

**BOARD OF EDUCATION
Darien, Connecticut**

TUESDAY, AUGUST 23, 2022

SPECIAL MEETING OF THE BOARD OF EDUCATION

**PLACE:
DARIEN PUBLIC SCHOOLS'
ADMINISTRATIVE OFFICES
MEETING ROOM
6:00 p.m.**

AGENDA

1. Call to order
2. Proposed Adjournment to Executive Session for the purpose of discussion of security strategy pursuant to Connecticut General Statute 1-200(6)(C)
3. Reconvene in public session.
4. Adjournment

**REGULAR MEETING OF THE BOARD OF EDUCATION
TUESDAY, AUGUST 23, 2022**

**PLACE:
DARIEN PUBLIC SCHOOLS'
ADMINISTRATIVE OFFICES
MEETING ROOM
7:30 P.M.**

TENTATIVE AGENDA

- | | | |
|---------------------------------|------------------|-----------|
| 1. Call to Order..... | Mr. David Dineen | 7:30 p.m. |
| 2. Chairperson's Report..... | Mr. David Dineen | |
| 3. Public Comment*..... | Mr. David Dineen | |
| 4. Superintendent's Report..... | Dr. Alan Addley | |

**REGULAR MEETING OF THE BOARD OF EDUCATION
TUESDAY AUGUST 23, 2022**

- | | |
|---|---------------------------------------|
| 5. Approval of Minutes..... | Board of Education |
| 6. Board Committee Reports..... | Mr. David Dineen |
| 7. Presentations/Discussions | |
| a. Opening of School..... | Dr. Alan Addley |
| b. Update on Mental Health..... | Dr. Alan Addley |
| c. Update on Summer Facilities...
Projects | Mr. Kevin Munrett |
| d. Discussion and Possible....
Acceptance of Contemplated
Gift from Tokeneke PTO | Dr. Alan Addley
Mr. Ryan Betts |
| e. Further Discussion and.....
Possible Action on Board
Goals for 2022-23 | Dr. Alan Addley |
| f. Further Discussion and.....
Possible Action on
Proposed Revisions to Board
Policies (Series 5000 – Students):
5240, Hazing; 5260, Use of
Reasonable Physical Force;
5350, Immunizations; 5710,
Non-Discrimination of Students;
and Proposed New Board Policy
1320, Civility and Respectful
Conduct | Mrs. Tara Ochman
Ms. Marjorie Cion |
| g. Personnel Report..... | Ms. Marjorie Cion |

**REGULAR MEETING OF THE BOARD OF EDUCATION
TUESDAY AUGUST 23, 2022**

8. Action Items

- a. Appointment of an Impartial... Dr. Alan Addley
Hearing Officer for Student
Disciplinary Matters for the
2022-2023 School Year,
as they arise
- b. Discussion and Possible..... Dr. Alan Addley
Action to Delegate to its Appointed
Hearing Officer Responsibility for
Hearing Expulsion Expungement
Requests and for Hearing School
Accommodations Appeals
including Transportation
Appeals, as provided by Statute

9. Public Comment*..... Mr. David Dineen

10. Adjournment..... Mr. David Dineen

AA:nv

*** The Board of Education meeting will be available to the public in person and via Zoom. Wearing of masks is optional and seating is limited by room capacity. Doors open at 5:45 p.m. for the 6:00 p.m. meeting. The Board will move to adjourn into executive session and reconvene into public session at 7:30 p.m.**

Those members of the community wishing to participate in public comment may join the meeting via Zoom:

<https://darienps.zoom.us/j/92057292656>

Those members of the community wishing to view only, should do so through the Darien Youtube link: <https://www.youtube.com/channel/UCUnnvYKBfFrTWQRuoB6OZA>

In order to reduce audio interference, members of the community are requested not to simultaneously view by Youtube while participating on Zoom.

APPROVED
REGULAR MEETING OF THE BOARD OF EDUCATION
TUESDAY, JUNE 28, 2022

PLACE:
DARIEN PUBLIC SCHOOLS
ADMINISTRATIVE OFFICES
MEETING ROOM
VIA ZOOM
7:30 P.M.

Board Members Present:

	Best	Brown	Dineen	McCammon	Maroney	Ochman	Parent	Sini	Wurm
Present	x	x	x	x		x	x	x	
Absent					x				x

Administration Present:

Dr. Addley, Ms. Klein, Ms. Cion and Mr. Rudl

Audience: Meeting held in Board of Education office and via You Tube / Zoom

1. Call to Order
Mr. David Dineen, Board Chair
At 7:38 p.m. (0:00)
2. Chairperson's Report
Mr. David Dineen
At 7:38 p.m. (0:00)
3. Public Comment
Mr. David Dineen
At 7:39 p.m. (0:01)

Stacey Tie 10 Clocks Lane
4. Superintendent's Report
Dr. Alan Addley
At 7:41 p.m. (0:03)
5. Student Representative Reports
Dr. Alan Addley
At 7:46 p.m. (0:08)
6. Approval of Minutes
Mr. David Dineen
At 7:46 p.m. (0:08)

Motion to approve Minutes of the Special Meeting and Regular Meeting held on June 14, 2022:

1st Mr. Brown

2ND Mr. Sini

	Best	Brown	Dineen	McCammon	Maroney	Ochman	Parent	Sini	Wurm
Yes	x	x	x	x		x	x	x	
No									
Abstain									

RESULT - MOTION PASSED (7-0-0)

7. Board Committee Reports

Mr. David Dineen
At 7:47 p.m. (0:09)

PRESENTATIONS AND DISCUSSIONS

8. Presentations/Discussions:

- a. Further Discussion and Possible Action on Proposed Dates and Times for High School Professional Learning Communities for 2022-2023 School Year

Dr. Alan Addley
At 7:49 p.m. (0:10)

Motion to Approve the Proposed Dates and Times for High School Professional Learning Communities for the 2022-2023 School Year, as presented:

1st Mr. Brown

2ND Ms. Ochman

	Best	Brown	Dineen	McCammon	Maroney	Ochman	Parent	Sini	Wurm
Yes	x	x	x	x		x	x	x	
No									
Abstain									

RESULT - MOTION PASSED (7-0-0)

- b. Report on DAEG Barbara Harrington Fund Awards

Dr. Christopher Tranberg
At 7:50 p.m. (0:11)

- c. Annual Progress Report on 2021-2022 Goals and Objectives

Dr. Alan Addley
At 7:51 p.m. (0:12)

- d. Discussion and Possible Action on Proposed Athletic Field Trips

Mr. Chris Manfredonia
At 8:00 p.m. (0:21)

Motion to Approve Proposed Athletic Field Trips for the 2022-2023 School Year, as presented:

1st Ms. McCammon

2ND Mr. Sini

	Best	Brown	Dineen	McCammon	Maroney	Ochman	Parent	Sini	Wurm
Yes	x	x	x	x		x	x	x	
No									
Abstain									

RESULT - MOTION PASSED (7-0-0)

- e. Discussion and Possible Acceptance of Contemplated Gifts from the Blue Wave Booster Club

Mr. Chris Manfredonia
At 8:03 p.m. (0:24)

Motion to Accept the Contemplated Gifts from the Blue Wave Booster Club for Boys and Girls Varsity Soccer Teams:

1st Ms. Ochman

2ND Mr. Brown

	Best	Brown	Dineen	McCammon	Maroney	Ochman	Parent	Sini	Wurm
Yes	x	x	x	x		x	x	x	
No									
Abstain									

RESULT - MOTION PASSED (7-0-0)

- f. Annual Report on Donations

Mr. Richard Rudl
At 8:04 p.m. (0:25)

- g. Discussion on May 2021-22 Financial Report and Possible Action on Proposed Budget Transfers

Mr. Richard Rudl
At 8:05 p.m. (0:26)

Motion to Approve the May 2022 Budget Transfers:

1st Mr. Sini

2ND Ms. Best

	Best	Brown	Dineen	McCammon	Maroney	Ochman	Parent	Sini	Wurm
Yes	x	x	x	x		x	x	x	
No									
Abstain									

RESULT - MOTION PASSED (7-0-0)

- h. Further Discussion and Possible Action on Proposed Revisions to Board of Education Policies – Series 5000, Students: 5225, Drug and Alcohol Use by Students; 5230, Illegal

Mrs. Tara Ochman
Ms. Marjorie Cion
At 8:09 p.m. (0:30)

Substances and Tobacco Policy for Student Athletes and Students Participating in Extracurricular Activities; 5255, Search and Seizure; 5265, Confidentiality and Access to Education Records; 5235, Student Privacy; 5270, Pledge of Allegiance and Flag Displays; 5235, Conduct on School Buses; 5025, Management Plan and Guidelines for Students with Food Allergies and/or Glycogen Storage Disease; 5430, Physical Examinations and Screenings; 5320, Health Services and Requirements; 5330, Health Records

Motion to Approve Board Policy Changes as recommended by the Board Policy Committee as Discussed and Reviewed at the June 14th Board of Education Meeting:

1st Ms. Ochman

2ND Mr. Sini

	Best	Brown	Dineen	McCammon	Maroney	Ochman	Parent	Sini	Wurm
Yes	x	x	x	x		x	x	x	
No									
Abstain									

RESULT - MOTION PASSED (7-0-0)

- i. First Reading and Discussion on Proposed Schedule of 2022-2023 Regular Board of Education Meetings and Subcommittee Meetings

Dr. Alan Addley
At 8:11 p.m. (0:32)

- j. Updated Board Master Agenda – February Through August 2022

Dr. Alan Addley
At 8:12 p.m. (0:33)

9. Action Items

- a. Personnel Items

- i. Appointments

- ii. Resignations/Retirements

Ms. Marjorie Cion
At 8:18 p.m. (0:39)

Motion to Approve the Personnel Items as Detailed in the Personnel Action Report

Dated June 28, 2022:

1st Mr. Brown

2ND Ms. Parent

	Best	Brown	Dineen	McCammon	Maroney	Ochman	Parent	Sini	Wurm
Yes	x	x	x	x		x	x	x	
No									
Abstain									

RESULT - MOTION PASSED (7-0-0)

- b. Contract Agreement between the Darien Board of Education and the Darien School Custodians' Union

Ms. Marjorie Cion
At 8:20 p.m. (0:41)

Motion to Approve the Contract Agreement between the Darien Board of Education and the Darien School Custodians' Union:

1st Ms. Parent

2ND Ms. McCammon

	Best	Brown	Dineen	McCammon	Maroney	Ochman	Parent	Sini	Wurm
Yes	x	x	x	x		x	x	x	
No									
Abstain									

RESULT - MOTION PASSED (7-0-0)

- c. Contract Agreement between the Darien Board of Education and the Darien School Maintenance Association

Ms. Marjorie Cion
At 8:21 p.m. (0:43)

Motion to Approve the Contract Agreement between the Darien Board of Education and the Darien School Maintenance Association:

1st Ms. Ochman

2ND Mr. Brown

	Best	Brown	Dineen	McCammon	Maroney	Ochman	Parent	Sini	Wurm
Yes	x	x	x	x		x	x	x	
No									
Abstain									

RESULT - MOTION PASSED (7-0-0)

10. Public Comment

Mr. David Dineen
At 8:22 pm. (0:43)

11. Adjournment

Mr. David Dineen
At 8:22 p.m. (0:43)

MOTION TO ADJOURN:

1st Ms. Best

2ND Ms. Ochman

	Best	Brown	Dineen	McCammon	Maroney	Ochman	Parent	Sini	Wurm
Yes	x	x	x	x		x	x	x	
No									
Abstain									

RESULT - MOTION PASSED (7-0-0)

Meeting adjourned at 8:22 p.m. (0:43)

Respectfully Submitted,

Sara Parent
Secretary

APPROVED

APPROVED
SPECIAL MEETING OF THE BOARD OF EDUCATION
WEDNESDAY, JULY 13, 2022

PLACE:
DARIEN PUBLIC SCHOOLS
ADMINISTRATIVE OFFICES
MEETING ROOM
8:30 AM

Board Members Present:

	Best	Brown	Dineen	McCammon	Maroney	Ochman	Parent	Sini	Wurm
Present	x	x*	x	x	x	x**	x	x****	x***
Absent									

*Arrived at 8:40 a.m.

