POLICY SUB-COMMITTEE MEETING
Regular Meeting
Griswold Board of Education
Superintendent's Office
211 Slater Avenue
Griswold, CT 06351

TUESDAY,
September 10th, 2024
5:00 PM

1. Call to Order

2. Approval of the Minutes—May 7th, 2024

3. Approval of the Minutes—September 3rd, 2024

4. Review, Discussion, and Possible Action on New Policy 0050—Mission-Goals-Objectives—Code of Ethics

5. Review, Discussion, and Possible Action on New Bylaw of the Board 9325.5—Requests for Information by Board Members

6. Review, Discussion, and Possible Action on New Policy 3171.1—Business and Non-Instructional Operations—Non-Lapsing Fund (Non-Regional School Districts)

7. Review, Discussion, and Possible Action on New Policy 0100—Mission-Goals-Objectives—Mission Statement

8. Review, Discussion, and Possible Action on New Policy 0521.2—Mission-Goals-Objectives—Nondiscrimination—Commitment to Religious Neutrality (Prayer in Schools)

9. Next Meeting: Tuesday, October 8th, 2024

10. Adjourn

POLICY SUB-COMMITTEE MEETING
GRISWOLD BOARD OF EDUCATION

TUESDAY,
May 7th, 2024

DRAFT

1. A regular meeting of the Griswold Board of Education's Policy Subcommittee took place on Tuesday, May 7th, 2024, at Griswold Middle School, Superintendent's office, 211 Slater Avenue, Griswold, Connecticut. The Policy Subcommittee meeting was called to order at 5:00 PM by Yvonne Palasky, Chair of the Policy Subcommittee.

PRESENT Yvonne Palasky, GPS Policy Subcommittee Chair; Mary Beth Malin and Jaimee O'Neill-Eaton, GPS Policy Subcommittee Members.

ALSO PRESENT Sean McKenna, GPS Superintendent of Schools.

ABSENT

2. Approval of the Regular Meeting Minutes—March 5th, 2024

MOTION
By Mary Beth Malin
Seconded by Yvonne Palasky
To approve the regular meeting minutes of March 5th, 2024, as presented.
Ayes – Yvonne Palasky and Mary Beth Malin
Nays –
Abstain – Jaimee O'Neill-Eaton
Motion carried.

3. Approval of the Regular Meeting Minutes—April 2nd, 2024

MOTION
By Mary Beth Malin
Seconded by Jaimee O'Neill-Eaton
To approve the regular meeting minutes of April 2nd, 2024, as presented.
Ayes – Mary Beth Malin and Jaimee O'Neill-Eaton
Nays –
Abstain – Yvonne Palasky
Motion carried.

4. Review, Discussion, and Possible Action on Revised Policy 5142.41—Students—Armed Security Guard

MOTION
By Mary Beth Malin
Seconded by Jaimee O'Neill-Eaton
To move forward revised policy #5142.41 – Students – Armed Security Guard, as discussed, to the full BOE for review and discussion as a first reading.
Motion unanimously carried.

5. Review, Discussion, and Possible Action on Revised Regulation 5142.41 – Students – Armed Security Guard

MOTION

By Mary Beth Malin
Seconded by Jaimee O'Neill-Eaton
To move forward revised regulation 5142.41 – Students – Armed Security Guard, to the full Board for review and discussion as a first reading.
Motion unanimously carried.

6. Review, Discussion and Possible Action on Revised Policy 5112- Students – Ages of Attendance/Admissions/Placement

MOTION

By Mary Beth Malin
Seconded by Jaimee O'Neill-Eaton
To move forward revised policy 5112 – Students – Ages of Attendance/Admiissions/Placement, to the full BOE for review and discussion as a first reading.
Motion unanimously carried.

7. Review, Discussion and Possible Action on New Policy 6142.104 – Instruction – Play Based Learning

MOTION

By Jaimee O'Neill-Eaton
Seconded by Mary Beth Malin
To move new policy 6142.104 – Instruction – Play Based Learning, as discussed, to the full Board for review and discussion as a first reading.
Motion unanimously carried.

8. Anything Else that May Properly Come before the Committee – No other business was discussed.

9. Next Meeting: Tuesday, June 4th, 2024 – The Policy subcommittee will hold their next regular meeting on Tuesday, June 4th, 2024, at 5 PM.

