Board of Education Policy Committee Members Present:

Cheryl A. P. McClellan, Chair
Edward Ford
Christopher Drake, Chairman Board of Education

Also Present:

Michele DiMauro, Manager of Human Resources
Jennifer Cannata, Principal Snow School
Kathleen Bengtson, Administrative Assistant
Christopher Sugar, Community Member

Because Christopher Drake had a short amount of time, Cheryl requested the Agenda be amended to move Bylaw #9130 - Committees to the first item to be discussed. All agreed.

The following policies and bylaws were reviewed:

#9130 - Committees – BYLAW – This current bylaw was revised June 10, 2014. There was a suggestion to consolidate the Communication Committee and the Policy Committee -should this bylaw be revised to reflect same? Kathy provided the latest bylaw from CABE which was older than our current policy.

Christopher Drake presented his suggested changes to this policy, which included an explanation of each Standing Committee:

- **Budget**: The Budget Committee shall have authority over educational spending, budget adjustments, contracts, and other financial matters of the Board.

- **Communications**

- **Curriculum**: The Curriculum committee shall have authority over district curriculum, academic requirements – including graduation requirements – the acquisition and purchasing of educational technology, and other academic matters of the Board.
• Facilities: The Facilities committee shall have authority over the care and maintenance of all schools, school grounds, school assets and other property – real or personal – under the jurisdiction of the Board.

• Negotiations

• Policy: The Policy committee shall have authority over Board policy and bylaws and the implementation and communication of such policy and other matters relating to communication and the legal responsibilities of the Board.

• Transportation

All board members are permitted to attend and participate in all Standing Committees of the Board. As Standing Committees are advisory in nature, there shall be no quorum requirements for committee meetings and rules of procedure need not be followed. Standing Committee procedure shall be at the discretion of the committee chairperson.

He felt it would be beneficial to scale down the seven standing committees, which presently exist. Chris recommends we eliminate the Communications, Negotiations, and Transportation Committees.

Communications: (Merge Policy and Communications Committees).

He feels the Policy Committee addresses three matters - as how it relates to:

- students,
- the board as an employer, and
- board bylaws

The Communications Committee deals with the implantation of policy via: website, email, school messenger, facebook, twitter, etc.

Merging these two standing committees would pare down the amount of meetings called.

Negotiations: Christopher Drake stated when a negotiation of a contract, etc. is required, the practice is to appoint three people at that time, so negotiations should not be a standing committee.

Transportation: This Committee has not had a formal meeting for a long time and Chris feels it should also be taken off of the Standing Committee List.

The Bylaw #9130 was reviewed and revised and the Policy Committee recommended it be brought forward to the next BOE meeting for its first reading.

#0300 – Insuring Educational and Racial Equity — POLICY — This is a fairly new policy adopted September 12, 2017. Dr. Charles had done a lot of research on this before bringing it to the Policy Committee. Kathy checked with CABE and they do not have this policy. Cheryl
brought forward the concerns of Izzi Greenberg, "After reading the Equity one, I think it should be amended to include not tolerating hate speech and symbols of any kind. It only says what we will support, but it doesn't say what we won't tolerate as a district. That should be in there."

The Policy Committee determined once you put one viewpoint in, you need to look at all other viewpoints, it can become a very slippery slope. In general, we should be in the business of policing student behavior. Good to work with school resource officers. Might want to have them check out social medias to see what kids are doing.

After a full discussion the Policy Committee determined this policy #0300 should stand as it is and not be brought forward to the Board of Education.

#0524 – Hate Crimes and Bias Incidents in Schools – POLICY - This policy was recently (January 19, 2018) recommended by CABE, it is not a required policy. The Committee reviewed, Item E. Hate Crimes and Bias Related Acts (P.A. 17-111) from CABE. Cheryl stated in light of recent events, she felt it was important to have a discussion on the policy.

Chris Drake stated we need laws to protect people and make sure they are not discriminated against. He stated that most crimes are already disciplinable.

Hate crimes are already crimes, but being a hate crime has more consequences.

Cheryl McClellan felt we had a charge to look at this recommended policy which just came out from CABE in January. We need to really review this further to see how we can implement training for all teachers, and all staff.

Michele DiMauro will call other school districts to see what they are doing and share with us.

The Policy Committee agreed to table Policy #0524 for now and not bring it forward to the Board of Education. We will discuss it further and determine if, when and how we want to implement this far ranging policy.

#5145.2 – Freedom of Speech/Expression – POLICY - The current policy was readopted on June 7, 2005. Kathy checked with CABE and they sent their recommended policy, which is the same as ours, along with the Colchester policy. The Policy Committee reviewed both policies and liked some aspects of the Colchester policy better.

The Committee wanted more time to determine which pieces of these policies were relevant and appropriate for our schools and make sure we are following its requirements.

The Policy Committee agreed to table Policy #5145.2 for now. It will be discussed further at another meeting.

#9010 - Limits of Authority — BYLAW – Our current bylaw is dated June 2, 2009. Kathy provided the latest CABE versions of this bylaw. There have been questions on what authority the Board Members have and what they can and cannot do.
After reviewing the versions, the Policy Committee recommended the following be added to the present bylaw:

**Board members shall uphold the position that they are without legal authority outside of meetings of the Board and shall conduct their relationships with school staff, district citizens and all media of communication on the basis of this fact.**

When visiting schools as a Board Member, Board Members shall follow all policies and procedures put in place as they would for the general public.

The Bylaw #9010 was reviewed and revised and the Policy Committee recommended it be brought forward to the next BOE meeting for its first reading.

#9327.1 – Board Member use of Social Networks. – BYLAW – This is a new optional bylaw to consider from CABE. This bylaw should be considered in conjunction with the #9010 Limits of Authority. In reviewing this documentation, CABE also recommended we look at #9327 - Electronic Communications among Board Members, and #1114 District-Sponsored Social Media. Both of these documents, were also provided.

A discussion took place concerning the Board members’ use of social networks and the concern of members posting pictures of students and members at their schools. Chris Drake said he would send out an email to inform members that this is FOI and should be considered before posting. Each school has a list of students that cannot be used in media releases. We must be sure any postings do not contain any of the students on those lists.

As this was only an optional bylaw to consider, the Policy Committee did not feel it was necessary at the present time.

The Policy Committee agreed to table Bylaw #9372.1 for now. It will be discussed further if it is determined there is a need for it.

#9000 Series Bylaws – There was not enough time to review the series of bylaws, certain bylaws will be addressed at the March meeting.

#9222– Resignation/Removal from Office – BYLAW – There was not enough time to review this bylaw, it will be at the March meeting.

#5125.11 Health and Medical Records - Note: Kathy stated that Mary Emerling notified her that she would not be ready this month to review Records which is a required policy and requested we add it for review at the March meeting.

The next Policy Committee meeting is scheduled for Tuesday, March 20, 2018 at 8:30 A.M. /kfb