**Arrived at 2:19 p.m.

***Departed at 3:45 p.m.

****Departed at 4:45 p.m.

Administration Present:

Dr. Addley, Dr. Tranberg, Ms. Cion, Ms. Klein and Mr. Rudl

Audience: Meeting held in Board of Education office and via You Tube / Zoom

- | | |
|--|--|
| 1. Call to Order | Mr. David Dineen, Board Chair
At 8:37 a.m. (0:00) |
| 2. Public Comment | Mr. David Dineen
At 8:39 a.m. (0:02) |
| 3. Legal Updates and Board Operations | Attorney Thomas Mooney
At 8:39 a.m. (0:02) |
| 4. Board Self Evaluation | Mr. David Dineen
Ms. Patrice McCarthy, C.A.B.E.
At 10:45 a.m. (2:08) |
| 5. Board Operations/Processes/Committees/Agendas | Mr. David Dineen
Dr. Alan Addley
At 11:45 p.m. (3:08) |

Motion to Reconvene the Meeting at 12:30pm:

1st Ms. McCammon

2nd Ms. Best

	Best	Brown	Dineen	McCammon	Maroney	Ochman	Parent	Sini	Wurm
Yes	x	x	x	x	x		x	x	x
No									
Abstain									

RESULT - MOTION PASSED (8-0-0)

6. Mental Health

Daniella Arias, HUB
Victoria O'Neill, HUB
At 12:40 p.m. (4:03)

7. Alternate Sources of Revenue

Mr. Richard Rudl
At 2:01 p.m. (5:24)

8. Student Discipline Practices

Dr. Alan Addley
Dr. Christopher Tranberg
At 2:29 p.m. (5:52)

9. Discussion of Draft Board Goals and Strategic Plan
(Year 2)

Dr. Alan Addley
Dr. Christopher Tranberg
At 3:08 p.m. (6:31)

10. Proposed Adjournment to Executive Session for
the Purpose of Discussion of the Performance of
the Superintendent of Schools pursuant to
Connecticut General Statute 1-200(6)(A)

Mr. David Dineen
At 3:32 p.m. (6:55)

**Motion to Adjourn to Executive Session for the purpose of discussion of the
performance of the Superintendent of Schools pursuant to Connecticut General Statute
1-200(6)(A):**

1st Mr. Maroney

2ND Mr. Sini

	Best	Brown	Dineen	McCammon	Maroney	Ochman	Parent	Sini	Wurm
Yes	x	x	x	x	x	x	x	x	x
No									
Abstain									

RESULT - MOTION PASSED (9-0-0)

Motion to Reconvene to Public Session:

1st Ms. Best

2ND Ms. McCammon

	Best	Brown	Dineen	McCammon	Maroney	Ochman	Parent	Sini	Wurm
Yes	x	x	x	x	x	x	x		
No									
Abstain									

RESULT - MOTION PASSED (7-0-0)

11. Adjournment

Mr. David Dineen
At 5:01 p.m. (8:24)

MOTION TO ADJOURN:

1st Ms. Ochman

2ND Ms. Best

	Best	Brown	Dineen	McCammon	Maroney	Ochman	Parent	Sini	Wurm
Yes	x	x	x	x	x	x	x		
No									
Abstain									

RESULT - MOTION PASSED (7-0-0)

Meeting adjourned at 5:01 p.m. (8:24)

Respectfully Submitted,

Sara Parent
Secretary



Memorandum

To: Darien Board of Education
From: Dr. Alan Addley, Superintendent of Schools
Dr. Scott McCarthy, Special Education Program Director, Secondary (6-12+)
RE: Darien Public Schools Mental Health Update and Staffing Proposal
Date: August 19, 2022

This memorandum serves to provide an update on the work of the Administration of the Darien Public Schools to address the mental health of our students since our last update in June. In addition, a proposal for a supervisory position to lead this important work moving forward is contained within this memorandum.

Mental Health Update

The return to school this fall comes at a delicate time. We are now well aware that the postvention guidance from mental health experts continues to emphasize that in the immediate wake (i.e., four-six months) of untimely death, the school and community should focus efforts on developing awareness of the signs of mental health concerns while providing both counseling support and information about where mental health supports can be accessed.

Throughout the summer, the Administration partnered with local and state agencies to continue to support efforts to provide safe, consistent settings that respect and acknowledge the various needs of our students and staff. This included providing families and the community with resources and information to ensure their children had access to appropriate support. Mental health staff were made available to families at DHS during the summer and, when appropriate, families were referred to appropriate supports within the community. We continue to be grateful for the comprehensive support we have received from our local partners at Child Guidance, Family Centers, The Hub, Kids in Crisis, Silver Hill Hospital and the Town of Darien Human Services Department.

As we continue to grieve, we recognize, too, that as a community, we will collectively transition to the next phase of our grief as we begin the school year. The DHS leadership team engaged in significant learning and planning activities throughout the summer to plan for our return to school. More specifically, our

administration has participated in the Town of Darien Postvention Training from The Hub, met with district administrators in other locations who have, unfortunately, managed similar tragedies, continued to collaborate with local mental health experts, and, most importantly, met with and listened to students, staff and families, so we can better understand their experiences.

While we recognize that the guidance from mental health professionals during this time is to maintain routines and a sense of normalcy, we also must acknowledge that the start of the school year is a symbolic and important moment where we expect, as a school community, to learn new information and adjust our routines. Accordingly, the District will begin its professional learning with a convocation speech by Marc Brackett, Ph.D., Founder and Director of the Yale Center for Emotional Intelligence, Professor in the Child Study Center of Yale University, and member of the Board of Directors for the Collaborative for Academic, Social, and Emotional Learning (CASEL). He is the lead developer of RULER, an evidence-based approach to social and emotional learning that will be implemented within the Darien Public Schools during the 2022-2023 school year. Following, the District will be providing [QPR](#) (Question, Persuade, Respond) training to all certified and non-certified staff during opening days. QPR training is a universal training that will provide staff a toolkit for recognizing mental health concerns and language to utilize in those scenarios.

In addition, the District has been evaluating structures for universal mental health screening and other forums for collecting information about students' mental health, including focus groups, as we know that future prevention activities must be informed by community-specific data. While we collect this information we will continue our work to reduce the stigma associated with seeking mental health support. Structures to reinforce this work will begin at the start of the school year, including RULER lessons, specially designed Extracurricular Participation Meetings (i.e., Commitment Meetings), and activities planned through our Guidance Department.

I highlight an excerpt from Principal Dunn's August 18, 2022 Parent/Student Communication below:

Through the summer, the DHS Administration has worked closely with the District Administration, local agencies and partners, and the Town, to listen, learn, and reflect. We know from experts that the focus of our efforts in the first six months after untimely loss is to support each other in every way possible. We continue to be grateful for the support of our DHS mental health providers, the Town of Darien Human Services Department, and our local agencies and partners, including Child Guidance of Southern CT, Family Centers, Kids in Crisis, The Hub, and Silver Hill Hospital.

As the acute phase of our grief continues, we have begun the collaborative process of planning and navigating our next phase. We will continue to listen, creating opportunities for students to share how they are feeling through both formal and informal venues. We will continue to learn, through scheduled professional development for staff and instruction for students. And we will continue to reflect, as we know that what we learn through these activities will be significant and require careful consideration. Engaging our students and the community in thoughtful and meaningful opportunities for learning to reduce the stigma associated with seeking mental health support is paramount. This work will begin with our planned professional learning for staff and coaches on the opening days of school, our Extracurricular Participation Meetings for students and families, which have

been planned in collaboration with Silver Hill Hospital, and opportunities that will be communicated further as our year commences.

Throughout our learning this summer, it has become clear that the next phase of our work is not similar in timespan to the first phase. Implementing a proactive, comprehensive, school-based mental health framework requires significant data collection, planning, and system-based coordination, and we must approach this process thoughtfully.

Comprehensive, School-based Mental Health Framework

It is widely recognized that the social and emotional health of children and adolescents has become increasingly complex, with greater numbers of individuals requiring support. This trend was evident prior to the pandemic, which only exacerbated the trend. Regulations at both the federal and state level have been designed to be responsive to this trend, requiring districts to address these concerns through explicit curriculum and intervention models.

School-based systematic structures for addressing social and emotional health and learning are analogous in design to the structures that exist to address students' academic performance (i.e., Connecticut's Scientific Research Based Instruction ([SRBI](#)) model). Effective, comprehensive district models include (1) high-quality, research-based tier 1 social and emotional learning, (2) universal screening to identify students who are not responding to the universal tier 1 instruction, and (3) intensive tier 2 and 3 social and emotional interventions.

Regulatory Requirements

Recent trends in the area of mental health have resulted in significant attention from the CSDE and have generated new regulatory requirements from the State. In the fall of 2021, the CSDE conducted research on the current landscape of K-12 Social and Emotional Learning (SEL) Across Connecticut. The [report](#) generated from the study yielded data about the status of SEL resources and supports in school districts across the state, and included recommendations for how districts can improve their SEL supports. Findings suggested that most districts have at least a part-time or full-time equivalent (FTE) devoted to SEL. SEL is primarily funded through local budget allocations and is less often funded through state or federal grants. The report suggests that this person may function as the district-wide Safe School Climate Coordinator, a statutory requirement in Connecticut (Connecticut General Assembly, Public Act 11-232).

Beginning in the 2022-2023 school year, Section 8 of Public Act 22-81 requires each board of education to hire or designate an existing employee to serve as the school district's Family Care Coordinator. Under the Act, the Family Care Coordinator must work with school social workers, school psychologists, and school counselors in the district and serve as the school district's liaison with mental health service providers to provide "students with access to mental health resources in the community bringing mental health services to students inside of the school."

Further, Sections 3 and 4 of Public Act 22-81 require the CSDE to establish, by July 1, 2023 and in collaboration with the authorities governing intramural and interscholastic athletics, a Mental Health Plan for Student Athletes to raise awareness about available mental health resources. The plan will be required to be implemented by school districts at the beginning of the 2023-2024 school year.

Local Review

It is clear that to address recent trends and new regulatory requirements, districts must consider social and emotional learning and health from a comprehensive, system-based approach. Districts must (1) fulfill the responsibilities of the Safe School Climate Coordinator (existing requirement), Family Care Coordinator (new requirement), and implementing the Mental Health Plan for Student Athletes (new requirement), (2) implement high-quality, research-based tier 1 social and emotional learning for **all** students, (3) implement universal screening to identify students who are not responding to the tier 1 instruction, and (4) implement intensive tier 2 and 3 social and emotional interventions and progress monitoring structures.

To do this well, districts have begun to establish leadership positions dedicated to fulfilling these responsibilities. These positions work closely with the community and between these districts' Curriculum Departments and Special Education and Student Services Departments. The names of these districts and position titles are below.

District	Position Title	Structure
New Canaan	District Student Supports Coordinator	Teacher Leader (with 17% salary stipend), made full-time 5 years ago
Wilton	District Safe School Climate Coordinator	Teacher Leader (+ \$10k stipend), developed 6 years ago
Westport	District Coordinator of Psychological Services	Administrator (\$158k-\$169k), long-standing position
Trumbull	District Supervisor of Mental Health	11-month Administrator Position, salary not yet posted
Fairfield	District Teacher Leader of Psychologists and Social Workers	Teacher Leader (\$125,000 includes 20 additional days)

Recommendation

It goes without saying that the Darien community suffered an emotional crisis in the spring of 2022. The ramifications of these losses on the student body are significant and add to the current levels of social and emotional need within the community. Guidance from mental health experts has emphasized focusing efforts on supporting the community's immediate needs for about six months, and at that point beginning longer term system-based planning. The administration recommends the District recruit a highly trained mental health provider to lead this work, and have offered a job description for consideration. This potentially would be an administrative position projected at a cost (salary & benefits) of approximately \$175K. See attached job description.

DARIEN PUBLIC SCHOOLS DARIEN CONNECTICUT

JOB DESCRIPTION

DIRECTOR OF MENTAL HEALTH

Position Summary The Director of Mental health will identify critical mental health issues for students, families and staff and provide oversight and implementation of clinically sound behavioral health and community support services while ensuring the application and growth of evidenced based practices in the area of behavioral health in schools. The Director of Mental Health will also serve as the instructional leader in the areas of social emotional learning and will serve as the District's Safe School Climate Coordinator and Family Care Coordinator. The Director of Mental Health will also support the statutorily-required Mental Health Plan for Student Athletes (required as of July 1, 2023).

A. Responsibilities:

Duties of this job include, but are not limited to:

- Serves as the District's Safe School Climate Coordinator;
- Serves as the District's Family Care Coordinator;
- Develops and communicate crisis intervention, risk assessment and suicide prevention protocols;
- Collects and analyzes required data related to prevention, intervention and risk assessment;
- Designs appropriate professional learning programs and provides support for administration and staff;
- Coordinate the District's policies and procedures regarding creating and maintaining a positive school climate;
- Collaborate with the curriculum and special education departments to implement researched-based tier 1 social and emotional learning instruction for all students;
- Collaborate with the curriculum and special education departments to implement universal screening to identify students who are not responding to the universal tier 1 instruction and to design and implement tier 2 and 3 social and emotional interventions and progress monitoring structured;
- Collaborate with the curriculum, special education and athletic departments to evaluate and implement the State's Mental Health Plan for Athletes;
- Assists in the development of the District's budget as it relates to school climate and mental health issues; and
- Other duties and responsibilities as assigned by the Superintendent of Schools or designee.

B. Supervision

Reports to the Assistant Superintendent for Curriculum and Instruction

C. Qualifications:

- Holds Connecticut Certification as a School Social Worker, School Psychologist or School Counselor
- Demonstrated leadership abilities in the area of related services, social emotional learning and mental health;
- Understanding of best practices and research in the mental health area;
- Strong verbal, writing and interpersonal skills with the ability to understand competing points of view.
- Such other attributes as the Superintendent may deem appropriate..

D. Physical Requirements

Seeing, hearing, speaking and writing clearly; occasionally reaching with hands and arms, stooping, kneeling and crouching. Frequently sitting, standing and walking, which may be required for long periods of time and may involve climbing stairs and walking up inclines.. Occasional lifting of up to 10 pounds.

E. Terms of Employment

According to the Contract between the Board of Education and the Darien Administrators' Association.

NONDISCRIMINATION STATEMENT

*Darien Public Schools is committed to a policy of equal opportunity/affirmative action for all qualified persons. Darien Public Schools does not discriminate in any employment practice, education program, or educational activity on the basis of race, color, religious creed, sex, age, national origin, ancestry, marital status, sexual orientation, gender identity or expression, disability (including, but not limited to, intellectual disability, past or present history of mental disorder, physical disability or learning disability), genetic information, or any other basis prohibited by Connecticut state and/or federal nondiscrimination laws. The Darien Public Schools does not unlawfully discriminate in employment and licensing against qualified persons with a prior criminal conviction. Inquiries regarding Darien Public Schools **nondiscrimination** policies should be directed to: **Marjorie Cion**, Director of Human Resources mcion@darienps.org, 203-656-7406, Board of Education Offices, 35 Leroy Avenue, Darien, CT 06820.*

DARIEN PUBLIC SCHOOLS

Kevin Munrett
Facilities Director

35 LEROY AVENUE
DARIEN, CONNECTICUT 06820
TELEPHONE: (203) 656-7418
FAX: (203) 656-3052

To: Board of Education
From: Dr. Alan Addley, Superintendent of Schools
Kevin Munrett, Director of Facilities
Date: August 21, 2022

Subject: Summer Facilities Update

This memo outlines the status of the capital projects as approved for the Facilities Department for FY 22-23. The projects are arranged via school location.

