



**Minutes
Policy Committee**

**Avon Board of Education
34 Simsbury, Avon, Connecticut 06001
Meeting Room Two
Tuesday, June 11, 2019 —7:00 p.m.**

Attendance

Members Present: Laura Young, Chair; David Cavanaugh; Jason Indomenico, Houston Putnam Lowry

Member(s) Absent: None

Administration Present: Dr. B. Heston Carnemolla, Superintendent of Schools; Roberto Medic, Director of Human Resources

Others Present: Shirley Moy, Recording Secretary

I. Call to Order

The meeting was called to order by Laura Young, Policy Committee Chair at 7:01 pm.

II. Approval of May 7, 2019 Minutes

*Houston Putnam Lowry moved, Jason Indomenico seconded, to approve the minutes of the May 7, 2019 Policy Committee meeting.
The motion passed 3-0-0.*

III. Communication from Public

There was no communication from the public.

IV. Old Business – Items for Continued Review and Discussion

- a. Policy 4000.1 – Policy Regarding Sex Discrimination and Sexual Harassment in the Workplace (Staff)
- b. Policy 5145.5 – Policy Regarding Sex Discrimination and Sexual Harassment (Students)

Mr. Medic clarified that no changes were made since having presented Policy 4000.1 and Policy 5141.22 at the May Policy Committee Meeting. Dr. Carnemolla added that both policies were already presented to the full Board for a first read and she confirmed that no additional changes have been suggested by administration or counsel. The Committee decided that since no further changes were necessary and because both had been moved previously to the full Board, no motions were made.

V. New Business – Items for Review and Discussion

- a. Policy 4118.11 – Nondiscrimination (Personnel)

The Policy Committee asked for uniformity in wording (pages 17 and 22 change to “may also”) to which Mr. Medic agreed and will make suggested changes for consistency. Dr. Carnemolla presented the background rationale for the necessity to revise both the harassment and nondiscrimination policies concurrently, as both are similar in nature. The current policy on nondiscrimination has been separated into two policies to speak more directly to either

personnel or students. Mr. Medic mentioned that the complaint process for nondiscrimination is similar to that of sexual harassment and the form will also mirror the sexual harassment form for consistency. Much of the recommendations in creating the policies were from Shipman's recommendations and the regulations are consistent between both policies. Dr. Carnemolla said this includes an exhaustive list of categories. The policies speak of timeliness, particularly during summer recess and that there must be a corrective action taken. The process is very similar to the discrimination policy. The procedures will be adhered to even if policy is not yet put through. The Policy Committee questioned why genetic information was mentioned in the policy but not included on the form. Dr. Carnemolla agreed this should be added to the form as well, as on page 16. The Committee also asked why there is the distinction of veterans – honorable, dishonorable, general. Dr. Carnemolla will look into this and get back to the Committee. This policy is not yet ready to be brought up to the Board.

b. Policy 5145.4 – Nondiscrimination (Students)

The Policy Committee asked about differences between the two policies, why there is no mention of genetic information in the policy for students and why the category of veterans was included. Dr. Carnemolla said she was confident there was a reason it was not included, but will follow up and get back to the Committee. Regarding veterans, there could be delayed enlistment, detached service or students joining the military at 18 while still in school. The Committee asked to change the wording of veteran status to military status, which is a broader brush. To be consistent, this will also be changed in the personnel version of the nondiscrimination policy. Mr. Medic informed the Committee that there were minimal changes to the student regulations, as it seems the regulations were updated and they are consistent with the recommendations. The Committee suggested that since a line for the name of student has been added to the form, providing a student's name should also be mentioned in the regulations (pages 42 and 53) to give consistency to the sexual harassment policy and the nondiscrimination form. This policy is not yet ready to be brought up to the Board.

VI. Communication from Public

There was no communication from the public.

VII. Future Items for Review

- a. Use of Electronic Devices
- b. Student Records; Confidentiality

VIII. Adjournment

***Laura Young moved, David Cavanaugh seconded, to adjourn the meeting.
The meeting adjourned by unanimous consent at 7:38pm.***

Minutes prepared by Shirley Moy, Recording Secretary

Minutes respectfully submitted by Laura Young, Policy Committee Chair
Laura Young, June 24, 2019

Minutes respectfully received by Jeffrey S. Fleischman, Board Secretary
Jeffrey S. Fleischman, June 24, 2019

Minutes are approved at the next Policy meeting, and any corrections to the minutes, if needed, will be made at that time.