeting agendas open for statute changes since that is typically when they occur. <p>A. Policies Recommended for Revision and Approval at Initial Board Presentation in accordance with Board Bylaw 9311:</p> <ol style="list-style-type: none"> 4112.5/4212.5 Criminal History Inquiries, Employment Reference Checks and Disclosure of Employee Information to Prospective Employers <ul style="list-style-type: none"> Mr. Smith said this revision amends the "Pass the Trash" law by defining former employer 	<p>Discussion and Possible Action</p> <p>A. Policies Recommended for Revision and Approval at Initial Board Presentation in accordance with Board Bylaw 9311:</p> <ol style="list-style-type: none"> 4112.5/4212.5 Criminal History Inquiries, Employment Reference Checks and Disclosure of Employee Information to Prospective Employers

	<p>and clarifying the employer look back period to be twenty years. It also clarifies some definitions when doing the checks. He said it is helpful to increase communications among districts when hiring.</p> <ul style="list-style-type: none">• Ms. Baldelli said eventually there is supposed to be a central database at the state level where information will be entered and stored. <p>Mr. Failla joined the meeting at 6:53 p.m.</p> <ul style="list-style-type: none">• Mr. Schemm said he appreciated the emphasis on student safety. He asked about district liability if a check is missed when the district hires someone and there is a subsequent issue.• Mr. Smith said it would probably depend on whether or not the district did due diligence and if the person self-disclosed as they are supposed to do.• Ms. Baldelli said all applicants fill out a form with very specific questions in these areas that is the same from district to district. There is also a release form for DCF contact that the applicant must sign.• Mr. Failla said there is a constant balance between a person's constitutional rights and accusations, and all the district can do is make a good faith effort to screen. <p>2. 4118.112/4218.112 Sexual and Other Unlawful Harassment</p> <ul style="list-style-type: none">• Mr. Smith said this policy adds veterans to the classes protected legally from harassment.• Mrs. McInerney said she thought it was sad that this was necessary to add at all. In wordsmithing the policy, she noticed that the word "or" needed to be removed in several spots due to the addition of the veteran status. Mr. Smith said the corrections would be made prior to the full Board meeting. <p>3. 5114 Removal/Suspension/Expulsion</p> <ul style="list-style-type: none">• Mr. Smith referenced changes on pages 5114(c) and 5114(n). He said the committee	<p>2. 4118.112/4218.112 Sexual and Other Unlawful Harassment</p> <p>3. 5114 Removal / Suspension / Expulsion</p>
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has been talking about these legislative changes to suspensions and expulsions for a while. This revision says the district will follow applicable laws and guidelines in defining hours and type of instruction in these cases.

- Mrs. McInerney asked for clarification as to whether compensatory education was required in the case of expulsion for a firearm or drugs in school. Mr. Smith said it is unless the student is over 16 years of age and expelled for the second time. The district is responsible to educate all children.
- Mrs. McInerney asked if a student facing expulsion could avoid it by withdrawing. Mr. Smith said the student could make that choice but if the expulsion hearing had been scheduled the new district would be notified of that fact.
- Mr. Schemm asked if the format of the compensatory education had been codified by the state.
- Ms. DiCorpo said the state had clarified the guidelines in January after committee review and adopted revised, shorter standards from the original ones proposed. The alternate school day is defined as four hours and social emotional guidance is required.
- Mr. Smith said we are already providing that in New Milford through a hybrid online learning program which is based at central office. There is a 0.6 teacher overseeing and the intent is to match school learning as best we can while providing additional tutoring and counseling.
- Mr. Smith said he agrees with the intent of this statute to protect against an overabundance of expulsions without support. We want our students in our schools where we can help them become successful adults.

4. 5157 Use of Physical Force

- Mr. Schemm noted a typo on 5157(c) and Mr. Smith said it would be corrected prior to full Board review.
- Mr. Smith said this revision clarifies who needs to receive restraint and seclusion training. Previously people such as cafeteria workers

4. 5157 Use of Physical Force

and custodians were included. Now the district can determine crisis team members for training.

- Mrs. McInerney asked for clarification as to whether a non-trained person can assist in restraint. Mr. Smith said only trained personnel would participate and they would ensure that includes all appropriate staff.
- Mr. Dahl asked if the district has a list of trained personnel and Mr. Smith said they do.
- Mr. Schemm asked if the district would have a restraint plan in place by July 2018 as required by the policy and Mr. Smith said they would. There is a plan now; the crisis intervention team is the new piece to be codified, the components are already in place.
- Mr. Failla said he would want to ensure that the team is sufficiently large to make sure members would be easily accessible if needed. Mr. Smith said he agreed and that he has had ongoing conversations with Mrs. Olson to make sure they are covering the nuanced student needs in each building.
- Mr. Schemm asked if this training includes safety monitors. Mr. Smith said it can but it is an internal choice. So far the district is not including monitors in the training. The focus is on administrators, certified teachers, paraeducators and student care workers.

5. 6146.2 Statewide Mastery Examinations

- Mr. Schemm said he is recommending that this policy be on put on hold pending additional clarification from legal regarding references to CAPT and ELL so that the rewrite can be done all at once.

Mr. Dahl moved to bring the following policies to the full Board for approval:

1. 4112.5/4212.5 Criminal History Inquiries, Employment Reference Checks and Disclosure of Employee Information to Prospective Employers
2. 4118.112/4218.112 Sexual and Other Unlawful Harassment
3. 5114 Removal/Suspension/Expulsion

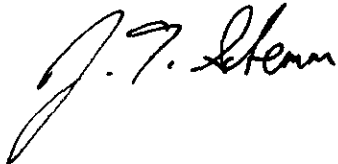
5. 6146.2 Statewide Mastery Examinations

Motion made and passed unanimously to bring the following policies to the full Board for approval:

1. **4112.5/4212.5 Criminal History Inquiries, Employment Reference Checks and Disclosure of Employee Information to Prospective Employers**

	<p>4. 5157 Use of Physical Force</p> <p>Motion seconded by Mrs. McInerney.</p> <p>Motion passed unanimously.</p>	<p>2. 4118.112/4218.112 Sexual and Other Unlawful Harassment</p> <p>3. 5114 Removal / Suspension / Expulsion</p> <p>4. 5157 Use of Physical Force</p>
4.	<p>Discussion</p> <p>A. Policy series 1000 – Chairman’s update</p> <ul style="list-style-type: none"> Mr. Schemm said as mentioned previously this review was put on hold as the committee discussed required legislative changes this month. It will go forward in March. Please let him know before the next meeting if there are any specific requests for policies to review within the series. 	<p>Discussion</p> <p>A. Policy series 1000 – Chairman’s update</p>
5.	<p>Public Comment</p> <ul style="list-style-type: none"> There was none. 	<p>Public Comment</p>
6.	<p>Adjourn</p> <p>Mr. Dahl moved to adjourn the meeting at 7:32 p.m. seconded by Mrs. McInerney and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 7:32 p.m.</p>

Respectfully submitted:



J.T. Schemm, Chairperson
 Policy Sub-Committee