Darien High School:

- **Resurface Stadium Track-** Meeting with the Athletic Director as well as Cape & Island Tennis & Track Co. to review existing conditions. The project must take place at the end of the track season (Spring 2023) and there is some concern over the price of materials versus the allocated budget. The current project budget is \$450,000 and the concern is the underlayment may need to be completely removed & repaved, not just a simple resurfacing. Drainage is also a concern at the jump pits.
- **North Gym Floor-** New floor coating during the week of 8/1-8/5/22. Game lines were painted on 8/17/22 and the gym will be ready for athletic activities beginning Monday, 8/22/22. Project cost was \$44,000 against a budget of \$46,000.
- **Oil Tank-** Silver/Petrucelli has begun working on the project specifications and scope. We anticipate bid documents could be ready this fall. The actual tank replacement would occur in the late winter/early spring.
- **New Choral Risers-** purchased and delivered. The risers cost \$12,457 against a budget of \$14,000.

Middlesex Middle School:

- **Overhaul air conditioning, Library section-** The purchase order was issued on 7/1/22. This is a long lead time item (26 weeks). The unit is expected to arrive after Jan. 1, 2023 and will be installed (weather dependent) during the winter months. The project is expected to cost \$178,539 against a budget of \$180,000.
- **New Bathroom Partitions-** These were installed in the main corridor bathrooms this summer. We experienced some minor material delays and the remainder of the bathrooms will be completed in September after school hours (nights or weekends). The project is expected to be \$48,720 against a budget of \$75,000.
- **Masonry Restoration-** Scaffolding has been erected and brick repointing has begun. Cupola painting may begin as early as this week (8/22). The slate for the repairs to the roof is expected to arrive after school begins. All noisy and disruptive work will be completed prior to the first day of school (8/29/22). The cost of the project is expected to be \$207,250 against a budget of \$225,000.
- **Fire Pump-** the new fire pump has been ordered. It has an anticipated 12-month lead time. Working with our sprinkler vendor, we have concerns that the existing pump may not pass the annual inspection. As a result, a temporary pump has been rented and should be connected during the week of 8/25. In the event the existing pump fails, the temporary pump will provide sprinkler protection to the school until the permanent replacement arrives. The cost of

the project is \$104,215 against a budget of \$110,000. Should we need to extend the rental of the temporary fire pump, this cost could increase.

- **Paving-** The milling work will begin Saturday, 8/20/22. Weather dependent, the paving will begin on Monday, 8/22/22 and should be completed the same week. The project cost is \$410,906 against a budget of \$460,000.
- **Emergency Egress Lighting-** was completed week of 8/8/22. The project cost \$60,210 against a budget of \$60,977.

Hindley:

- **Elevator Modernization-** Kone elevator has been contracted to replace the controls, call stations and interior finishes. Parts have a 12-16 week lead-time and a 4-6 week installation timeframe. Project is scheduled to begin in June 2023. The project is expected to cost \$133,900 against a budget of \$135,000.

Holmes:

- **Elevator Modernization-** Kone elevator has been contracted to replace the controls, call stations and interior finishes. Parts have a 12-16 week lead-time and a 4-6 week installation timeframe. Project is scheduled to begin in June 2023. The project is expected to cost \$133,900 against a budget of \$135,000.

Royle:

- **Elevator Modernization-** Kone elevator has been contracted to replace the controls, call stations and interior finishes. Parts have a 12-16 week lead-time and a 4-6 week installation timeframe. Project is scheduled to begin in June 2023. The project is expected to cost \$144,000 against a budget of \$150,000.

Tokeneke:

- **Wireless Clocks-** Have been delivered and are scheduled to be installed and programmed on Friday, 8/26/22. Work will be completed on the same day. The project came in at \$16,644 against a budget of \$17,500.
- **Replace Gym Floor-** Work was completed from 8/1-8/16/22. Wall base is back-ordered until October and will be installed as soon as it arrives. Floor has been lined for games and clear coats applied. It is ready for student use. The project came in at \$54,000 against a budget of \$57,000.

Central Office:

- **HVAC for Board Meeting Room-** Work started in earlier this month. Plumbing connections, duct work, electrical wiring are all in various stages of progress. Work is expected to continue into the fall. The total cost of the project is expected to be \$151,865 against a budget of \$155,000.

District Wide:

- **Replace 2 fleet vehicles-** Bid specifications have been drafted and legal notice posted. Sealed bids are due on 9/6/22.
- **Add 4th Suburban-** Received over the summer.

DARIEN PUBLIC SCHOOLS

Contemplated Gift Form

Gift intended for:
(Check appropriate responses)

☐ Hindley
☐ Holmes
☐ Ox Ridge

☐ Royle

☒ Tokeneke

☐ Middlesex Middle School

☐ Darien High School

☐ District

Person(s) or Group Offering Gift(s)

Tokeneke Parent/Teacher Organization

Contact person-

Name: Vickie Coghlin/Kelly Kelly

Address: Tokeneke PTO

7 Old Farm Rd.

Darien, CT 06820

Tele. 215-870-2078

Fax. _____

e-Mail vcoghlin@gmail.com

Description of proposed gift(s):

The Tokeneke Parent Teacher Organization would like to gift a playground addition to the Tokeneke Elementary School. The addition would include the following items manufactured and installed by **GameTime**:

1) SKYRUN ZIP TRACK 53' W/ ZIP (Zip line)

- Promotes development of balance and coordination
- Develops gross and fine motor skills and enhances core strength
- Allows for imaginary play

2) 2 Bay Classic Swing 3 1/2" X 10' Painted (including 3 belt seats and 1 ADA accessible chair)

- Swinging Strengthens Muscles, Tendons, Joints, and Ligaments in a Low-Impact Way
- Builds important social skills like peer cooperation, boundaries, sharing, and taking turns through play.
- Children with physical disabilities can experience movement apart from their mobility device
- Fully engages the senses and encourages interaction among caregivers and peers

3) Arch Swing (ADA Accessible)

- The multiuser swing helps children interact with friends as they experience movement
- Addresses physical, social-emotional, sensory and communication needs
- Transfer point for wheelchair or other mobility device
- Provides calming to-and-fro motion for children with sensory issues
- Offers a fun, collaborative play activity for children of all abilities

The playground equipment was selected in consultation with Tokeneke administration in the hopes that it would provide the students with greater opportunities to engage in physical activities that aid in cognitive, social and physical development.

Attachments:

- 1) GameTime Quote (Pages 4 & 5)
- 2) GameTime Arial Playground Rendering (Page 6)
- 3) GameTime Lead Time Letter (Page 7)
- 4) SKYRUN Zip Track 53' W/ Zip Product Flyer (Page 8)
- 5) 2 Bay Classic Swing 3 1/2" X 10' Painted Product Flyer (Page 9)
- 6) Zero-G ADA Accessible Chair Product Flyer (Page 10)
- 7) Arch Swing Product Flyer (Page 11)

Please answer the following questions.

Is the value of the gift(s) \$ 500.00 or more? X Yes No

Note: If the proposed gift involves donated materials or services, please place an estimated dollar value on them.

If your answer to the previous question is Yes, please check one of the following categories of value for the proposed gift(s):

<u> </u> 500-1,000	<u> </u> 5,000-10,000
<u> </u> 1,000-2,000	<u> </u> 10,000-15,000
<u> </u> 2,000-3,000	<u> </u> 15,000-20,000
<u> </u> 3,000-4,000	<u> X </u> 20,000+
<u> </u> 4,000-5,000	

Do not write below this line

Status: Date received by Superintendent 17/21/22

Notes on actions by Superintendent of Schools-

Reviewed with Director of Facilities
& principal.

Actions, if any, by the Board of Education-

Final disposition of the gift offer-



C/O MRC
PO Box 106
Spring Lake, NJ 07762
Ph: 732-458-1111
Fx: 732-974-0226
Em: MRC@GAMETIME.COM
Web: www.mrcrec.com

07/11/2022
Quote #
107260-01-03

CT Darien Public Schools Tokeneke Elem School Add-ons

Darien Public Schools
Attn: Kelly LeSage
7 Old Farm Road
Darien, CT 06820
Phone: 917-821-1353
kelesage1@gmail.com

Ship to Zip 06820

Quantity	Part #	Description	Unit Price	Amount
1	90861	GameTime - SKYRUN ZIP TRACK 53' W/ ZIP	\$19,504.00	\$19,504.00
1	5009	GameTime - 3 1/2" Antiwrap Zero-G (5-12)-Galv	\$886.00	\$886.00
3	5025	GameTime - 3 1/2" Antiwrap Belt Seat-Galv	\$556.00	\$1,668.00
1	P5545	GameTime - Classic Swing 3 1/2" X 10' Painted	\$1,773.00	\$1,773.00
1	P5549	GameTime - Classic Swing Add Bay 3 1/2"X10' Pain	\$814.00	\$814.00
1	5056	GameTime - Arch Swing	\$7,296.00	\$7,296.00
1	INSTALL	GameTime - by a certified GameTime installer- Installation of equipment listed above	\$17,500.00	\$17,500.00
			Sub Total	\$49,441.00
			Discount	(\$3,039.65)
			Material Surcharge	\$4,661.90
			Freight	\$2,831.22
			Total	\$53,894.47

Comments

Safety surfacing is not included in price

Sales tax is not included. Please supply a copy of your tax exempt certificate when placing your order

Manufacturing lead times are approximately 8-10 weeks after receipt of orders and confirmation of colors

Installation to occur within 2-6 weeks after receipt of order

ms af

CHOOSE YOUR COLOR SCHEME: IT IS VERY IMPORTANT THAT YOU CHOOSE A COLOR SCHEME FOR YOUR MODULAR PLAYGROUND UNIT AT TIME OF ORDER. PLEASE SELECT FROM ONE OF THE MANY "PLAY PALETTES" LISTED IN THE BACK OF THE GAMETIME CATALOG OR ON OUR WEBSITE: www.gametime.com. INDICATE YOUR SELECTION BELOW. **GAMETIME PLAY PALETTE:**

NOTE: COLOR SELECTION FOR ALL OTHER EQUIPMENT SHOULD BE ENTERED IN THE SPACE PROVIDED UNDER THAT SPECIFIC ITEM.



C/O MRC
PO Box 106
Spring Lake, NJ 07762
Ph: 732-458-1111
Fx: 732-974-0226
Em: MRC@GAMETIME.COM
Web: www.mrcrec.com

07/11/2022
Quote #
107260-01-03

CT Darien Public Schools Tokeneke Elem School Add-ons

This quotation is subject to policies in the current GameTime Park and Playground Catalog and the following terms and conditions. Our quotation is based on shipment of all items at one time to a single destination, unless otherwise noted, and changes are subject to price adjustment. Purchases in excess of \$1,000.00 to be supported by your written purchase order made out to **GAMETIME, c/o MRC**. Kindly issue one order for the equipment and a separate order for surfacing and/or equipment installation services. Customer is responsible for any required permits and fees pertaining to such permits.

PRICING / PAYMENT: Pricing f.o.b. factory, firm for 30 days from date of quotation. Payment terms: Purchase order made payable to GameTime. 75% due Net 30 days after ship date and 25% Balance due upon completion of project for tax supported governmental agencies. A 1.5% per month finance charge will be imposed on all past due accounts. Equipment shall be invoiced separately from other services and shall be payable in advance of those services and project completion. Retainage not accepted.

TAXES: State and local taxes, if applicable, will be added at time of invoicing unless a tax exempt certificate is provided at the time of order entry.

FREIGHT/SHIPMENT: Freight charges: Prepaid and added at time of invoicing. Shipment: order will ship within 8-10 weeks after GameTime's receipt and acceptance of your **PURCHASE ORDER**, signed quotation and color selections.

RECEIPT OF GOODS: Installer is responsible for unloading and uncrating equipment from truck. Installer shall receive, unload and inspect goods upon arrival, noting any discrepancies on the Delivery Receipt prior to written acceptance of the shipment.

INSTALLATION: *Installation by a Gametime Certified Installer*

- Installation assumes a flat, dirt surface with no grading preparation required.
- Gametime's installer is not responsible for any site preparation, and/or grading.
- Customer is responsible for calling 888-DIG-SAFE a minimum of 72 hours before installation is to begin.
- Direct access is required for large construction vehicles.
- All work is to be done in one move.
- All excavated material is to remain on site.
- The installation of the safety surfacing is not included in the above price.
- Unforeseen subsurface obstructions may incur additional charges.

EXCLUSIONS: unless specifically included, this quotation excludes all site work and landscaping, removal of existing equipment; acceptance of equipment and off-loading; storage of goods prior to installation; safety surfacing; borders and drainage provisions.

TO ORDER: Please complete the acceptance portion of this quotation and provide color selections, **PURCHASE ORDER** and other key information requested. Acceptance of this proposal indicates your agreement to the terms and conditions stated herein.

Sales Representative: Mike Stankina



Drawn By MS AF	Date 7 19 22	Drawing Name ADD-ONS
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IMPORTANT: Not required marking should be placed in the same column as all equipment, as specified for each type of equipment, and as required to meet the minimum fall heights as specified by the U.S. Consumer Product Safety Commission, ASTM standard F 1487 and Canadian Standard CAN/CSA 263.1.