10. Adjourn

MOTION

By Jaimee O'Neill-Eaton
Seconded by Mary Beth Malin
To adjourn the Policy subcommittee meeting at 5:16 PM.
Motion unanimously carried.

Minutes prepared by: Sean McKenna/Robin Drobiak

POLICY SUB-COMMITTEE MEETING
GRISWOLD BOARD OF EDUCATION

TUESDAY,
SEPTEMBER 3RD, 2024

DRAFT

1. A special meeting of the Griswold Board of Education's Policy Subcommittee took place on Tuesday, September 3rd, 2024, at Griswold Middle School, Superintendent's office, 211 Slater Avenue, Griswold, Connecticut. The Policy Subcommittee meeting was called to order at 5:00 PM by Yvonne Palasky, Chair of the Policy Subcommittee.

PRESENT Yvonne Palasky, GPS Policy Subcommittee Chair; Mary Beth Malin and Jaimee O'Neill-Eaton, GPS Policy Subcommittee Members.

ALSO PRESENT Sean McKenna, GPS Superintendent of Schools; Deb Martin, GPS Director of Fiscal & Personnel Services; and Martin Osga, Griswold BOE Member.

ABSENT

2. Approval of the Regular Meeting Minutes—May 7th, 2024 – This item was tabled and will be acted on at the next Policy subcommittee meeting.

3. Review, Discussion, and Possible Action on Revised Policy 4000.1/4200.1—Personnel Certified/Non-Certified—Sexual Harassment/Title IX

MOTION By Mary Beth Malin
Seconded by Jaimee O'Neill-Eaton
To waive the second meeting requirement and bring revised policy 4000.1/4200.1 to the full BOE for review, discussion, and action to approve.
Motion unanimously carried.

4. Review/Discussion, and Possible Action on Revised Regulation 4000.1/4200.1—Personnel—Certified/Non-Certified—Sexual Harassment/Title IX

MOTION By Mary Beth Malin
Seconded by Jaimee O'Neill-Eaton
To waive the second meeting requirement and bring revised regulation 4000.1/4200.1 to the full BOE for review, discussion, and action to approve.
Motion unanimously carried.

5. Review/Discussion, and Possible Action on New Policy 5145.44—Students—Sexual Harassment/Title IX

MOTION By Mary Beth Malin
Seconded by Jaimee O'Neill-Eaton
To waive the second meeting requirement and bring new policy 5145.44 to the full BOE for review, discussion, and action to approve.
Motion unanimously carried.

6. Review, Discussion, and Possible Action on New Regulation 5145.44—Students—Sexual Harassment/Title IX

MOTION By Mary Beth Malin
Jaimee O'Neill-Eaton
To waive the second meeting requirement and bring new regulation 5145.44 to the full Board for review, discussion, and action to approve.
Motion unanimously carried.

7. Review, Discussion, and Possible Action on New Policy 4118.232/4218.232—Personnel—Certified/Non-Certified—Alcohol, Drugs, and Tobacco—Drug and Alcohol-Free Workplace

MOTION By Jaimee O'Neill-Eaton
Seconded by Mary Beth Malin
To waive the second meeting requirement and bring new policy #4118.232/4218.232 to the full Board for review, discussion, and action to approve.
Motion unanimously carried.

8. Review, Discussion, and Possible Action on New Policy 0050—Mission-Goals-Objectives—Code of Ethics

MOTION By Jaimee O'Neill-Eaton
Seconded by Mary Beth Malin
To table any action on this new policy at this time.
Motion unanimously carried.

9. Review, Discussion, and Possible Action on New Policy 3542.41- Business/Non-Instructional Operations—Food Service/School Lunch Service—Professional Standards for Food Service Personnel

MOTION By Mary Beth Malin
Seconded by Jaimee O'Neill-Eaton
To waive the second meeting requirement and bring new policy #3542.41 to the full Board for review, discussion, and action to approve.
Motion unanimously carried.

10. Review, Discussion, and Possible Action on New Regulation 3542.41- Business/Non-Instructional Operations—Food Service/School Lunch Service—Professional Standards for Food Service Personnel

MOTION By Mary Beth Malin
Seconded by Jaimee O'Neill-Eaton
To waive the second meeting requirement and bring new regulation #3542.41 to the full Board for review, discussion, and action to approve.
Motion unanimously carried.

