



**Minutes
Policy Committee**

**Avon Board of Education
34 Simsbury, Avon, Connecticut 06001
Meeting Room One
Tuesday, March 26, 2019 —6:00 p.m.**

Attendance

Members Present: Laura Young, Chair; David Cavanaugh; Jason Indomenico, Houston Putnam Lowry (arrived at 6:11 pm)

Member(s) Absent: None

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

Others Present: Deb Chute, Ex Officio; Shirley Moy, Recording Secretary

I. Call to Order

The meeting was called to order by Laura Young, Policy Committee Chair at 6:00 pm.

II. Approval of January 8, 2019 Minutes

Jason Indomenico moved, David Cavanaugh seconded, to approve the minutes of the January 8, 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 5141.22 – Administration of Student Medications in the Schools, Second Read

Dr. Carnemolla reminded Committee members that this policy was waiting review by the new Avon Public Schools Medical Director, in particular the newly revised section regarding Narcan use. Policy regarding Narcan administration and related necessary training of appropriate staff has not yet been mandated by State Statute. However, it has been recommended by District counsel and also strongly suggested to be included by the State.

David Cavanaugh moved, Jason Indomenico seconded, to bring to the full Board Policy for their approval Policy 5141.22 – Administration of Student Medications in the Schools as discussed.

The motion passed 3-0-0.

V. New Business – Items for Review and Discussion

a. Policy 5132 – Student Dress

The Superintendent stated that issues pertaining to student dress have been on the list of future agenda items to be discussed, longer than the Superintendent's tenure in Avon. Although

there is no current district wide policy on this matter, various versions of an enforceable dress code had previously been included in AHS and AMS student handbooks. Dr. Carnemolla has made it a priority to create one standard dress code. The Superintendent researched Dress Code policy from surrounding districts, as well as seeking model policy from both CAFE and Shipman. In addition, student handbooks were reviewed and input was received from both the High School and Middle School principals, as well as from community members familiar with this current event topic.

Working in collaboration with the Chair of the Policy Committee, the draft presented is a modified version of both model policies. The policy centers around student safety and also includes language prohibiting a student from wearing anything that would be disruptive to the learning environment. Discussion was had as to keeping the policy deliberately broad, as socially normative and widely acceptable clothing styles change; this will allow for administrators to be able to enforce the dress code in accordance with specific circumstances as they arise, while not restricting student expression. The objective will be to keep students in class, rather than limiting their class participation as a result of any dress code violations. It was however, emphasized, that disciplinary actions will be taken with repeat offenders. The policy is also meant to be gender neutral and enforced equitably.

- b. Policy 4000.1 – Policy Regarding Sex Discrimination and Sexual Harassment in the Workplace
- c. Policy 5145.4 – Policy Regarding Sex Discrimination and Sexual Harassment (Students)
Roberto Medic led a discussion explaining revisions to Policy 4000.1 which addresses issues of sex discrimination and sexual harassment of staff/personnel in the workplace and Policy 5145.4 which addresses sex discrimination and sexual harassment when a student is involved. Partially in response to the national conversation surrounding the MeToo movement, Mr. Medic began reviewing various policies that emphasized equal rights around this topic. With guidance provided by Shipman and Goodwin, it was discovered during the review process that Policy 4000.1 and Policy 5145.4 were actually the same policy, with much of the language intermingled. This would make it difficult to discern how to file a complaint and does not discern whether the complaint would come from an adult or a student.

It was also found that the definition of sexual harassment was missing from District policies. These two issues prompted a total revision and complete separation of the matter of sex discrimination and sexual harassment into two separate policies, in order to speak more precisely to the topic with regards to adults, as well as how it pertains to students. While circumstances may differ between adults and students, the steps in complaint procedures are similar in both policies. Although when sex discrimination or sexual harassment involves students any and all communication regarding a complaint must include parents/guardians of the student(s). The complaint procedure is more simplified for adults with employees reporting complaints to the Title IX coordinator or HR Director. For situations involving students there are more people they can report complaints with including school counselors, social workers and building administrators. Deeper discussion was also had on the differences and types of activities that constitute sexual discrimination and sexual harassment as it pertains to students versus adults.

- 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
*David Cavanaugh moved, Houston Putnam Lowry seconded, to adjourn the meeting.
The meeting adjourned by unanimous consent at 7:20pm.*

Minutes prepared by Shirley Moy, Recording Secretary

Minutes respectfully submitted by Laura Young, Policy Committee Chair
Laura Young, April 3, 2019

Minutes respectfully received by Jeffrey S. Fleischman, Board Secretary
Jeffrey S. Fleischman, April 3, 2019

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