Minimum Area Required

Scale 1" = 5'-0"

This drawing can be
reproduced only when
at 24" x 36" format

This baby equipment is recommended for children ages 5-12

DARIEN PUBLIC SCHOOLS
TOKENEKE ES
DARIEN CT
Darien Public Schools
MRC

150 PlayCore Drive SE
Fort Payne, AL 35967
www.gametime.com



150 Playcore Drive, SE
Fort Payne, Alabama 35967 U.S.A.
Direct telephone: 423/648-5896
Email: dhill@gametime.com
Web: <http://www.gametime.com>



July 7, 2022

To whom it may concern,

We at Gametime are most appreciative of your order for this project and wanted to inform you of our current manufacturing lead times.

As of publication of this document, our current manufacturing lead times for Gametime standard catalog products vary from 8 to 10 weeks at receipt of order/credit approved.

Customers request for custom products designed by Gametime are currently 12 to 16 weeks dependent on release date from completion of all drawings and material requirements.

Please know our entire team is working to improve lead times daily and our supplier base improves raw material available.

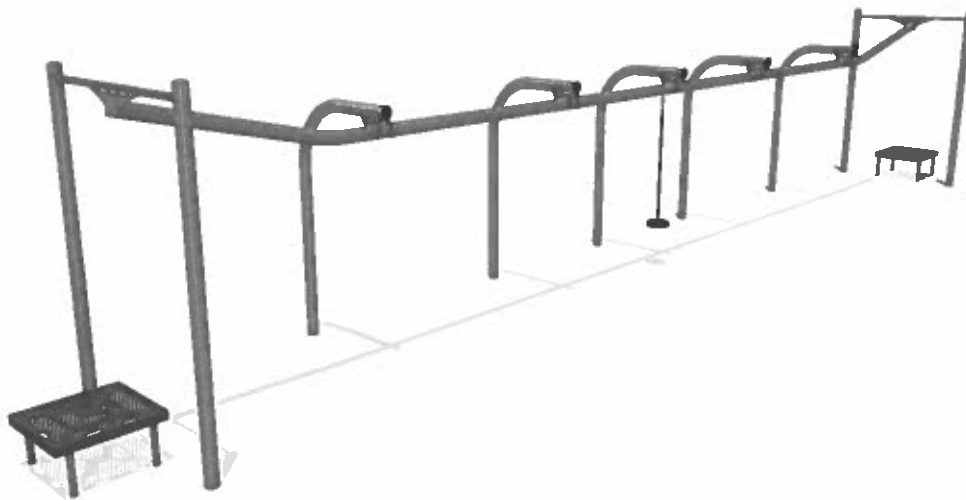
Thank you for your order and please know we are working very hard minimize any unforeseen delays in our shipments schedule. GameTime values your business and knows that you understand the market forces impacting this situation.

Please let me know if you have any questions or need any additional information.

GAMETIME DIVISION



Sky Run Zip Track (53') - w/Zip Seat



The SkyRun Zip Track offers a fun and exciting motion play activity that feels like flying through the air. The soft touch molded Zip Seat attached with ComfortGrip™ ropes provides a premium user experience.

Features and Benefits:

- Promotes balance and coordination development
- Develops gross and fine motor skills and enhances core strength
- Allows for imaginary play
- Available in 33' (90857) & 53' (90861) Options as well as Add-a-Track options 90859 (33') & 90863 (53') to allow for design flexibility

Model: 90861
Use Zone: 19'-10" X 70'-5"
Fall Height: 9"
Age Group: 5 to 12 Years

Limited Lifetime Warranty on uprights, hardware and connections. Visit [gametime.com/warranty](https://www.gametime.com/warranty) for full warranty information



Designing award-winning playgrounds since 1929.



Certified Installer Network - GameTime trained for GameTime playgrounds



Complies with ASTM standards before it leaves the factory



2 to 5
Zero-G Chair



5 to 12
Zero-G Chair

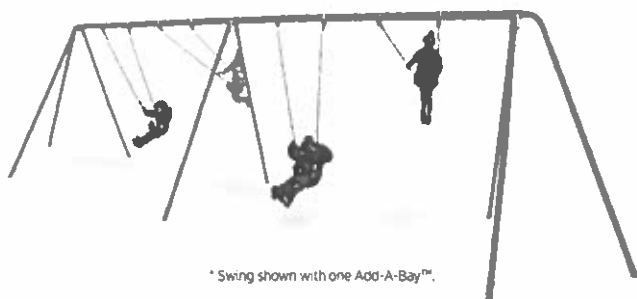
Zero-G® Chair

Adding a Zero-G Chair swing to a playground allows children with special needs to swing comfortably alongside their friends and peers. This creates an inclusive environment and lets everyone join in the fun.

INCLUSIVE BENEFIT

This inclusive swing seat has a high back and molded harness to provide additional support and help keep children in an upright, neutral body position.

Classic Swings





* Swing shown with one Add-A-Bay™.



Adaptive Swing Seat

Classic Swing Frames (Swing seat packages must be ordered separately and are not included with swing frames.)

	2-3/8" O.D. Toprail				3-1/2" O.D. Toprail				# of Seats	Toprail Height	ASTM Use Zone
	Painted	Price	Galvanized	Price	Painted	Price	Galvanized	Price			
Base Swing 	#P8542	\$1,608	#8542	\$993	#P8544	\$1,586	#8544	\$979	2	8' (2.4m)	32"8"x31"0" (10m x9.4m)
	#P5542	\$1,608	#5542	\$993	#P8545	\$1,763	#8545	\$1,067	2	10' (3.1m)	34"6"x39"0" (10.5m x11.9m)
Add-A-Bay 	#P8546	\$777	#8546	\$512	#P8548	\$759	#8548	\$495	2	8' (2.4m)	44"0"x31"0" (13.4m x9.4m)
	#P5546	\$777	#5546	\$512	#P8549	\$810	#8549	\$523	2	10' (3.1m)	45"10"x39"0" (14m x11.9m)

Accessories

Galvanized Chain

#80 Chain (per foot)	\$3.91
#1080 Heavy-Duty Chain (per foot)	\$5.84

"S" Hook Pliers

#4248	\$493
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"S" Hooks

#1	\$2.64
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Swing Clevis

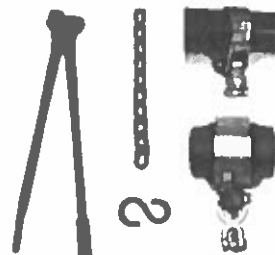
#166683	\$7.55
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Swing Hangers

#1462	3 1/2" O.D. Toprail	\$67
#1461	2 3/8" O.D. Toprail	\$65
#1487	5" O.D. Toprail	\$68

Tire Swing Accessories

#159194	Tire Swing Bracket	\$326
#176318	44 1/8 Chain	\$16.90
#300196	Tire Seat	\$113
#304005	Tire Seat Support Ring	\$63



Ask about our anti-wrap swing hangers.



Adding a Zero-G Chair swing to your playground allows children who require additional support to swing alongside their friends. This creates an inclusive environment of play parity where everyone can join in the fun. The Zero-G Chair is available for ages 2-5 and 5-12.

Features and Benefits:

- Children with physical disabilities can experience movement apart from their mobility device
- High back, wing support, wide base and molded harness help the user maintain a neutral body position and minimize fatigue
- Fully engages the senses and encourages interaction among caregivers and peers

Model: 8556
Age Group: 5 to 12 Years

Limited Lifetime Warranty on uprights, hardware and connections. Visit gametime.com/warranty for full warranty information



Designing award-winning playgrounds since 1929



Certified Installer Network - GameTime trained for GameTime playgrounds.



Complies with ASTM standards before it leaves the factory.



Arch Swing



The Arch Swing is a fun and accessible way to add swinging motion to your playground. The wide seating area accommodates up to five children. Children with Sensory Processing Disorder, or similar sensory issues, can lay across the center section and enjoy the calming to-and-fro motion. Children can also sit around the perimeter of the seat and enjoy swinging together.

Features and Benefits:

- Arch uprights are constructed of durable 3.5" galvanized steel
- Metal insert at the top of the arch provides shade from direct sunlight
- Transfer point for wheelchair or other mobility device
- Provides calming to-and-fro motion for children with sensory issues
- Offers a fun, collaborative play activity for...

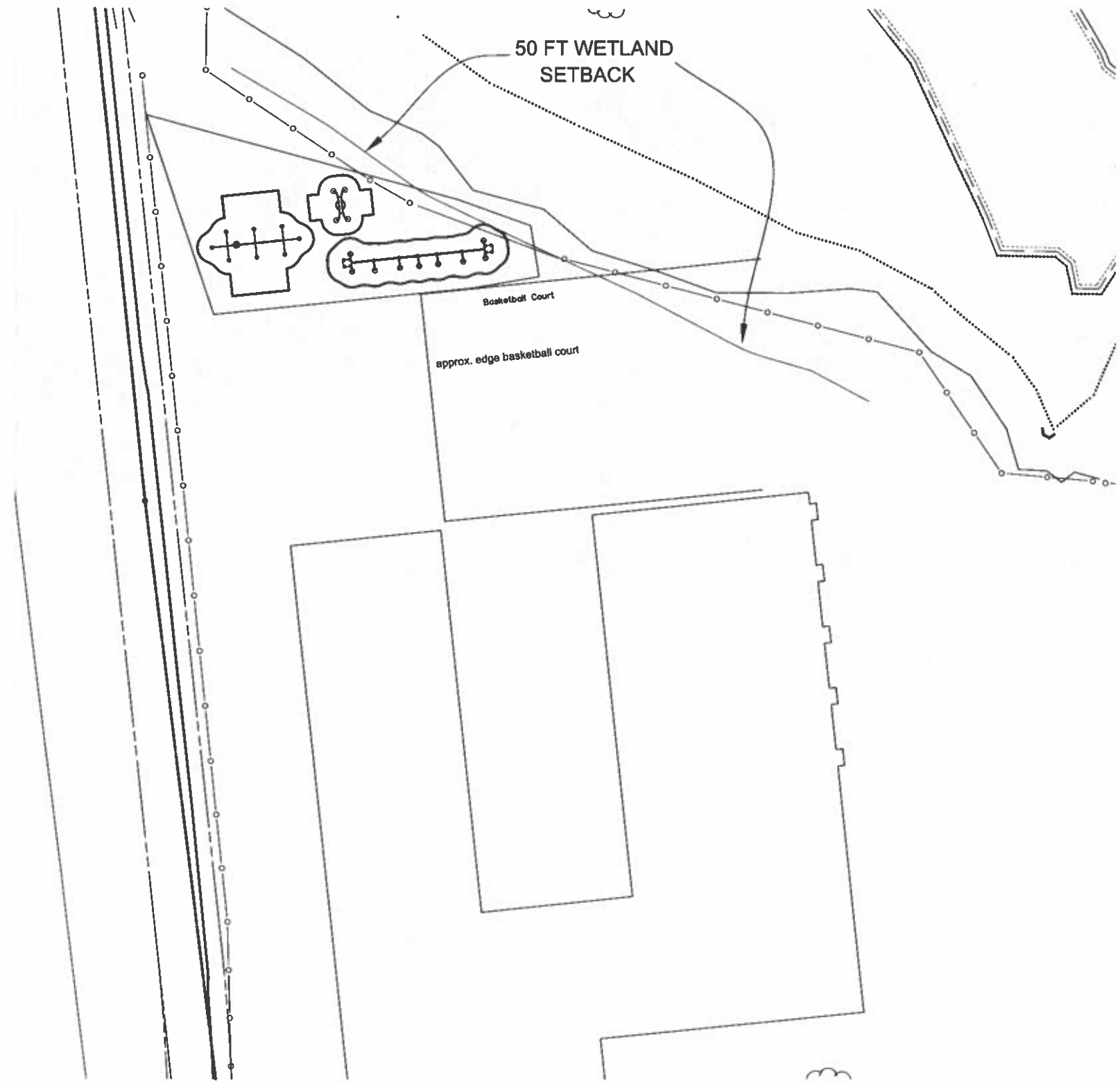
Model: 5056
Use Zone: 23'-2" X 24'-9"
Fall Height: 8'
Age Group: 2 to 5 Years
Age Group: 5 to 12 Years

Limited Lifetime Warranty on uprights, hardware and connections. Visit gametime.com/warranty for full warranty information

50 FT WETLAND
SETBACK

Basketball Court

approx. edge basketball court



To: Darien Board of Education
 From: Dr. Alan Addley, Superintendent of Schools
 Subject: Draft Education Goals 2022-2023
 Date: August 19, 2022

The draft 2022-2023 Board of Education Goals include suggested strategies and measurements that complement the District's Strategic Plan. Quarterly updates will be provided over the course of the school year. The following highlighted changes have been made based on the Board's feedback from the July 26th meeting.

Goal 1	Strategic Work	Measures
Evaluate and maximize safety and security practices for students and staff.	<ul style="list-style-type: none"> ● Review current practices and infrastructure across the District. ● Initiate a security audit and implement findings to refine and update school safety and security measures. ● Maintain partnerships with public safety officials. ● Enhance crisis communication plans. ● Provide additional training for administrators, teachers, staff regarding violence prevention, security, and emergency practices. ● Liaison with the HHR Committee on security matters 	<ul style="list-style-type: none"> ● Completed external safety audit. ● Updated policies and practices. ● Updated Emergency Response Plan. ● Utilization of various technologies for communication. ● Completed and implemented identified training. ● Funding for safety improvements for students and staff.
Goal 2	Strategic Work	Measures
Support systems and practices to address the mental health and wellness needs of students and staff.	<ul style="list-style-type: none"> ● Provide a monthly mental health and wellness update to the Board. ● Partner with Darien's Mental Health Task Force and Postvention Team members to provide proactive measures to support student, staff, and family wellness. ● Promote social and emotional learning Pre-K -12+ to support wellness. ● Provide resources to support mental health needs across the District. ● Support District participation in the State Pilot of SEL Screening (Aperture's DESSA SEL Screener) 	<ul style="list-style-type: none"> ● Board of Education updates. ● Annual update from District mental health providers. ● Completed CSDE SEL Screening Pilot participation. ● Administrative recommendations/interventions to support wellness and mental health of students and staff.