11. Review, Discussion, and Possible Action on New Bylaw of the Board 9325.5—Requests for Information by Board Members

MOTION

By Mary Beth Malin
Seconded by Jaimee O'Neill-Eaton
To table action on new Bylaw 9325.5 at this time.

12. Next Meeting: Tuesday, September 10th, 2024 – The Policy subcommittee will hold their next regular meeting on Tuesday, September 10th, 2024, at 5 PM.

13. Adjourn

MOTION

By Jaimee O'Neill-Eaton
Seconded by Mary Beth Malin
To adjourn the Policy subcommittee meeting at 5:20 PM.
Motion unanimously carried.

Minutes prepared by: Sean McKenna/Robin Drobiak

CABE's suggested policy.

Mission-Goals-Objectives

Code of Ethics

This Code of Ethics is based upon "Standards of Leadership for Members of Boards of Education" recommended by the CABE Board of Directors in 1977:

1. I will be a staunch advocate of high quality free public education for all Connecticut children. In fulfilling my responsibilities, I will think of "children first".

2. I will, as an agent of the state, uphold and enforce all laws, rules, regulations, and court orders pertaining to public schools. I will strive to bring any needed change only through legal and ethical procedures.

3. I will strive to help create public schools which meet the individual educational needs of all children regardless of their ability, race, creed, sex, or social standing.

4. I will work unremittingly to help my community understand the importance of proper support for public education, whether it be in providing adequate finance, optimum facilities, staffing and resources, or better educational programs for children.

5. I will join with my Board, staff, community, and students in becoming fully informed about the nature, value, and direction of contemporary education in our society. I will support needed change in our schools.

6. I will strive to ensure that the community is fully and accurately informed about our schools, and will try to interpret community aspirations to the school staff.

7. I will recognize that my responsibility is not to "run the schools" through administration, but together with my fellow Board members, to see that they are well run through effective policies.

8. I will attempt to confine my Board action to policy-making, planning and appraisal, and will help to frame policies and plans only after my Board has consulted those who will be affected by its actions.

9. I will arrive at conclusions only after discussing all aspects of the issue at hand with my fellow Board members in meeting. I will respect the opinions of others, and abide by the principle of majority-rule.

10. I will recognize that authority rests only with the whole Board assembled in public meeting, and will make no personal promises or take any private action which may compromise the Board.

Mission-Goals-Objectives

Code of Ethics (continued)

11. I will acknowledge that the Board represents the entire school community, and will refuse to surrender my independent judgment to special interests or partisan political groups. I will never use my position on the Board for personal gain.

12. I will hold confidential all matters pertaining to schools, which, if disclosed, might needlessly injure individuals or the schools. *This pertains to all matters and matters presented in Executive Session.*

13. I will insist that all school business transactions be open and ethical.

14. I will strive to appoint the best professional leader available when a vacancy exists in the chief administrative position.

15. I will strive to appoint the best trained technical and professional personnel available, upon recommendation by the appropriate administrative officer.

16. I will support and protect school personnel in the proper performance of their duties. I will strive to ensure that all personnel have not only the requisite responsibilities, but the necessary authority to perform effectively.

17. I will refer all complaints through the proper "chain of command" within the system, and will act on such complaints at public meetings only when administrative solutions fail.

Policy adopted:

Sample policies are distributed for demonstration purposes only. Unless so noted, contents do not necessarily reflect official policies of the Connecticut Association of Boards of Education, Inc.

Superintendents of Schools believe board members should have a deep knowledge of their school districts. Such knowledge helps the board to support the superintendent's agenda. The foundation for effective policymaking is an informed board. Therefore, superintendent reports are an important part of every board meeting. It is also necessary for superintendents to keep board members informed of the important issues facing the school district. In addition, superintendents should respond in good faith to responsible and reasonable requests for information.

However, some individual board members have an seemingly insatiable appetite for information, seeing themselves as watchdogs for the public or to satisfy their curiosity. Unfortunately, board members may make many requests for information which can hamper the activities of the central office. Some board members may request documents pertaining to the status of contract negotiations, personnel performance or pending management decisions. In short, the superintendent is faced with the dilemma of how to respond to those board members who may disrupt the flow of district activities with difficult or even inappropriate requests for information. The superintendent should be able to screen such requests through the board chairperson.

