



**Minutes
Policy Committee**

**Avon Board of Education
34 Simsbury, Avon, Connecticut 06001
Meeting Room One
Tuesday, May 7, 2019 —6:00 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; Dr. Donna Nestler-Rusack, Assistant Superintendent; 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 6:10 pm.

II. Approval of March 26, 2019 Minutes

Houston Putnam Lowry moved, David Cavanaugh seconded, to approve the minutes of the March 26, 2019 Policy Committee meeting.

The motion passed 4-0-0.

III. Communication from Public

There was no communication from the public.

IV. Old Business – Items for Continued Review and Discussion

a. Policy 5132 – Student Dress, Second Read

Dr. Carnemolla reviewed edits made to the policy following a discussion held during the March meeting.

David Cavanaugh moved, Houston Putnam Lowry seconded, to bring to the full Board for their approval Policy 5132 – Student Dress as discussed.

The motion passed 4-0-0.

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

Mr. Medic discussed modifications of the policy and related form that were presented at the March Policy Committee meeting including various types of discrimination and harassment. Legal counsel was consulted and the District was advised to adhere to a more general statement of purpose in order to prevent constant revisions to the policy as federal and state law and policy evolve. Specific language was recommended for OCR (Office of Civil Rights) and Title IX compliance. Legal counsel suggested we keep both Policy 4000.1 and Policy 5145.5 intact as is. Sexual violence was not included in this policy as the district cannot file a report for adult victims of sexual violence and an individual must report this directly to the police. The definition of sexual harassment is actually a subset of sexual

discrimination but sexual discrimination would not necessarily be a form of sexual harassment. Dr. Carnemolla reminded the committee that the District currently has policies on discrimination and disabilities, which is why Policy 4000.1 deals with issues of sexual discrimination and harassment. The differences between educational opportunities and employment are different requiring two separate policies. After further discussion it was decided to leave the policy intact and present it the Board for their review and input.

Jason Indomenico moved, David Cavanaugh seconded, to bring to the full Board Policy 4000.1 – Policy Regarding Sex Discrimination and Sexual Harassment in the Workplace (Staff) as discussed.

The motion passed 3-0-1 (yay – Cavanaugh, Indomenico, Young; nay – none; abstain – Lowry)

c. Policy 5145.5 – Policy Regarding Sex Discrimination and Sexual Harassment (Students)

Mr. Medic explained that much of Policy 4000.1 was carried over to this policy, however, changes were made to it for specific language regarding sexual violence as well as mechanisms put in place to report sexual violence. Legal counsel was consulted as to listing the various types of discrimination or harassment based on gender, sexual orientation, or identity, however, legal counsel suggested to not specifically list them. The Policy Committee had discussion on the distinct differences between the two policies regarding sex discrimination and sexual harassment for staff and students. Mr. Medic detailed changes to the form to make it more specific for students. Communication will take place with students as to how to file a report. Staff will also be trained on procedures regarding student reporting of sexual discrimination and harassment. Dr. Rusack added that Title IX information is also available on the District website; posters are in all school buildings identifying who people can go to report an incident. There are now two Title IX coordinators, one male, one female, in each building. Additional discussion was had regarding specifics to the form.

David Cavanaugh moved, Houston Putnam Lowry seconded, to bring to the full Board for their approval Policy 5145.5 – Policy Regarding Sex Discrimination and Sexual Harassment (Students) as discussed.

The motion passed 4-0-0.

V. New Business – Items for Review and Discussion

a. Policy 6146.2 – Mastery Examinations

Dr. Rusack explained that suggested revisions to Policy 6146.2 reflect changes made on the State level. State assessments are now Smarter Balance for students in third grade through eighth and SAT for eleventh grade students. In order to reflect a student's own decision regarding which SAT scores to submit to colleges, the SAT scores will ***not*** be included on the transcripts. Policy Committee members asked for clarification regarding permanent record and transcripts, as well as what is usually included on both, to which Dr. Rusack and Dr. Carnemolla explained.

David Cavanaugh moved, Houston Putnam Lowry seconded, to bring to the full Board for their approval as a second read Policy 6146.2 – Mastery Examinations as discussed.

The motion passed 4-0-0.

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

***Houston Putnam Lowry moved to adjourn the meeting.
The meeting adjourned by unanimous consent at 7:05pm.***

Minutes prepared by Shirley Moy, Recording Secretary

Minutes respectfully submitted by Laura Young, Policy Committee Chair
Laura Young, May 15, 2019

Minutes respectfully received by Jeffrey S. Fleischman, Board Secretary
Jeffrey S. Fleischman, May 15, 2019

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