Goal 3	Strategic Work	Measures
Oversee the Year 2 implementation of the Strategic Plan.	<ul style="list-style-type: none"> ● Provide governance and support for Year 2 strategies. ● Utilize the Strategic Plan to guide policies and decision making. ● Revise Strategic Plan where necessary & needed. ● Provide financial resources through the budget development process. ● Establish Superintendent goals that support the Strategic Plan. 	<ul style="list-style-type: none"> ● Implemented Year 2 strategies and actions in the Strategic Plan. ● Approved FY24 Budget that supports the goals of the Strategic Plan. ● Provided quarterly updates to the Board in tandem with BOE Goals update.
Goal 4	Strategic Work	Measures
Enhance Board and District communications.	<ul style="list-style-type: none"> ● Establish a BOE Communications Committee. ● Provide continuity of meetings and engagement with the community. ● Audit current communication systems. ● Survey stakeholders to identify preferred means of communication. ● Celebrate student and staff achievements. ● Provide communication on the Strategic Plan. ● Collaborate on shared communication with administration. ● Work collaboratively with the Policy Committee to identify policies and procedures to support and enhance District communications. 	<ul style="list-style-type: none"> ● Established communications committee. ● Community presence and voice in meetings. ● Increased quality and variety of communications. ● Published joint communications with the Board and Administration. ● Updated communication methods based on survey results. ● Developed media package that includes logs, template and standards for District communications.

Memorandum

To: Board of Education

From: Policy Committee

Date: July 26, 2022

Re: Further Review of Policies

The Policy Committee is recommending changes to the following policies:

Board Policy 5240, Hazing: Repeal this Policy. The prohibitions against hazing are already included in Policy 5175, Bullying Prevention and Intervention and Safe School Climate, and/or Policy 5275, Sex Discrimination and Sexual Harassment (in the event that hazing also constitutes a Title IX violation). It would therefore be confusing and cumbersome to have a separate process for reporting and dealing with hazing. Shipman and Goodwin suggests that we include the responsibilities of coaches and advisors with respect to hazing that are currently included in this Policy in our athletic/extracurricular handbook.

Board Policy 5260, Use of Reasonable Physical Force: Repeal this Policy. Policy 5100, Physical Restraint and Seclusion of Students and Use of Exclusionary Time Out, more appropriately captures what the physical force policy is trying to achieve and provides additional legal context regarding the use of physical force in the educational setting. In fact, Policy 5100 references Conn. Gen. Stat. Section 53a-18 (among others), which is the statute cited and quoted in the physical force policy.

Board Policy 5350, Immunizations: Repeal the existing policy and replace it with Shipman and Goodwin's model policy. The revisions to this policy are extensive and include:

- Revisions that reflect the requirement in Conn. Gen. Stat. § 10-204a that a town pay for immunizations required for school attendance in the event that the parents or guardians of a child are unable to pay for such immunizations
- Revisions to comply with Public Act No. 21-6, which revised the religious exemption to the immunization requirements for school attendance
- Revisions that are technical or stylistic in nature or update legal references

Board Policy 5710, Non-Discrimination of Students: Repeal the existing policy and replace it with Shipman and Goodwin's model policy. The revisions to this policy are extensive and include:

- Revisions based on Public Act 17-127, which prohibits discrimination by against an individual on the basis of his/her "status as a veteran."
- Revisions to clarify that discrimination based on alienage or citizenship status is prohibited by law
- Revisions that clarify that complaints can be filed regarding discrimination and harassment, and that individuals who wish to request or discuss accommodations based on religion or disability may contact relevant school officials.

- Revisions that clarify that complaints based on allegations of discrimination or harassment for reasons such as gender identity or sexual orientation will be handled pursuant to the Board's policies regarding sex discrimination and sexual harassment.
- Revisions to the regulations to reflect that complaints against the Superintendent should be filed with the Board Chair, who will take appropriate steps to cause the matter to be investigated in a manner consistent with board policy and regulation.
- Revisions that clarify when timelines for investigation of complaints may be reasonably extended.
- Revisions to statutory references and legal citations.

Proposed New Board Policy 1320, Civility and Respectful Conduct: Shipman and Goodwin does not maintain a model policy on Civility but they have drafted policies for other districts. The attached policy is what they are recommending. It outlines specific examples of prohibited conduct and potential disciplinary consequences. While the entire policy is new, the highlighted changes are a result of the Policy Committee requesting that Board members be covered by this policy as well as students, staff and third parties.

**Darien Public Schools
Darien, Connecticut**

POLICY

**Series 5200
Rights and Responsibilities**

Policy 5240

HAZING

I. Purpose

The purpose of this policy is to maintain a safe learning environment for students and staff that is free from hazing. Hazing activities of any type are inconsistent with the educational goals of the school district and are prohibited at all times. The Board of Education will not tolerate hazing in the Darien Public Schools and, through responsible management, will both endeavor to prevent it from occurring and address promptly, fairly and confidentially all reports of such conduct.

II. Statement of Policy/Definition

Hazing is defined as any form or type of physical, verbal, and/or emotional mistreatment, abuse, and/or harassment of a student in connection with a student's participation in or membership on an interscholastic athletic team or in any school-sponsored activities; and/or forcing, coercing or intimidating any student to participate in any illegal or inappropriate activities in connection with the student's participation or membership in the foregoing. Hazing is prohibited whether it occurs on or off school grounds and whether it occurs during, prior to, or after the season or school day. Hazing activities may include, but are not limited to the following: whipping; beating; branding; forced calisthenics; coerced consumption of any food, liquor, beverage, drug or other substance; or any coerced treatment or activity that is likely to adversely affect the physical health or emotional health and safety of any student, or that subjects such student to emotional distress, including extended isolation and any deprivation of sleep or rest.

III. Responsibilities of Coaches/Advisors

Compliance with this policy is a mandatory requirement of participation in interscholastic athletic activities and school-sponsored activities. Coaches/advisors are required, prior to the commencement of the season/activity, to meet with their team/club members and assistant coaches/advisors to explain the policy. They are responsible for ensuring player/member and assistant coach/advisor compliance with this policy.

In the event that coaches/advisors become aware of any violations of this policy, they must promptly notify the Director of Athletics, in the case of athletics, and the school principal, in the case of co-curricular activities.

Failure of coaches/advisors or their staff assistants to responsibly enforce compliance with this policy will result in disciplinary action up to and including termination.

IV. Training

The Director of Athletics will meet with all coaches prior to each season to review the hazing policy. All coaches will receive copies of the policy. The school principal will meet with all teachers at the beginning of each school year and at other times when appropriate to review the hazing policy. All teachers will receive a copy of the policy.

V. Reporting Procedures

- A. Any person who believes he or she has been the victim of hazing or any person with knowledge or belief of conduct which may constitute hazing shall report the alleged acts immediately to the school principal and, in the case of athletics, additionally to the Director of Athletics.
- B. The building principal and the Director of Athletics will keep the Superintendent of Schools apprised of the status of hazing complaints and incidents brought to their attention.
- C. Submission of a good faith complaint or report of hazing will not affect the complainant or reporter's future employment, grades, or work assignments.

VI. School District Action

- A. Upon receipt of a complaint or report of hazing, the school district shall promptly undertake an investigation.
- B. Upon completion of the investigation, the school district will take appropriate action, if warranted, in accordance with Darien Public School Policies and Procedures, including but not limited to the Board's Student Discipline Policy.

VII. Retaliation

The school district will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or any employee of the school district who retaliates against any person who makes a good faith report of alleged hazing or against any person who assists or participates in an investigation of alleged hazing, or against any person

who testifies, assists, or participates in a proceeding or hearing relating to such hazing. Retaliation includes, but is not limited to, any form of intimidation, reprisal, or harassment.

APPROVED: August 22, 2000

REVISED: June 9, 2009

**Darien Public Schools
Darien, Connecticut**

POLICY

**Series 5200
Rights and Responsibilities**

Policy 5260

USE OF REASONABLE PHYSICAL FORCE

Reasonable physical force may be used to the extent that, a teacher or other person entrusted with the care and supervision of a minor for school purposes believes it necessary to:

1. protect him/herself or others from immediate physical injury;
2. obtain possession of a dangerous instrument or controlled substance, upon or within the control of such student;
3. protect property from physical damage;
4. restrain student or remove student to another area to maintain order.

Physical force may not be used as a disciplinary measure.

Legal Reference:

Connecticut General Statutes 53a-18

APPROVED: October 10, 1989

REVISED: June 9, 2009

DARIEN PUBLIC SCHOOLS
Darien, CT

Series 5000 Students
Students

Policy 5350

IMMUNIZATIONS

I. Immunization Requirements

In accordance with state law and accompanying regulations, the Darien Public Schools (the “District”) requires each child to be protected by adequate immunization against diphtheria, pertussis, tetanus, poliomyelitis, measles, mumps, rubella, haemophilus influenzae type B, hepatitis A, hepatitis B, varicella, pneumococcal diseases, meningococcal disease and any other vaccine required by the schedule for active immunization as determined by the Commissioner of Public Health pursuant to Conn. Gen. Stat. § 19a-7f, before being permitted to enroll in any program or school under its jurisdiction.

Among other requirements, before being permitted to enter seventh grade, the District requires each child to be vaccinated against meningococcal disease. The District further requires each child to receive a second immunization against measles and tetanus, diphtheria and pertussis (Tdap) before being permitted to enter seventh grade.

Further, each child must have received two doses of immunization against varicella before being permitted to enter kindergarten and seventh grade, and each child must have received two doses of immunization against rubella and mumps before being permitted to enter grades kindergarten through twelve.

By January 1 of each year, children aged 24-59 months enrolled in the District’s preschool program must show proof of receipt of at least one dose of influenza vaccine between August 1 and December 31 of the preceding year. All children aged 24-59 months who have not received vaccination against influenza previously must show proof of receipt of two doses of the vaccine the first influenza season that they are vaccinated. Children seeking to enroll in the District’s preschool program between January 1 and March 31 are required to receive the influenza vaccine prior to being permitted to enter the program. Children who enroll in the preschool program after March 31 of any given year are not required to meet the influenza vaccine requirement until the following January.

Exemption from the applicable requirements of these administrative regulations shall be granted to any child who, before being permitted to enroll:

- (1) presents a certificate from a physician, physician assistant, advanced practice registered nurse or local health agency stating that initial immunizations have been given to such child and additional immunizations are in process
 - (A) under guidelines and schedules specified by the Commissioner of Public Health; or

- (B) in the case of a child enrolled in a preschool program or other prekindergarten program who, prior to April 28, 2021, was exempt from the applicable immunization requirements upon presentation of a statement that such immunizations would be contrary to the religious beliefs of such child or the parents or guardian of such child, as such additional immunizations are recommended, in a written declaration, in a form prescribed by the Commissioner of Public Health, for such child by a physician, a physician assistant or an advanced practice registered nurse. Such statement of religious beliefs shall be acknowledged by a judge of a court of record or a family support magistrate, a clerk or deputy clerk of a court having a seal, a town clerk, a notary public, a justice of the peace, an attorney admitted to the bar of this state, or a school nurse; or
- (2) presents a certificate, in a form prescribed by the Commissioner of Public Health pursuant to Section 7 of Public Act No. 21-6, from a physician, physician assistant, or advanced practice registered nurse stating that in the opinion of a such physician, physician assistant, or advanced practice registered nurse such immunization is medically contraindicated because of the physical condition of such child; or
- (3) in the case of measles, mumps or rubella, presents a certificate from a physician, physician assistant or advanced practice registered nurse or from the Director of Health in such child's present or previous town of residence, stating that the child has had a confirmed case of such disease; or
- (4) in the case of haemophilus influenzae type B, has passed such child's fifth birthday; or
- (5) in the case of pertussis, has passed such child's sixth birthday.

II. Exemptions Based on Religious Beliefs

A. Children Enrolled in Kindergarten Through Twelfth Grade On or Before April 28, 2021

The immunization requirements set forth in Section I of these administrative regulations **shall not apply** to any child who is enrolled in kindergarten through twelfth grade on or before April 28, 2021 if:

1. such child presented a statement, prior to April 28, 2021, from the parents or guardians of such child that such immunization is contrary to the religious beliefs of such child or the parents or guardians of such child, and

2. such statement was acknowledged by a judge of a court of record or a family support magistrate, a clerk or deputy clerk of a court having a seal, a town clerk, a notary public, a justice of the peace, an attorney admitted to the bar of the State of Connecticut, or a school nurse.

B. Students Who Transfer from Another Public or Private School in Connecticut

The immunization requirements set forth in Section I of this policy **shall not apply** to any student who:

1. transfers to the District from another public or private school in Connecticut, and
2. was enrolled in kindergarten through twelfth grade in the other public or private school on or before April 28, 2021, and
3. presented a statement, prior to April 28, 2021, from the parents or guardians of such child that such immunization is contrary to the religious beliefs of such child or the parents or guardians of such child, and such statement was acknowledged by a judge of a court of record or a family support magistrate, a clerk or deputy clerk of a court having a seal, a town clerk, a notary public, a justice of the peace, an attorney admitted to the bar of the State of Connecticut, or a school nurse.