A failure to respond or simply rejecting such requests may create the appearance that the administration has something to hide. Moreover, it is not wise to question the motives of a board member, as some requests are legitimate and helpful. The superintendent is faced with the problem of determining how to respond to some board members and not to others.

The superintendent needs to place the responsibility for managing board member requests on the full board. As with other issues, the instrument of choice for regulating board behavior is board policy and bylaws. A bylaw pertaining to information requests makes it clear that board members, subject to the policies that apply to all citizens, have access to public documents. They are also welcome to request information, subject to some safeguards.

The board, through its bylaw, accepts responsibility for checking unreasonable requests for information. In addition, the board goes on record respecting executive privilege. Such a bylaw is based upon the principle that the board must accept responsibility for policing itself. It is difficult, on many issues, for a superintendent to challenge the inappropriate behavior of individual board members. Unless appropriate behavior is agreed upon in advance and defined in policy and bylaws, boards will find it difficult to hold in check inappropriate behaviors of many kinds.

Board members who abuse the requests for information is not at the top of major governance challenges. However, such behaviors can present an unneeded problem for the superintendent. A bylaw pertaining to this issue reflects the responsible actions of the board.

Policy Implications

A new bylaw, #9325.5, "Requests for Information by Board Members," has been prepared and follows for consideration. This is considered an optional bylaw for inclusion in the district's policy manual.

CABE's suggested bylaw.

Bylaws of the Board

Requests for Information by Board Members

Board of Education (Board) members represent the public and are entitled to information regarding District performance that will assist them in governance. All Board member requests for documents or information should be made directly *to the Board Chair*.

Documents subject to Connecticut's Freedom of Information law will be provided, as they are provided to all citizens under Board policy.

Should requests be for information that already exists or data that can be easily gathered and analyzed (provided the request is not for privileged management information, as outlined below), the Superintendent will, in a timely manner provide the information in its most accessible format, to the requesting Board member, with copies to all Board members.

Should the information not exist and/or be difficult to obtain, and should the Superintendent determine that the value of the information to the District be insufficient to justify the time or cost of obtaining it, he/she shall bring the request to the Board, with an estimate of the time/cost of responding to the Board member's request. By Board action, the Board will direct the Superintendent to provide, or not provide, the requested information.

The Board, by this policy, wishes to distinguish between District performance information and privileged management information. Performance information is normally data based on numerical measures of results, District operations or practice patterns. Documents or other management information relating to individuals, contracts, meetings, or events of any ongoing management process, unless under the purview of the Freedom of Information Act, are considered privileged management information and not within the purview of the Board.

(cf. 1120 - Board of Education Meetings re Public Participation)
(cf. 9322 - Public and Executive Sessions)

Legal Reference: Connecticut General Statutes
1-200 Definitions
1-206 Denial of access of public records or meetings. Notice. Appeal
1-210 to 1-213 Access to public records (as amended by PA 02-113)
1-211 Access to computer stored records.
1-214 Public contracts as part of public records.
1-225 to 1-240 Meetings of government agencies to be public

Bylaw adopted by the Board:

cps 1/13

Sample policies are distributed for demonstration purposes only. Unless so noted, contents do not necessarily reflect official policies of the Connecticut Association of Boards of Education, Inc.

NON-LAPSING ACCOUNT/EDUCATION FUND

(BACKGROUND INFORMATION FOR POLICY REVIEW COMMITTEE)

***2024 Legislative Update Impacting Board of Education Non-Lapsing Account/Education Fund**

Prior to the passage of Public Act 24-45 An Act Concerning Education Mandate Relief, School Discipline, and Disconnected Youth, Section 7 state law (Connecticut General Statutes §10-248a) allowed a town board of finance (or the board of selectmen in a town with no board of finance, or the authority otherwise making budget appropriations for the school district) to deposit unexpended funds from the education budget into a non-lapsing account.

Beginning with the **2023-2024 fiscal year,** Section 7 of Public Act 24-45 will allow the local board of education to make this deposit. Current restrictions in the law will continue to apply: 1) the deposited amount cannot exceed 2% of the prior fiscal year's education budget; 2) any expenditures from this account are only made for educational purposes; and 3) any expenditure must be authorized by the town's board of education. However, this new provision will allow local boards of education to decide how much, if any, to place into such an account (up to the 2% cap) or create one if one does not exist. Previously, local boards of education were reliant upon the willingness of a town's fiscal authority to create such an account (and then make any deposits into it), and often, a town's fiscal authority would refrain from doing so, since any unexpended monies would otherwise revert back to the town at the end of the fiscal year.

