MIDDLETOWN BOARD OF EDUCATION
POLICY COMMITTEE
Minutes
Tuesday, November 20, 2018
IT ANNEX, 310 Hunting Hill Avenue, Middletown, CT
8:30 A.M.

Board of Education Policy Committee Members Present:

Ed Ford – phone conference

Also Present:

Michele DiMauro, Manager of Human Resources Dept.
Kathleen Bengtson, Administrative Assistant
Meg Susi, Community Member
Mark Langton, Manager of Transportation
Christopher Sugar, Community Member
Michelle Gohagon, Director of Instructional Technology & PD
Dwight Sharpe, District Equity, Restorative Practices, and Social Emotional Learning Facilitator

Meeting was called to order at 8:30 A.M.

The following policies and bylaws were reviewed:

#0300 – Ensuring Educational Equity– Revised Policy Michelle Gohagon brought forward this policy and stated our policy present policy should more closely align with the new MPS Racial Equity Policy in its intent and language. It was proposed to change Policy #0300 to reflect only Ensuring Educational Equity and create a new policy #0301 to specifically address racial equity.

Ensuring Educational and Racial Equity

The fourth paragraph in Policy #0300 will be new as follows:

In collaboration with the Superintendent, the District Equity Leadership Team (DELT) will advise and support the district policy committee in using an analysis tool to ensure existing and future policies are equitable.

There were questions about the DELT team and the analysis tool and its collaboration with the Policy Committee. Michelle confirmed that a DELT member should attend and:or the analysis tool should be used at all Policy Committee meetings to be certain all future changes to policies will be equitable.

The Revised Policy #0300 was reviewed by the Policy Committee and will be further reviewed by our attorneys. After we receive approval from our attorneys, the Policy
Committee recommends it be forwarded to the next BOE meeting for its first reading.

#0301 – Racial Equity Policy – NEW Policy  Michele Gohagon brought forward this new policy to address this important issue. As stated above, this new policy will encompass the racial equity policy of Middletown Public Schools. The policy is as follows:

Middletown Public Schools is committed to creating inclusive, responsive and respectful learning environments in which students of all races and ethnicities have access, opportunity, and support for high academic achievement as well as social/emotional growth and success.

The mission of the Middletown Public School District is to disrupt and dismantle racism and other systems of oppression that prevent students of color from achieving at the highest academic and social/emotional levels.

The Middletown Public School District Believes:

- Dismantling systems is the primary responsibility of the professional educators, parents and community members.
- Engaging in ongoing reflection and courageous conversations will address racial inequity, privilege, and bias that persists in our educational system.
- Developing employees and students to have access, opportunity and support to develop critical racial consciousness, and cultural competence so that they may understand the contexts in which they teach, work, and learn.
- Engaging and including parents/community members as experts in the lives of their children is essential to the success of Black, Brown, Native American, Asian, Pacific Islanders, and Latin(x) students (students of color).

In order to achieve educational equity for our students, the district will adopt and adhere to the Racial Equity Action plan which includes four foundational pillars:

**Pillar I  
Students at the Center**- Middletown Public Schools provides students with equitable access to high quality, culturally and personally relevant instruction, curricula, assessment, support, facilities, non-traditional school settings, and other educational resources, even when this means differentiating resources. In order to accomplish this goal we shall create a culture of inquiry to honor the individuality of students.

**Pillar II  
Equity Leadership Development**- Middletown Public Schools creates and sustains a system in which racial equity leadership development is a priority in achieving our vision, mission, and core beliefs.

**Pillar III  
Culturally Relevant Instructional Practices**- Middletown Public Schools provides adults with equitable access to high quality, culturally responsive professional development opportunities to create a culture of student agency, honor the individuality of students and implement a standardized curriculum writing protocol in which content, lessons, assessments, and resources are representative, inclusive, and culturally responsive to students of color.

**Pillar IV**
Family/Community Engagement - Middletown Public Schools develops a system/process that creates opportunities for parents and guardians of the expressed population to support, monitor and advocate for children’s success.

In collaboration with the Superintendent, the District Equity Leadership Team (DELT) will advise and support the district policy committee in using an analysis tool to ensure existing and future policies are racially equitable. The DELT will implement the District Racial Equity Plan (Regulation #0301) with clear accountability and metrics. The District Equity Leadership Team Advisory (DELT) members will work towards achieving the goals outlined in this policy and serve in an advisory capacity. The DELT will report annually to the BOE their progress in fully implementing the plan.

Michelle indicated that the regulations for this policy, District Racial Equity Plan (Regulation #0301) with clear accountability and metrics will be prepared by the administration and be ready for presentation to the Board along with the policy.

This New Policy #0301 was reviewed by the Policy Committee and will be further reviewed by our attorneys (as Cabe does not have a policy.) After we receive approval from our attorneys, the Policy Committee recommends it be forwarded to the next BOE meeting for its first reading.

#3516.33 – Management of Do Not Resuscitate Orders – Policy Mary Emerling had originally requested that we delete this policy, but upon further consultations with her nurses she requested this policy be tabled and put on the next Policy Committee agenda.

The Policy #3516.33 will be revisited by the Policy Committee at its next meeting.

#4212.42 – Drug & Alcohol Testing for Bus Drivers – Kathy noted that this mandated policy requires updating before June 30, 2019. Mark Langton spoke about this policy and the new required training. He also stated that DATCO, our transportation provider, is keeping up to date with this training. Meg questioned does school bus drivers includes vans, etc. Mark stated it covers anyone driving students.

The Committee requested the wording “and Training” be added to the title of the policy. The following changes were proposed:

Drug and Alcohol Testing and Training For School Bus Drivers

The Middletown Public School district is committed to ensuring there is the establishment of a drug use and alcohol misuse prevention program that meets all applicable requirements of the Omnibus Transportation Employee Testing Act of 1991 (OTETA) and applicable state statutes pertaining to pre-employment and random drug testing of drivers of school buses and school transportation vehicles (STVs) that carry ten or fewer students. The District shall adhere to federal and state law and regulations requiring a school bus driver’s drug and alcohol testing program.
The Middletown Public School district contracting with a private service provider will require that provider has a drug and alcohol testing program which fulfills federal law and regulations. must ensure the provider has a drug and alcohol testing program fulfilling federal regulations, and state law pertaining to a required pre-employment and random drug testing program for drivers of school buses and school transportation vehicles (STVs) that carry ten or fewer students. Said provider will annually file with the Middletown Public School district a letter stating its compliance with the federal law and regulations and state law along with the relevant policy and procedures.

In addition to the above cited federal requirement, the Board of Education expects its school transportation carrier, by June 30, 2019, to provide training to all school bus drivers, including instruction on (1) identifying the signs and symptoms of anaphylaxis, (2) administering epinephrine by a cartridge injector ("EpiPen"), (3) notifying emergency personnel, and (4) reporting an incident involving a student’s life-threatening allergic reaction.

Beginning July 1, 2019, each carrier must provide the training to school bus drivers following the issuance or renewal of a public passenger endorsement to operate a school bus for carrier employees, and upon the hiring of a school bus driver who is not employed by such carrier (e.g., subcontractor), except a driver who received the training after the most recent issuance or renewal of his or her endorsement is not required to repeat it.

The Policy Committee requested this Revised Policy #4212.42 be brought forward to the next BOE meeting for its first and final reading.

Meeting was adjourned at 10:00 A.M.

The next Policy Committee meeting is scheduled for Tuesday, December 18, 2018 at 8:30 A.M.

Respectfully submitted,
Kathy Bengtson
Administrative Assistant