C. Children Enrolled in Preschool or Prekindergarten Prior to April 28, 2021

Any child who is enrolled in a preschool program or other prekindergarten program prior to April 28, 2021 who:

1. presented a statement, prior to April 28, 2021, from the parents or guardians of such child that such immunization is contrary to the religious beliefs of such child or the parents or guardians of such child, and
2. such statement was acknowledged by a judge of a court of record or a family support magistrate, a clerk or deputy clerk of a court having a seal, a town clerk, a notary public, a justice of the peace, an attorney admitted to the bar of the State of Connecticut, or a school nurse, but
3. did not present a written declaration from a physician, a physician assistant or an advanced practice registered nurse stating that additional immunizations are in process as recommended by such physician, physician assistant or advanced practice registered nurse,

rather than as recommended under guidelines and schedules specified by the Commissioner of Public Health

shall comply with the immunization requirements provided for in Section I of these administrative regulations on or before September 1, 2022, or not later than fourteen (14) days after transferring to a program operated by a school under the jurisdiction of the District, whichever is later.

In accordance with state law, the _____ Board of Education (“Board”) and the District shall not be liable for civil damages resulting from an adverse reaction to a nondefective vaccine required to be administered by state law.

If the parents or guardians of any child are unable to pay for any required immunization, the expense of such immunization shall, upon the recommendation of the Board, be paid by the town of the child’s residence.

The District designates **[insert name of responsible staff member]** as the representative for receipt of reports from health care providers concerning student immunizations.

The current required immunizations for elementary (including preschool), middle and high school students can be found at: https://portal.ct.gov/-/media/SDE/School-Nursing/Forms/Immunization_Requirements.pdf.

In implementing these regulations, the District shall consider state guidance and supporting documents and comply with applicable law.

Legal Reference: Connecticut General Statutes
§ 10-204a Required immunizations
§ 10-204c Immunity from liability
Public Act No. 21-6, “An Act Concerning Immunizations”

Regulations of Connecticut State Agencies
§ 10-204a-2a Adequate Immunization

Letter to Superintendents of Schools et al. from Connecticut State Departments of Public Health and Education, *Reinstatement of Prekindergarten and Kindergarten School Immunization Entry Requirement for Haemophilus Influenza Type B (Hib) Vaccine*, June 25, 2010.

Letter to Superintendents of Schools et al. from Connecticut State Departments of Public Health and Education, *Changes in the Immunization Requirements for School Entry*, March 15, 2011.

State Department of Education, Guidance Regarding Public Act 21-6, “An Act Concerning Immunizations,” May 25, 2021.

ADOPTED: June 9, 2009
REVISED: _____

6/25/2021

DRAFT

**Darien Public Schools
Darien, Connecticut**

POLICY

**Series 5300
Welfare**

Policy 5350

IMMUNIZATION REQUIREMENTS

In accordance with state law, the Darien Board of Education requires each child to be protected by adequate immunization against diphtheria, pertussis, tetanus, poliomyelitis, measles, mumps, rubella, hemophilus influenzae type B, hepatitis B, varicella and any other vaccine required by the schedule for active immunization as determined by the Commissioner of Public Health pursuant to Conn. Gen. Stat. § 19a-7f, prior to enrolling in any program or school under its jurisdiction. Adequate immunization shall be determined by the Board in accordance with the Regulations of Connecticut State Agencies Section 10-204a-2a. The Board also requires each child to receive a second immunization against measles before being permitted to enter seventh grade. Exemption from the pertinent requirements of this policy shall be granted to any child who:

- (1) presents a certificate from a physician or local health agency stating that initial immunizations have been given to such child and additional immunizations are in process under guidelines and schedules specified by the Commissioner of Health; or
- (2) presents a certificate from a physician stating that in the opinion of a such physician, such immunization is medically contraindicated because of the physical condition of such child; or
- (3) presents a statement from the parents or guardian of such child that such immunization would be contrary to the religious beliefs of such child; or
- (4) in the case of measles, mumps or rubella, presents a certificate from a physician or from the Director of Health in such child's present or previous town of residence, stating that the child has had a confirmed case of such disease; or
- (5) in the case of hemophilus influenzae type B, has passed his/her fifth birthday; or
- (6) in the case of pertussis, has passed his/her sixth birthday.

In accordance with state law, the Darien Board of Education shall not be liable for civil damages resulting from an adverse reaction to a nondefective vaccine required to be administered by state law.

The Board of Education designates [insert name of responsible staff member] as the representative for receipt of reports from health care providers concerning student immunizations.

Legal Reference: Connecticut General Statutes
 § 10-204a Required immunizations
 § 10-204c Immunity from liability
 Public Act 03-211 “An Act Concerning the Provision of Medical
 Care for Students’ Health Care Needs.”

Connecticut Agencies Regulations
§ 10-204a-2a Adequate Immunization

ADOPTED: June 9, 2009

REVISED:

**Darien Public Schools
Darien, Connecticut**

POLICY

Series 5700

Non-Discrimination (Students)

Policy 5710

NON-DISCRIMINATION OF STUDENTS

The Board of Education complies with all applicable federal, state and local laws prohibiting the exclusion of any person from any of its educational programs or activities, or the denial to any person of the benefits of any of its educational programs or activities because of race, religion, color, national origin, sex, sexual orientation, marital status, age, disability, pregnancy, or gender identity or expression, subject to the conditions and limitations established by law.

It is the policy of the Board that any form of discrimination or harassment on the basis of race, religion, color, national origin, sex, sexual orientation, marital status, age, disability, pregnancy, gender identity or expression, or any other basis prohibited by state or federal law is prohibited, whether by students, Board employees or third parties subject to the control of the Board. The Board's prohibition of discrimination or harassment in its educational programs or activities expressly extends to academic, nonacademic and extracurricular activities, including athletics. It is also the policy of the Board to provide for the prompt and equitable resolution of complaints alleging any discrimination on the basis of protected characteristics such as race, color, religion, age, sex, sexual orientation, marital status, national origin, disability, pregnancy, gender identity or expression.

For the purposes of this policy, "gender identity or expression" means a person's gender-related identity, appearance or behavior, whether or not that gender-related identity, appearance or behavior is different from that traditionally associated with the person's physiology or assigned sex at birth, which gender-related identity can be shown by providing evidence including, but not limited to, medical history, care or treatment of the gender-related identity, consistent and uniform assertion of the gender-related identity or any other evidence that the gender-related identity is sincerely held, part of a person's core identity or not being asserted for an improper purpose.

Legal References:

Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681, *et seq.*

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d, *et seq.*

Americans with Disabilities Act, 42 U.S.C. § 12101, *et seq.*

Connecticut General Statutes § 10-15c and § 46a-81a, *et seq.* - Discrimination on basis of sexual orientation

Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794, *et seq.*

ADOPTED: June 9, 2009

REVISED: August 27, 2013

**Darien Public Schools
Darien, Connecticut**

POLICY

**Series 5700
Non-Discrimination (Students)**

Policy 5710

**ADMINISTRATIVE REGULATIONS REGARDING DISCRIMINATION
COMPLAINTS (STUDENTS)**

It is the express policy of the Darien Board of Education to provide for the prompt and equitable resolution of complaints alleging any discrimination on the basis of protected characteristics such as race, color, religion, age, sex, sexual orientation, marital status, national origin, disability, pregnancy, gender identity or expression. In order to facilitate the timely resolution of such complaints any student who feels that he/she has been discriminated against on the basis of these protected characteristics should file a written complaint with:

Office of the Superintendent of Schools
Darien Public Schools
35 Leroy Avenue
Darien, CT 06820

Preferably, complaints should be filed within thirty (30) days of the alleged occurrence. Timely reporting of complaints facilitates the investigation and resolution of such complaints.

Complaints will be investigated promptly and corrective action will be taken when allegations are verified.

Specifically, upon receipt of a written complaint of discrimination, the Superintendent and/or his or her designee should:

1. offer to meet with the complainant to discuss the nature of his/her complaint;
2. provide the complainant with a copy of the Board's anti-discrimination policy and accompanying regulations;
3. investigate the factual basis of the complaint, including, as applicable, conducting interviews with individuals deemed relevant to the complaint;
4. conduct the investigation in a confidential manner, to the extent practicable, adhering to the requirements of state and federal law;

**Darien Public Schools
Darien, Connecticut**

5. communicate the findings and/or results of any investigation to the complainant; and
6. take appropriate corrective and disciplinary action, as deemed appropriate by the Superintendent and/or his or her designee.

If the complaint involves an allegation of discrimination based on disability or sex, the complainant should be referred to the Board's policies and procedures related to Section 504 of the Rehabilitation Act (for claims of discrimination and/or harassment based on disability) and Sex Discrimination/Sexual Harassment (for claims of discrimination and/or harassment based on sex).

For allegations pertaining to race, color or national origin discrimination, at any stage in this complaint procedure, the complainant has the right to file formal complaints regarding such matters with:

Office of Civil Rights
U.S. Department of Education
8th Floor
5 Post Office Square, Suite 900
Boston, MA 02109-3921
Tel. (617) 289-0111
OCR.boston@ed.gov

If a complaint is filed with the Office of Civil Rights, it must be filed in writing no later than one hundred eighty (180) days after the occurrence of the alleged discrimination.

**Darien Public Schools
Darien, Connecticut**

DARIEN PUBLIC SCHOOLS

Darien, Connecticut

COMPLAINT FORM REGARDING DISCRIMINATION

Name of Complainant_____Date of Complaint_____

Date of the alleged discrimination/harassment_____

Name or names of the discriminator(s) or harasser(s)_____

Location where such discrimination/harassment occurred _____

Name(s) of any witness(es) to the discrimination/harassment_____

Detailed statement of the circumstances constituting the alleged discrimination or
harassment _____

(Signature of Complainant)

(Date)

Name of Administrator investigating complaint and the findings_____

(Signature of Administrator)

(Date)

DARIEN PUBLIC SCHOOLS

Darien, CT

Series 5000
Students

Policy 5710

NON-DISCRIMINATION (STUDENTS)

The Darien Board of Education (the “Board”) complies with all applicable federal, state and local laws prohibiting the exclusion of any person from any of its educational programs or activities, or the denial to any person of the benefits of any of its educational programs or activities because of race, color, religion, age, sex, sexual orientation, marital status, national origin, alienage, ancestry, disability, pregnancy, gender identity or expression, or veteran status, subject to the conditions and limitations established by law.

It is the policy of the Board that any form of discrimination or harassment on the basis of race, color, religion, age, sex, sexual orientation, marital status, national origin, alienage, ancestry, disability, pregnancy, gender identity or expression, or veteran status, or any other basis prohibited by state or federal law is prohibited, whether by students, Board employees or third parties subject to the control of the Board. The Board’s prohibition of discrimination or harassment in its educational programs or activities expressly extends to academic, nonacademic and extracurricular activities, including athletics. It is also the policy of the Board to provide for the prompt and equitable resolution of complaints alleging any discrimination or harassment on the basis of protected characteristics such as race, color, religion, age, sex, sexual orientation, marital status, national origin, alienage, ancestry, disability, pregnancy, gender identity or expression, or veteran status.

For the purposes of this policy, “veteran” means any person honorably discharged from, released under honorable conditions from or released with an other than honorable discharge based on a qualifying condition from active service in, the United States Army, Navy, Marine Corps, Coast Guard and Air Force and any reserve component thereof, including the Connecticut National Guard. “Qualifying condition” means (A) a diagnosis of post-traumatic stress disorder or traumatic brain injury made by an individual licensed to provide health care services at a United States Department of Veterans Affairs facility, (B) an experience of military sexual trauma disclosed to an individual licensed to provide health care services at a United States Department of Veterans Affairs facility, or (C) a determination that sexual orientation, gender identity or gender expression was more likely than not the primary reason for an other than honorable discharge, as determined in accordance with Conn. Gen. Stat. §§ 27-103(c), (d).

For the purposes of this policy, “gender identity or expression” means a person’s gender-related identity, appearance or behavior, whether or not that gender-related identity, appearance or behavior is different from that traditionally associated with the person’s physiology or assigned sex at birth, which gender-related identity can be shown by providing evidence including, but not limited to, medical history, care or treatment of

the gender-related identity, consistent and uniform assertion of the gender-related identity or any other evidence that the gender-related identity is sincerely held, part of a person's core identity or not being asserted for an improper purpose.

For the purposes of this policy, “race” is inclusive of ethnic traits historically associated with race, including but not limited to, hair texture and protective hairstyles. “Protective hairstyles” includes, but is not limited to, wigs, headwraps and hairstyles such as individual braids, cornrows, locs, twists, Bantu knots, afros and afro puffs.

Any student and/or parent/guardian wishing to file a complaint regarding discrimination or harassment may obtain a copy of the Board’s complaint procedures and complaint form, which are included in the Board’s Administrative Regulations Regarding Non-Discrimination/Students. These regulations accompany Board Policy #5710 and are available online at www.darienps.org or upon request from the main office of any district school.

If a complaint involves allegations of discrimination or harassment based on reasons such as gender/sex, gender identity, sexual orientation, disability, or pregnancy, such complaints will be handled under other appropriate policies (e.g., Policy # 4118, Students/Sex Discrimination and Harassment in the Workplace; Policy #5125, Section 504 of the Rehabilitation Act of 1973).

