AGENDA –Wednesday, October 9, 2024

REGIONAL SCHOOL DISTRICT NO. 7
BOARD OF EDUCATION
6:00 p.m.
Newbury Library Media Center

Regional School District No. 7 Board of Education Mission Statement:

We believe the public education is an essential component of a free and democratic society. In a partnership of family, school, community, and local and state government, our mission is to enable all students to meet high standards, make productive choices in their personal lives, contribute to a diverse global society and act as responsible citizens.

1.0 CALL TO ORDER

2.0 PUBLIC PORTION

3.0 APPROVAL OF MINUTES

- 3.1 September 11, 2024, Regular Board of Education Meeting
- 3.2 September 18, 2024, Board of Education Workshop
- 3.3 September 25, 2024, Board of Education Personal Electronic Device Policy Subcommittee Meeting

4.0 REPORTS

- 4.1 Student Representatives Report – Amaya Washington, Owen Langer
- 4.2 Principal's Reports – R. Cornelius, G. Franklin
- 4.3 Superintendent's Report: Steven K. LePage
- 4.4 Director of Finance and Operations - J. Gaskins

5.0 OLD BUSINESS

- 5.1 Updates
- 5.2 BOE Goals
- 5.3 Discussion of RSD#7 of Policy # 5131.81 Electronic Devices - Use of Private Technology Devices by Students

6.0 NEW BUSINESS

- 6.1 Mandatory Update of Policy # 4000.1 Title IX

7.0 CORRESPONDENCE

8.0 OPPORTUNITY FOR PUBLIC TO SPEAK ON AGENDA ITEMS

9.0 ADJOURNMENT

Enclosures: September 11, 2024, Regular Board of Education Meeting Minutes
September 18, 2024, Board of Education Workshop Meeting Minutes
September 25, 2024, Board of Education Personal Electronic Device Policy Subcommittee Meeting Minutes

Next Meeting: *October 23, 2024 @ 6:00 p.m.- Newbury Library Media Center*
November 13, 2024 @ 6:00 p.m.- Newbury Library Media Center
November 27, 2024 @ 6:00 p.m.- Newbury Library Media Center

We welcome the public to share their comments via publicinput@nwr7.org.Your emails will be considered during the Public Comment session of the meeting. Thank you for your participation.

REGIONAL SCHOOL DISTRICT NO. 7

Newbury Library Media Center
Board of Education Meeting
September 11, 2024 – 6:00 p.m.
DRAFT

PRESENT: Chair Ms. Molly Sexton Read (B), Vice-Chair Mr. Robert Jerram (NH), Secretary / Treasurer Mr. Noel Gauthier (NH), Ms. Deborah Bell (N), Ms. Kim Crone (N), Ms. Lisa Fragale (C), Ms. Terri Kenneson (C), Superintendent Steven K. LePage, Director of Finance & Operations Mr. James Gaskins, HS Principal Gary Franklin, MS Principal Ryan Cornelius, Student Rep. Owen Langer, and Student Rep. Amaya Washington.
Absent: Ms. Mary Duran (B).

CALL TO ORDER: Ms. Sexton Read called the Regular Board of Education meeting to order at 6:04 p.m.

PUBLIC PORTION: None.

APPROVAL OF MINUTES

MOTION by Mr. Jerram, seconded by Ms. Crone, to **TABLE** the August 28, 2024, Regular BOE Meeting Minutes, as presented. **AYE:** Ms. Sexton Read, Mr. Jerram, Mr. Gauthier, Ms. Bell, Ms. Kenneson, Ms. Fragale. **NAY:** None. **ABSTAIN:** Ms. Crone. **MOTION PASSED.**

REPORTS

STUDENT REPRESENTATIVE REPORTS- Amaya Washington & Owen Langer

School Year 2024/2025: It was communicated that the juniors and seniors have had a very positive and exciting first few weeks. Homecoming themes are currently being voted on, and each class is beginning to prepare for decorating the halls. Fall sports have begun their season. Boys' soccer won their game on September 11, 2024, with a 2-1 score. Vo-ag is preparing for the work days at the Big E fair.

Senior Events: Senior Sunrise is scheduled for September 21, 2024.

HS PRINCIPAL REPORT- Mr. Gary Franklin

Open House: This is scheduled for September 12, 2024 from approx. 6-8 p.m.

School Climate Task Force: The first meeting was on September 9, 2024, and discussed multiple ways to improve school climate, including new ways to celebrate staff members and beautify the campus. They plan on meeting biweekly during the first quarter and then moving to monthly meetings starting the second quarter.