Regional Boards of Education: Authority to Use Reserve Funds for any Educational Purpose

Prior to the same Act, Section 8, state law (Connecticut General Statutes §10-51(d)(2) allowed regional boards of education to create reserve funds for "capital and non-recurring expenditures," to be financed by appropriated funds and year end surplus operating (budget) funds. **Beginning with the 2023-2024 fiscal year**, Section 8 of Public Act 24-45 will allow *regional boards of education* to create (and expend monies from) these funds *for any "educational expenditure*," not just capital projects/improvements and equipment purchases. The Act renames the account "**the reserve fund for educational expenditures**" instead of the former "reserve fund for capital and nonrecurring expenditures." The other current restrictions for these reserve funds will remain in effect (for example, that such accounts be created by a majority vote of the regional board of education's members, the aggregate amount of annual appropriations and supplemental appropriations from the surplus by the regional district to the fund cannot exceed 2% of the annual district budget for the fiscal year). However, this revision provides an additional tool for regional school districts to consider when determining what to do with any surplus, and whether to 1) reduce the budget assessments to their member towns for the next year, or 2) use the surplus for educational purposes in the future via a deposit into a reserve fund.

Policy Implications

A revision to policy, #3171.1, taking into consideration 2024's Public Act 24-45, Section 7, "Non-Lapsing Education Fund," and Section 8 "Reserve Fund for Educational Expenditures" follows for consideration. This is considered an optional policy for inclusion in a district's policy manual.

A "Memorandum of Agreement" between the board of education and the board of finance is no longer required.

April 2015
Revised July 2019
Revised July 2024

An optional policy to consider.

Business and Non-Instructional Operations

Non-Lapsing Education Fund (Non-Regional School Districts)

The _____ Board of Education (Board) may ~~request the town's Board of Finance~~ deposit into a non-lapsing account any unexpended funds from the Board's prior fiscal year general operating budget, provided such deposited amount does not exceed two percent (2%) of the total budgeted appropriation for education for such prior fiscal year pursuant to C.G.S. 10-248a.

Any expenditure from the Non-Lapsing Education Fund shall be authorized solely by the Board of Education. Each expenditure from such account shall be made only for educational purposes and under the following conditions:

(1) such deposited amount does not exceed two percent (2%) of the total budgeted appropriation for education for such prior fiscal year;

(2) each expenditure from such account shall be made only for educational purposes; and

(3) each such expenditure shall be authorized by the _____ Board of Education.

The Board of ~~Finance~~ Education shall create the non-lapsing account and be responsible for the accounting of the funds in accordance with Governmental Accounting Standards and Generally Accepted Accounting Principles (GAAP). The account shall be subject to the annual audit as required by State statute. The Board of Education shall review the fund balance on an annual basis.

Reserve Fund for ~~Capital and Nonrecurring~~ Educational Expenditures (Regional School Districts)

The Regional Board of Education (Board), by a majority vote of its members, may create a reserve fund for ~~capital and nonrecurring~~ educational expenditures. Such fund shall be termed "reserve fund for ~~capital and nonrecurring~~ educational expenditures." The aggregate amount of annual and supplemental appropriations by a district to such fund shall not exceed two percent (2%) of the annual district budget for such fiscal year.

Annual appropriations to such fund shall be included in the share of net expenses to be paid by each member town. Supplemental appropriations to such fund may be made from estimated fiscal year end surplus in operating funds. Interest and investment earnings received with respect to amounts held in the fund shall be credited to such fund.

The Board shall annually submit a complete and detailed report of the condition of such fund to the member towns. Upon the recommendation and approval by the Board, any part or the whole of such fund may be used for ~~capital and nonrecurring~~ educational expenditures ~~but such use shall be restricted to the funding of all or part of the planning, construction, reconstruction or acquisition of any specific capital improvement or the acquisition of any specific item of equipment~~.

Business and Non-Instructional Operations

Non-Lapsing Education Fund (Non-Regional School Districts) (continued)

Such fund may be discontinued, after the recommendation and approval by the Board, and any amounts held in the fund shall be transferred to the general fund of the District.