Any student and/or parent/guardian also may file a complaint with the Office for Civil Rights, U.S. Department of Education (“OCR”):

Office for Civil Rights, Boston Office
U.S. Department of Education
5 Post Office Square
Boston, MA 02109- 3921
(617-289-0111)
<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

Any student and/or parent/guardian may also file a complaint with the Connecticut Commission on Human Rights and Opportunities:

Connecticut Commission on Human Rights and Opportunities
450 Columbus Blvd.
Hartford, CT 06103-1835
(860-541-3400 or Connecticut Toll Free Number 1-800-477-5737)

Anyone who has questions or concerns about this policy, and/or who may wish to request or discuss accommodations based on religion, and/or who would like a copy of the Board’s complaint procedures or complaint forms related to claims of discrimination or harassment, may contact:

Marjorie Cion
Director of Human Resources
35 Leroy Avenue
Darien, CT 06820

Anyone who has questions or concerns about the Board's policies regarding discrimination or harassment on the basis of gender/sex, gender identity, or sexual orientation may contact the Board's Title IX Coordinator:

Marjorie Cion
Director of Human Resources
35 Leroy Avenue
Darien, CT 06820

Anyone who has questions or concerns about the Board's policies regarding discrimination or harassment on the basis of disability, and/or who may wish to request or discuss accommodations for a disability, may contact the Board's Section 504/ADA Coordinator:

Shirley Klein
Assistant Superintendent for Special Education and Student Services
35 Leroy Avenue
Darien, CT 06820

Legal References:

Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681, et seq.
Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d, et seq.
Americans with Disabilities Act, 42 U.S.C. § 12101, et seq.
Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794, et seq.
Connecticut General Statutes § 1-1n, "Gender Identity or Expression"
defined
Connecticut General Statutes § 10-15c
Connecticut General Statutes § 27-103
Connecticut General Statutes § 46a-51, Definitions
Connecticut General Statutes § 46a-58, Deprivation of rights
Connecticut General Statutes § 46a-81a, et seq.
Public Act No. 21-79, "An Act Redefining 'Veteran' and Establishing a
Qualifying Review Board"

ADOPTED: June 9, 2009
REVISED: August 27, 2013
REVISED:

6/28/2021

DARIEN PUBLIC SCHOOLS

Darien, CT

ADMINISTRATIVE REGULATIONS REGARDING DISCRIMINATION COMPLAINTS (STUDENTS)

It is the policy of the Darien Board of Education (the “Board”) that any form of discrimination or harassment on the basis of protected characteristics such as race, color, religion, age, sex, sexual orientation, marital status, national origin, alienage, ancestry, disability, pregnancy, gender identity or expression, or veteran status is forbidden, whether by students, Board employees or third parties subject to the control of the Board. Students, Board employees and third parties are expected to adhere to a standard of conduct that is respectful of the rights of all members of the school community.

It is also the policy of the Board to provide for the prompt and equitable resolution of complaints alleging any discrimination or harassment on the basis of protected characteristics such as race, color, religion, age, sex, sexual orientation, marital status, national origin, alienage, ancestry, disability, pregnancy, gender identity or expression, or veteran status.

Any student and/or parent/guardian wishing to file a complaint regarding discrimination or harassment may obtain a copy of the Board’s complaint procedures and complaint form which are included in the Board’s Administrative Regulations Regarding Non-Discrimination/Students. These regulations accompany Board Policy #5710 and are available online at **www.darienps.org** or upon request from the main office of any district school.

If a complaint involves allegations of discrimination or harassment based on reasons such as gender/sex, gender identity, sexual orientation, disability, or pregnancy, such complaints will be handled under other appropriate policies (e.g., Policy #5275, Students/Sex Discrimination and Harassment; Policy #5125, Section 504 of the Rehabilitation Act of 1973).

All other complaints by a student or parents/guardians alleging discrimination or harassment against a student on the basis of the protected characteristics listed herein should file a written complaint with:

Marjorie Cion
Director of Human Resources
35 Leroy Avenue
Darien, CT 06820
203-656-7406

Preferably, complaints should be filed within thirty (30) days of the alleged occurrence. Timely reporting of complaints facilitates the investigation and resolution of such complaints. The district will investigate such complaints promptly and equitably, and will take corrective action when allegations are verified.

The district will not tolerate any reprisals or retaliation that occur as a result of the good faith reporting of charges of harassment or discrimination on the basis of race, color, religion, age, sex, sexual orientation, marital status, national origin, alienage, ancestry, disability, pregnancy, gender identity or expression, or veteran status. Any such reprisals or retaliation will result in disciplinary action against the retaliator, and other corrective actions as appropriate.

The school district will periodically provide staff development for district administrators and periodically distribute this policy and the implementing administrative regulations to staff and students in an effort to maintain an environment free of harassment and discrimination.

Complaint Procedure

As soon as a student feels that he or she has been subjected to discrimination or harassment on the basis of race, color, religion, age, sex, sexual orientation, marital status, national origin, alienage, ancestry, disability, pregnancy, gender identity or expression, or veteran status, he/she should make a written complaint to the building principal or to the building principal, or designee.

If the complaint being filed is against the Superintendent, the complaint should be filed with the Board Chair, who will take appropriate steps, such as retaining an independent investigator, to cause the matter to be investigated in a manner consistent with the Board's non-discrimination policy and regulation. If either the Superintendent or any other party to the complaint is not satisfied with the findings and conclusions of the investigation, within (30) calendar days of receiving the findings, such party may present the complaint and written outcome to the Board Chair, who will take appropriate steps, such as retaining an independent investigator different from the investigator who investigated the complaint, to cause the matter to be reviewed in a manner consistent with the Board's non-discrimination policy and regulation.

The student will be provided a copy of the Board's policy and regulation and made aware of the student's rights under this policy and regulation. In the event the building principal receives a complaint alleging discrimination or harassment based on gender/sex, gender identity, sexual orientation, disability or pregnancy, the building principal shall follow the procedures identified in the appropriate Board policies ((e.g., Policy 5275, Sex Discrimination and Sexual Harassment (Students); Policy # 5125, Section 504 of the Rehabilitation Act of 1973), where applicable, rather than the complaint procedures provided in this policy.

The complaint should state the:

- A. Name of the complainant,
- B. Date of the complaint,

- C. Date(s) of the alleged harassment/discrimination,
- D. Name(s) of the harasser(s) or discriminator(s),
- E. Location where such harassment/discrimination occurred,
- F. Names of any witness(es) to the harassment/discrimination,
- G. Detailed statement of the circumstances constituting the alleged harassment/discrimination; and
- H. Proposed remedy.

Any student who makes an oral complaint of harassment or discrimination to any of the above-mentioned personnel will be provided a copy of this regulation and will be requested to make a written complaint pursuant to the above procedure. If a student (or individual acting on behalf of the student) is unable to make a written complaint, the administrator receiving the oral complaint will either reduce the complaint to writing or assist the student (individual acting on behalf of the student) in completing the written complaint form.

All complaints are to be forwarded immediately to the Superintendent or designee. Upon receipt of a complaint alleging harassment or discrimination under this complaint procedure, the Superintendent shall designate a district or school administrator to promptly investigate the complaint. During the course of the investigation, the investigator shall interview or consult with all individuals reasonably believed to have relevant information, including the complainant, the alleged harasser/discriminator and any witnesses to the conduct. Complaints will be investigated promptly within the timeframes identified below. Timeframes may be extended as needed given the complexity of the investigation, availability of individuals with relevant information and/or other extenuating circumstances. Confidentiality will be maintained by all persons involved in the investigation to the extent possible, as determined by the investigator.

Upon receipt of a written complaint of discrimination or harassment, the investigator should:

1. Offer to meet with the complainant (and respondent, if applicable) within ten (10) business days (provided that such timeframe may be reasonably extended based on the availability of necessary witnesses and/or participants, the complexity of the investigation, and/or other extenuating circumstances) to discuss the nature of the complaint, identify individuals the complainant believes has relevant information, and obtain any relevant documents the complainant may have;

2. Provide the complainant (and respondent, if applicable) with a copy of the Board's non-discrimination policy and accompanying regulations;
3. Investigate the factual basis of the complaint, including, as applicable, conducting interviews with individuals deemed relevant to the complaint;
4. Conduct an investigation that is adequate, reliable, and impartial. Investigate the factual basis for the complaint, including conducting interviews with individuals with information and review of documents relevant to the complaint;
5. Maintain confidentiality to the extent practicable throughout the investigative process, in accordance with state and federal law;
6. Communicate the outcome of the investigation in writing to the complainant (and respondent, if applicable) (to the extent permitted by state and federal confidentiality requirements), within thirty (30) business days (provided that such timeframe may be reasonably extended based on the availability of necessary witnesses and/or participants, the complexity of the investigation, and/or other extenuating circumstances) from the date the complaint was received by the Superintendent's office. The complainant (and respondent, if applicable) shall be notified of any extension of the investigation timeline. The written notice shall include a finding whether the complaint was substantiated and if so, shall identify, to the extent possible, how the district will remedy the discrimination or harassment, adhering to the requirements of state and federal law;
7. If a complaint is made during summer recess, the complaint will be reviewed and addressed as quickly as possible given the availability of staff and/or other individuals who may have information relevant to the complaint. If fixed timeframes cannot be met, the complainant (and respondent, if applicable) will receive notice and interim measures may be implemented as necessary (see subparagraph 6);
8. Whenever allegations are verified, ensure that appropriate corrective action is taken (including, but not limited to, disciplinary action) aimed at preventing the recurrence of the discrimination or harassment. Corrective action should include steps to avoid continuing discrimination or harassment;
9. If the complainant (and/or respondent, if applicable) is not satisfied with the findings and conclusions of the investigation, the complainant (and/or respondent, if applicable) may present the complaint and written outcome to the Superintendent within thirty (30) calendar days of receiving the findings. Upon review of a written request from the complainant (and/or respondent, if applicable), the Superintendent shall review the investigative results of the investigator and determine if further action and/or investigation is warranted.

Such action may include consultation with the investigator and complainant (and/or respondent, if applicable), a meeting with appropriate individuals to attempt to resolve the complaint, or a decision affirming or overruling the investigator's conclusions or findings. The Superintendent shall provide written notice to the complainant (and respondent, if applicable) of the proposed actions within fifteen (15) business days (provided that such timeframe may be reasonably extended based on the availability of necessary witnesses and/or participants, the complexity of the investigation, and/or other extenuating circumstances) following the receipt of the written request for review.

Any student and/or parent/guardian also may file a complaint with the Office for Civil Rights, U.S. Department of Education ("OCR"):

Office for Civil Rights, Boston Office
U.S. Department of Education
8th Floor
5 Post Office Square
Boston, MA 02109- 3921
(617-289-0111)
<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

Any student and/or parent/guardian may also file a complaint with the Connecticut Commission on Human Rights and Opportunities:

Connecticut Commission on Human Rights and Opportunities
450 Columbus Blvd.
Hartford, CT 06103-1835
(860-541-3400 or Connecticut Toll Free Number 1-800-477-5737)

Anyone who has questions or concerns about these regulations, and/or who may wish to request or discuss accommodations based on religion, may contact:

Marjorie Cion
Director of Human Resources
35 Leroy Avenue
Darien, CT 06820
203-656-7406

Anyone who has questions or concerns about the Board's policies regarding discrimination or harassment on the basis of gender/sex, gender identity, or sexual orientation may contact the Board's Title IX Coordinator:

Marjorie Cion
Director of Human Resources
35 Leroy Avenue
Darien, CT 06820
203-656-7406

Anyone who has questions or concerns about the Board's policies regarding discrimination or harassment on the basis of disability, and/or who may wish to request or discuss accommodations for a disability, may contact the Board's Section 504/ADA Coordinator:

Shirley Klein
Assistant Superintendent for Special Education and Student Services
35 Leroy Avenue
Darien, CT 06820
203-656-7474

DARIEN PUBLIC SCHOOLS
Darien, CT

DISCRIMINATION/HARASSMENT COMPLAINT FORM
(For complaints based on race, color, religion, age, sex, sexual orientation, marital status, national origin, alienage, ancestry, disability, pregnancy, gender identity or expression, or veteran status)

Name of the complainant _____

Date of the complaint _____

Date of the alleged discrimination/harassment _____

Name or names of the discriminator(s) or harasser(s) _____

Location where such discrimination/harassment occurred _____

Name(s) of any witness(es) to the discrimination/harassment _____

Detailed statement of the circumstances constituting the alleged discrimination or harassment _____

Proposed remedy _____

DARIEN PUBLIC SCHOOLS
Darien, CT

Series 1000
Community/Board Operation

Policy 1320

Civility and Respectful Conduct

Maintaining an environment that is supportive of learning, free of disruptive conduct, and models appropriate behavior for students is essential to educational success. To further this goal, it is the policy of the Darien Board of Education (the “Board”) to promote civility and respectful conduct among students, Board members, Board employees, and third parties while at school, on school property, at school-sponsored activities, and in connection with the Board’s educational programs and activities. It is also the Board’s policy that harassing, defamatory, obscene, abusive, discriminatory, and/or threatening conduct at school, on school property, at school-sponsored activities, or in connection with the Board’s educational programs and activities is prohibited, whether by students, Board employees, or third parties, and may result in disciplinary action and/or other consequences, as applicable.

For purposes of this policy, “third parties” means any individual present at school, on school property, at school-sponsored activities, and/or acting in connection with the Board’s educational programs or activities, including, but not limited to, parents, guardians, representatives, agents, consultants, and attorneys. The Board’s educational programs and activities include academic, nonacademic, and extracurricular activities, including athletics.

The Superintendent or designee is hereby directed to develop administrative regulations that establish expectations regarding civility and respectful conduct and outline the possible consequences for failure to adhere to such expectations.

The Board will enforce this policy with respect to conduct by Board members, consistent with Board bylaws and applicable law.