Principal Advisory Committee: Principal Franklin discussed that this committee consists of 14 students. They plan to hold their first meeting on September 13, 2024, to discuss any feedback the student body may have about the current Personal Electronic Device Policy. His plans are to have this committee meet biweekly. A brief discussion followed.

Seminar: A seminar is scheduled for September 20, 2024. The objective is for career growth, stress management, anxiety recognition and support from staff. Mr. Franklin voiced his plan to set up another meeting with the seminar coach for a date in October 2024.

MS PRINCIPAL REPORT- Mr. Ryan Cornelius

Open House: Open house for Middle School was September 9, 2024 and had a positive turnout. It was discussed that Mr. Cornelius plans on speaking with staff on a weekly basis about communication, training updates, and the activities they would like to line up for students. Brief discussion followed.

MTSS: Mr. Cornelius discussed his plan to utilize the multi-tiered system to best assist students with behavioral issues or need additional assistance in classes. This program is used to help case management and get students the assistance they need while also providing positive reinforcement for students when they display proper classroom behavior. Brief discussion followed.

SUPERINTENDENT REPORT

Policy Progress: Superintendent LePage shared that there will be a focus on implementing the current policy about personal electronic devices with fidelity this year. He also mentioned several additional steps that may be considered in the future. These methods may include mobile devices being left in lockers, placed in a secure location in the front of the classroom at the beginning of class (to be given back to students at the end of class) or a backpack rule. Parents are being invited to be involved in discussion about this policy September 23, 2024- September 27, 2024. There is a target date of updating the Personal Electronic Device Policy for the upcoming 2025 year. Brief discussion followed.

School Grounds: The main retaining wall has been measured and monitored, as some minor crumbling have been noted due to the excessive rainfall and earthquake. Superintendent LePage has been communicating with an engineer regarding the replacement and the structural integrity of the wall. No immediate repairs are needed at this time. A building subcommittee meeting is to be held on October 9, 2024, at 5 p.m. A brief discussion followed.

SmartPass: Superintendent LePage communicated his plans to enact the SMARTPASS during the second quarter of the 2024/2025 school year.

Administrative Instructional Rounds: It was discussed that the Administrative Instructional Rounds will start soon. Superintendent LePage will observe classrooms and relay any feedback to the staff. His plans include relaying both positive feedback and constructive criticism.

DIRECTOR OF FINANCE AND OPERATIONS

School Grounds: Emphasized that the retaining wall is not in critical condition but a project that will be monitored closely.

Audit: It was discussed that multiple finance department areas will be audited. Brief discussion followed.

OLD BUSINESS

Updates

BOE Workshop—Date Confirmation—Ms. Sexton Read communicated holding a BOE Professional Development Workshop for all BOE members on September 18, 2024. This workshop will cover board members' responsibilities and the strategic planning process. CABE will conduct the workshop and discuss the topics at hand. A brief discussion followed.

BOE Goals - None

NEW BUSINESS

Technology Devices by Students: Ms. Sexton Read and Superintendent LePage communicated to the BOE their findings after speaking with colleagues and other districts in regards to the Personal Electronic Devices Policies in schools. A Position

Statement was also provided to the BOE by the State of CT. All parties were advised to review and provide any feedback in regards to the suggestions listed. Thorough discussion followed. Repercussions for students who break the electronic device policy are still being discussed.

MOTION by Ms. Crone, seconded by Ms. Fragale, to **CREATE** the subcommittee for the Personal Electronic Device Policy. **AYE:** Ms. Sexton Read, Mr. Jerram, Mr. Gauthier, Ms. Bell, Ms. Kenneson, Ms. Fragale, Ms. Crone. **NAY:** None. **ABSTAIN:** None. **MOTION PASSED.**

CORRESPONDENCE

Ashley Roberts – Letter of Resignation September 3, 2024

MOTION by Ms. Fragale, seconded by Ms. Kenneson, to **ACCEPT** Ms. Ashley Roberts' letter of resignation, as presented. The BOE wished all the best and thanked her for her service to the students, staff, and district. **AYE:** Ms. Sexton Read, Mr. Jerram, Mr. Gauthier, Ms. Bell, Ms. Kenneson, Ms. Fragale, Ms. Crone. **NAY:** None. **ABSTAIN:** None. **MOTION PASSED.**

OPPORTUNITY FOR PUBLIC TO SPEAK ON AGENDA ITEMS

None.