Legal Reference: Connecticut General Statutes

10-51 (d) (2) Fiscal year. Budget. Payments by member towns; adjustments to payments. Investment of funds. Temporary borrowing. Reserve funds. (as amended by PA 21-2, JSS, Section 363)

10-222 Appropriations and budget

10-248a Unexpended education funds account (as amended by PA 19-117, Section 285)

Public Act 24-45 An Act Concerning Education Mandate Relief, School Discipline and Disconnected Youth (Sections 7-8)

Policy adopted:
cps 4/15
rev 7/19
rev 10/21
rev 7/24

Sample policies are distributed for demonstration purposes only. Unless so noted, contents do not necessarily reflect official policies of the Connecticut Association of Boards of Education, Inc.

A sample mission statement.

Mission - Goals - Objectives

Mission Statement

The Griswold School District is an educational agency functioning under the laws of the State of Connecticut. The Board of Education recognizes that the district exists to provide an important service to the community. This policy is a statement of that mission. It is intended to clarify for the community, students, and staff the primary purposes upon which all activities are to be focused. Toward this end the Board of Education stipulates that the following statements comprise the mission of the school district:

1. Schools exist to meet the educational needs of students. The Board of Education believes that all children can learn and that the primary purpose of school is teaching and learning.

2. Students differ from one another. They have differing needs, learning styles, and interests. They differ in levels of maturity, degrees of responsibility each can accept, and levels of personal motivation to learn. The district's instructional program shall recognize these differences and shall strive to achieve both quality and equity in the results which are achieved.

3. Schools should foster in each student a strong desire to develop an inquiring, self-directed, and creative mind. A major purpose of school is to teach children how to learn to prepare them for a lifetime of learning.

4. Regardless of societal factors that may interfere with learning, good schools do make a difference in a child's life. Schools exercise control over many factors which can significantly influence student achievement. Maximizing student achievement is a major responsibility of schools. While the process of education is important, student achievement can only be assessed and measured in the outcomes demonstrated by students.

5. Students must share responsibility for their own learning but schools help them do so by:

    A. Cooperating with parents to support and assist students.

    B. Making available worthwhile learning experiences for all students regardless of social or economic background, sex, levels of maturity, motivation, or intelligence.

    C. Stressing the organization, interpretation and application of information to real situations rather than the acquisition of information for its own sake.

Mission - Goals - Objectives

Mission Statement (continued)

D. Recognizing that learning occurs at home and in the community and that instruction should unify this knowledge through concept and problem-centered learning experiences rather than through an isolated study of content areas.

The mission of the schools is best fulfilled when students, staff members, parents, and community residents participate in the decision-making process in matters that affect them. Constructive dissent enhances good decisions. The school's policies and procedures should reflect trust in people. Education excellence, the ultimate mission of the school district, is the product of open communication within the school district and between the school district and the community it serves.

Policy adopted:

Sample policies are distributed for demonstration purposes only. Unless so noted, contents do not necessarily reflect official policies of the Connecticut Association of Boards of Education, Inc.

A recommended policy for consideration.

Mission – Goals – Objectives

Nondiscrimination

Commitment to Religious Neutrality (Prayer in the Schools)

It is the policy of the Griswold Board of Education to not prevent, or otherwise deny participation in, constitutionally protected prayer in the district's schools, consistent with the guidance previously issued by the U.S. Department of Education and applicable judicial decisions interpreting the religion clauses of the First Amendment of the U.S. Constitution.

(cf. 1140 - Distribution of Materials to and by Students)
(cf. 4118.21 – Academic Freedom)
(cf. 6115 – Religious Ceremonies)
(cf. 6144 – Controversial Issues)
(cf. 6144.1 – Exemption from Instruction)
(cf. 6162.51 – Student Surveys)
(cf. 9030.1 – Religious Guidelines)

Legal Reference: Connecticut General Statutes

10-16a Silent meditation.

10-15c Discrimination in public schools prohibited.

Lee v. Weisman, 112 S. Ct. 2649 (1992).

Jones v. Clear Creek Independent School District, 977 F. 2d 963 (5th Cir. 1992).

Harris v. Joint School District, 41 F.3d 447 (9th Cir., 1994).

American Civil Liberties Union of NJ v. Black Horse Pike Regional Board of Education, 84 F.3d 1471 (3rd Cir., 1996).

Sample policies are distributed for demonstration purposes only. Unless so noted, contents do not necessarily reflect official policies of the Connecticut Association of Boards of Education, Inc.