DARIEN PUBLIC SCHOOLS
Darien, CT

Administrative Regulations

Purpose

Maintaining an environment that is supportive of learning, free of disruptive conduct, and models appropriate behavior for students is essential to educational success. To further this goal, it is the policy of the Darien Board of Education (the “Board”) to promote civility and respectful conduct among students, Board members, Board employees, and third parties while at school, on school property, at school-sponsored activities, and in connection with the Board’s educational programs and activities. It is also the Board’s policy that harassing, defamatory, obscene, abusive, discriminatory, and/or threatening conduct at school, on school property, at school-sponsored activities, or in connection with the Board’s educational programs and activities is prohibited, whether by students, Board employees, or third parties, and may result in disciplinary action and/or other consequences, as applicable.

For purposes of these administrative regulations, “third parties” means any individual present at school, on school property, at school-sponsored activities, and/or acting in connection with the Board’s educational programs or activities, including, but not limited to, parents, guardians, representatives, agents, consultants, and attorneys. The Board’s educational programs and activities include academic, nonacademic, and extracurricular activities, including athletics.

The intent of these administrative regulations is to help the Board and the Administration of the Darien Public Schools (the “Administration”) maintain a civil, respectful environment at school, on school property, at school-sponsored activities, at Board meetings, and in connection with the Board’s educational programs and activities for students, Board members, Board employees, and third parties. These administrative regulations describe the Board’s and the Administration’s expectations regarding civility and respectful conduct and set forth the possible consequences for failure to adhere to such expectations.

Expectations Regarding Civility and Respectful Conduct

The Board and the Administration require students, Board members, Board employees, and third parties while at school, on school property, at school-sponsored activities, at Board meetings, and in connection with the Board’s educational programs and activities to act and communicate in a manner that promotes respect for the dignity and worth of all individuals, regardless of race, color, religion, age, sex, sexual orientation, marital status, national origin, alienage, ancestry, disability, pregnancy, gender identity or expression, or veteran status. All adults participating in the school community are expected to communicate and act in a manner that models appropriate conduct for students. The Administration will regulate conduct by students, Board employees, and third parties while at school, on school property, at school-sponsored activities, and in connection

DARIEN PUBLIC SCHOOLS
Darien, CT

with the Board's educational programs and activities when such conduct is contrary to these fundamental principles.

Specifically, the Administration will regulate disruptive conduct (including, without limitation, actions and communications) that:

- interfere with, disrupt, and/or undermine the orderly operation of the Board's educational programs or activities;
- are used to engage in harassing, defamatory, obscene, abusive, discriminatory, threatening, and/or similarly inappropriate conduct;
- create a hostile environment;
- breach confidentiality obligations of Board employees; and/or
- violate the law, Board policies, and/or other school rules and regulations.

Examples of Prohibited Conduct

Prohibited conduct includes, but is not limited to:

- using loud and/or offensive language (for example, swearing or displaying a temper);
- invading another person's space by moving close to the person in an aggressive or threatening manner;
- threatening to do physical and/or emotional harm to another person;
- damaging, destroying, and/or threatening to damage or destroy school property or property under the Board's control;
- harassing, defamatory, obscene, abusive, discriminatory, or threatening verbal, written, and/or electronic communications; and/or
- any other behavior which disrupts the orderly operation of the Board's educational programs or activities.

Recourse

Students

Any student who believes they were subject to conduct prohibited under Board Policy #1320 and these administrative regulations may report such conduct to a teacher, guidance counselor, and/or school administrator. The Administration will review any such reports in a timely manner and take appropriate action if the Administration determines that a violation of Board Policy #1320 and these administrative regulations has occurred.

Board Employees

Any Board employee who believes they were subject to conduct prohibited under Board Policy #1320 and these administrative regulations may report such conduct to their

DARIEN PUBLIC SCHOOLS
Darien, CT

immediate supervisor and/or an appropriate school administrator. The Administration will review any such reports in a timely manner and take appropriate action if the Administration determines that a violation of Board Policy #1320 and these administrative regulations has occurred.

Third Parties

Any third party who believes they were subject to conduct prohibited under Board Policy #1320 and these administrative regulations may report such conduct to the Director of Human Resources or the Superintendent of Schools. The Administration will review any such reports in a timely manner and take appropriate action if the Administration determines that a violation of Board Policy #1320 and these administrative regulations has occurred.

Disciplinary Consequences

Board employees found to be in violation of Board Policy #1320 and these administrative regulations may be subject to disciplinary action, up to and including termination of employment.

Students found to be in violation of Board Policy #1320 and these administrative regulations may be subject to disciplinary action in accordance with the Board's policy concerning Student Discipline.

Third parties found to be in violation of this policy may be directed to leave school property and/or a school-sponsored activity, and/or may be directed to refrain from communicating with Board employees or others in person and/or via electronic means (*e.g.*, email, text message, telephone) for a specified period of time. Repeat violations may result in a long-term denial of access to school property, school-sponsored activities, and certain modes of communication with Board employees and/or others.

PERSONNEL REPORT
August 23, 2022

Item	Name	Action	Replacing/Location/Position	Effective Date		Tenure Area	Certification Class/Step
				From	To		
Appointments							
1	Sarah Ramaley	Appointment	T Fox/MMS/Special Education Department Chair	NA	NA	Teacher	Intermediate Administrator
2	Caitlin O'Keefe	Appointment	M Scalise/MMS/Assistant Principal	8/15/2022	6/30/2024	Teacher	Intermediate Administrator
3	Lara Dower	Appointment	E Whalen/DHS/ School Psychologist	8/24/2022	6/30/2026	Teacher	School Psychologist MA + 30 Step 6
4	Whitney McCarthy	Appointment	J Koch/Holmes/Elementary Teacher	7/25/2022	6/30/2023	Teacher	Elementary Teacher MA Step 6
5	Jacquelyn Koch	Appointment	N Pentore/Itinerant/ Reading Interventionist	8/24/2022	6/30/2023	Teacher	Remedial Reading 1-12 MA Step 12
6	Andrea Madalena	Appointment	S Atkinson/Tokeneke/Speech Pathologist	8/24/2022	6/30/2024	Teacher	Speech and Language Pathologist MA + 30 Step 8
7	Alexandra Lockwood	Appointment	E Stark/MMS/Special Education Teacher	8/24/2022	6/30/2026	Teacher	Comprehensive Special Education MA Step 9
8	Helena Coatsworth	Appointment	K DePiano/MMS/Science Teacher	8/24/2022	6/30/2024	Teacher	Biology 7 - 12 MA Step 19
9	Diana Wohlhieter	Appointment	J Catalano/MMS/Science Teacher	8/24/2022	6/30/2024	Teacher	Biology 7 - 12 MA Step 18
10	Lawrence Chapman	Appointment	T Honohan/DHS/Technology Education Teacher	8/24/2022	6/30/2024	Teacher	Technology Education MA + 30 Step 19
11	Marissa Furnari	Appointment	K Talerico/Ox Ridge/Speech Pathologist	8/24/2022	6/30/2023	Teacher	Speech and Language Pathologist MA + 30 Step 15
12	Nicole Thelen	Appointment	V Kowalski/DHS/Special Education Teacher	8/24/2022	6/30/2022	Teacher	Comprehensive Special Education MA Step 12
13	Mallory Brochu	Appointment	L Niessing/Hindley/ Elementary Teacher	8/24/2022	6/30/2024	Teacher	Elementary Teacher MA Step 9
15	Connor Rebello	Appointment	New Position/Hindley/Physical Education (.4 FTE; .2 new this year)	8/24/2022	TBD	Teacher	Physical Education PK - 12 BA Step 4
16	Emily Rosso	Appointment	E Brown-Holub/Holmes/Elementary Teacher	8/24/2022	6/30/2026	Teacher	Elementary Teacher MA Step 3
17	Justin Warzoha	Appointment	C Field/DHS/Assistant Athletic Director	8/15/2022	6/30/2023	NA	NA
18	Stacy Aloï	Appointment	E. Merritt/Holmes/School Nurse	8/24/2022	6/30/2023	NA	NA
19	Deborah Latham	Appointment	K Yerina/ELP/Special Education Paraprofessional (0.8 FTE)	8/24/2022	6/30/2023	NA	NA
20	Elena Fedorova	Appointment	J Mappa/ Royle/Special Education Paraprofessional	8/24/2022	6/30/2023	NA	NA
21	Ashely Lunney	Appointment	K Fitzpatrick/Royle/ Special Education Paraprofessional	8/24/2022	6/30/2023	NA	NA
22	Lindsay Uzwiak	Appointment	K Haas/Ox Ridge/Special Education Paraprofessional	8/24/2022	6/30/2023	NA	NA
23	Ian Gallagher	Appointment	S Norwood/Tokeneke/Special Education Paraprofessional	8/24/2022	6/30/2023	NA	NA
24	Erin Murray	Appointment	J Thompkins/Holmes/Special Education Paraprofessional	8/24/2022	6/30/2023	NA	NA
25	Luis Crespo	Appointment	New Position/Ox Ridge/ Custodian	8/24/2022	6/30/2023	NA	NA
26	Milton Lopez	Appointment	R Fitzpatrick/Facilities/Groundskeeper	7/26/2022	6/30/2023	NA	NA
Resignations and Retirements (Informational Only)							
27	Tara Olyha	Resignation	MMS/Special Education Teacher		6/30/2022		
28	Jessica Catalano	Resignation	MMS/Science Teacher		6/30/2022		
29	Kelly Baker	Resignation	MMS/Science Teacher		6/30/2022		
30	Kristina Remy	Resignation	MMS/Special Education Teacher		6/30/2022		
31	Tiffany Bruni	Resignation	MMS/Social Studies Teacher		6/30/2022		
32	Jennifer Sacks	Resignation	MMS/English Teacher		6/30/2022		
33	Anthony Pavia	Resignation	MMS School Counselor		6/30/2022		
34	Kelly DePiano	Resignation	MMS/Science Teacher		6/30/2022		
35	Dylan Spielvogel	Resignation	Itinerant/Music teacher		6/30/2022		
36	Monica Herrera	Resignation	DHS/Math teacher		6/30/2022		
37	Alexandra Jabick	Resignation	Holmes/Elementary Teacher		6/30/2022		
38	Laura English	Resignation	Holmes/Elementary Teacher		6/30/2022		
39	Iris Barnett	Resignation	Holmes/Elementary Spanish Teacher		6/30/2022		
40	Carolyn Shea	Resignation	DHS/Library Media Specialist		6/30/2022		
41	Stephen Balasz	Retirement	DHS/ Social Studies Teacher		6/30/2022		
42	Erin Brown-Holub	Resignation	Holmes/Elementary Teacher		6/30/2022		
43	Caroline Edgar	Resignation	Hindley/Instructional Aide		6/30/2022		



Stephen M. Sedor

Member

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Practice Areas

Labor and Employment
Counseling, Training and
Litigation

School Law

Colleges, Universities and
Independent Schools

Labor, Employment Law &
Employee Benefits

Union Issues

Litigation

Internal Investigations

Stephen M. Sedor focuses his practice in the areas of education law, employment litigation and labor disputes. He defends public and private sector employers in lawsuits involving wrongful discharge, employment discrimination, wage and hour disputes, First Amendment and retaliation claims, unfair labor practice charges, restrictive covenants and other disputes. Stephen provides general counseling and advice to public and private sector employers on a wide range of labor and employment matters.

Stephen also focuses his practice on representing boards of education and municipalities on a full range of collective bargaining matters. He represents clients during collective bargaining and binding interest arbitrations, prohibited practice charges and other labor disputes. He frequently appears before the Connecticut State Board of Labor Relations and the Connecticut State Board of Mediation and Arbitration.

Bar and Court Admissions

Connecticut

New York

Stephen's practice also involves representing local boards of education on general education matters, student discipline cases, teacher termination and employee discipline matters, residency issues and other matters involving boards of education. In addition to Stephen's litigation practice, he has argued before the Connecticut Supreme Court.

8/22/2019

Stephen Sedor. Pullman & Comley LLC

U.S. District Court Northern
District of New York

U.S. District Court District of
Connecticut

Education

Quinnipiac University School
of Law, J.D., 1995

Clarkson University, B.A.,
1992

Professional Affiliations

Connecticut Bar Association

Greater Bridgeport Bar Association

Honors & Awards

Named Stamford Lawyer of the Year in the "Labor Law - Management" category in 2016
and 2020 by *The Best Lawyers in America*

Listed in *The Best Lawyers in America* in the areas of employment law - management
and labor law - management since 2015; Listed in the area litigation - labor and
employment since 2016

News & Events

PRESS RELEASE: 33
Pullman & Comley Attorneys
Named to 2020 Best
Lawyers® List

SEMINAR: Stephen Sedor
and Melinda Kaufmann
Presented at 2019 CABA
Collective Bargaining and
Labor Relations Seminar

SEMINAR: Developments in
Labor & Employment Law -
May 2, 2019

SEMINAR: Please Join Us for
Our Fifth Annual School Law
Statewide Seminar

PRESS RELEASE: THIRTY
THREE PULLMAN &
COMLEY ATTORNEYS
RECOGNIZED BY THE
BEST LAWYERS IN
AMERICA® 2019

PRESS RELEASE: Thirty-
four Pullman & Comley
Attorneys Recognized by The
Best Lawyers in America®
2018; Six Named "Lawyer of
the Year"

SEMINAR: Learning
Together: Recent
Developments In The Law
And Practical Solutions For
School Districts

WORKSHOP: Attorney
Stephen M. Sedor To Present
"Ensuring Safe School
Climate in Your District:
Protecting Students,
Complying with Conflicting
Legal Requirements, and
Limiting District Liability"

PRESS RELEASE: Thirty
One Pullman & Comley
Attorneys Recognized by The