ADJOURNMENT

MOTION by Mr. Gauthier, seconded by Ms. Bell, to **ADJOURN** at 7:41 p.m. **AYE:** Ms. Sexton Read, Mr. Jerram, Mr. Gauthier, Ms. Bell, Ms. Kenneson, Ms. Fragale, Ms. Crone. **NAY:** None. **ABSTAIN:** None. **MOTION PASSED.**

The next BOE Meeting is scheduled for October 9, 2024.

Respectfully submitted,

Emily Vacila
Board Clerk

REGIONAL SCHOOL DISTRICT NO. 7

Newbury Library Media Center
Board of Education Workshop
September 18, 2024 – 6:00 p.m.
DRAFT

PRESENT: Chair Ms. Molly Sexton Read (B), Vice-Chair Mr. Robert Jerram (NH), Secretary / Treasurer Mr. Noel Gauthier (NH), Ms. Deborah Bell (N) entered at 6:25 p.m., Ms. Lisa Fragale (C), Ms. Mary Duran (B), Ms. Kim Crone (N), Ms. Terri Kenneson (C) by phone, Superintendent Steven K. LePage, Nicholas Caruso, Sr. Staff Associate for Field Services and Coordinator of Technology for CABE.
Absent: None.

CALL TO ORDER: Ms. Sexton Read called the BOE Workshop to order at 6:18 p.m.

MOTION by Ms. Duran, seconded by Mr. Gauthier, to **APPROVE** the August 28, 2024 Regular Board of Education Meeting Minutes, as presented. **AYE**: Ms. Sexton Read, Mr. Jerram, Mr. Gauthier, Ms. Bell, Ms. Kenneson, Ms. Fragale and Ms. Duran. **NAY:** None. **ABSTAIN:** Ms. Crone. **MOTION PASSED**.

BOARD OF EDUCATION WORKSHOP

The facilitator was Nicholas Caruso, Sr. Staff Associate for Field Services and Coordinator of Technology for CABE.

1. Examination of the Roles of the Superintendent and the Board of Education

Mr. Caruso passed out a worksheet that contained 33 different items that the BOE members had to review each item and determine if the item listed was the responsibility of the Board, Superintendent or both. All BOE members had to answer with either a B for BOE or S for Superintendent or SB for both. Mr. Caruso discussed the worksheet and answers with the board members. Brief discussion followed.

2. Strategic Planning

Strategic Planning: Superintendent LePage communicated that he is currently reviewing RSD#7 Strategic Plan dated 2014-2019. He located the RSD#7 plan involving an enrollment study projection and other comprehensive communication approximately 83 pages long. Superintendent LePage has been operating from the Theories of Action. Superintendent LePage communicated that the BOE should revisit the Strategic Plan, basically what the BOE would like to have in place five years from now, what action steps are needed, noting the shifts in RSD#7. Currently, the superintendent and staff are busy with the personal electronic device policy, the TEVAL system (teacher evaluation policy), the dress code policy, and the reconstruction of the MTSS system. Superintendent LePage is requesting to begin a plan soon. The planning structure may involve town council members, BOE members, state-level politicians, teacher representatives, and student representatives. Superintendent LePage would like to have a proposal for the process by the end of June 2025. A brief discussion followed.

3. Exploration of how the BOE members view the roles as being elected/appointed to RSD#7 Board from the four towns

Roles of the Board from four different towns: Ms. Sexton Read expressed that BOE Members are elected by each town. She began the conversation by stating what is the role of a BOE Member? Ms. Sexton Read expressed there is a continuum – on one end, the BOE members represent the people that live in the town, and on the other end is that the town chooses the BOE members, and the BOE members feel that he/she will do what he/she thinks is best. The question lies in where each BOE member falls on this continuum.

Ms. Duran expressed that her BOE position is approached by what is best for the students and school. Ms. Kenneson expressed that she approaches her BOE position in what is in the best interest for the students and the school, teachers, administrators and the school community. Ms. Crone feels that she is a representative to the school, and the town she represents is not on the forefront of her thoughts and decisions. Ms. Crone's first responsibility as a BOE Member is to the students and the school

as a whole. Ms. Crone mentioned that she constantly seeks ways to maintain the towns' connection. Mr. Gauthier said he was honored to be appointed to the RSD7 Board of Education and he expressed it is a pleasure to serve. He communicated that the best way to serve on this BOE is to take the best care to the students' education, take care of the school building and staff. Mr. Jerram communicated that he is a representative of the Town of New Hartford, yet his role is to assist the students in acquiring everything they need to graduate and be the best that they could be in the future. He stated that the Board is not only the Board of Education, yet also is the Board of Finance for RSD#7. Every decision that is made, there is a dollar amount attached. Ms. Sexton Read expressed that she was elected to complete the job of the board chair and she needs to complete this job to the best of her ability. She communicated that the weighted voting gives the opportunity to reach a consensus, and she strives, as the board chair, to try to reach a consensus.

Mr. Caruso communicated that the statue that gives the BOE member his/her authority, the primary role is to govern the school district and serves as a leader and champion for public education in the community. School board members represent the interests of the entire district. The board of education is considered a nonprofit board and with this premise, there is a duty of care and loyalty in a nonprofit where the organization becomes the board's responsibility. Ms. Sexton Read, Ms. Duran and Ms. Bell stated that the weighted voting is never on the forefront within the discussions and votes of the board, yet they understand it is part of the process. Mr. Gauthier stated that every voice is heard on this board.

ADJOURNMENT

MOTION by Mr. Jerram, seconded by Ms. Bell, to **ADJOURN** at 8:05 p.m. **AYE**: Ms. Sexton Read, Mr. Jerram, Mr. Gauthier, Ms. Bell, Ms. Kenneson, Ms. Fragale, Ms. Crone and Ms. Duran. **NAY:** None. **ABSTAIN:** None. **MOTION PASSED.**

The next BOE Meeting is scheduled for October 9, 2024.

Respectfully submitted,

Diane Barrett
Board Clerk

REGIONAL SCHOOL DISTRICT NO. 7

Newbury Library Media Center

Personal Device Subcommittee Meeting

September 25, 2024 – 6:00 p.m.

DRAFT

PRESENT: Chair Ms. Molly Sexton Read (B), Secretary / Treasurer Mr. Noel Gauthier (NH), Ms. Crone (N), Superintendent Steven K. LePage, HS Principal Gary Franklin, and MS Principal Ryan Cornelius. Teachers: Mr. Dan Wilbur, MS Social Studies; Ms. Jennifer Yanosky, MS Math; Ms. Kim Pershmann, HS English Department Chair; Mr. Jacob Green, HS Science. Parents: Ms. Rosalie Butler, Ms. Gina Fleming, Ms. Jennifer Grant, Ms. Angela Skornia, and Ms. Deirdre Tindall. Students: Jamison Chiron, grade #10; Delilah Halt, grade #11; Owen Langer, grade #12; Keira Mann, grade #11; Amaya Washington, grade #11.

Ms. Sexton Read began the meeting by welcoming all and thanking all for their time and interest in this Personal Electronic Device Policy review. All guests introduced themselves. Ms. Sexton Read reviewed the background of the Personal Device Policy and why updates and/or changes may need to take place in reference to the CSDE Position Statement and Policy Guidance of Personal Technology Use in Connecticut Schools that was distributed in August 2024. Superintendent LePage communicated that he handed out a packet to all that included information on personal device usage, results of studies from personal device usage, surveys and articles related to this topic at hand. Given the risks and negative impact on learning and mental health, RSD#7 in collaboration, educators, families and students, want to enact a Personal Technology Use Policy to assist in enhancing learning, ensuring student safety and promote responsible technology use is grades 7-12. Students, BOE members, administrators and teachers congregated in groups for a discussion of the personal electronic device policy and discussed information and perspectives to assist in developing surveys.

Students: The recommendations of students were to have uniformity of rules and regulations between all classes, grade levels, etc. Students expressed that in A/P and College Prep classes, the cell phone policy was more relaxed than in regular classes throughout the High School. Students appreciate clear and consistent guidelines on when and where phone use is allowed. Inconsistent enforcement can lead to confusion and frustration. Parents feel the need to communicate with their children, and children should feel safe communicating with the parents in the appropriate surroundings.

Parents: Parents expressed the concern of communication and safety due to the recent increase of threats among CT Schools. Parents expressed the consensus of regulation and moderation of personal devices in school and at home. Parents suggested more transparency and communication between students, staff, parents, and the community. If more transparency occurred with communication, parents, staff and students would not be searching social media on current local events. Parents stated that having their children with cell phones gives the parents less anxiety in regards to reaching their children due to emergency situations. Balancing safety and responsible technology use is crucial. Parents need to ensure that the school has a communication system in place, such as a reliable phone line and emergency notification systems, to keep parents informed.

Teachers: The Middle School Teachers expressed that the problem is minimal in the Middle School. Students know not to have their phones out in class. If the teacher sees that the cell phone is out, the teacher will ask the student to hand it into the teacher. Students in the Middle School are reactive and do not think twice about taking photos of their friends and posting them on social media. Students do not understand the ramifications of this issue. The Middle School implements the personal device policy and guidelines and provides consequences when needed. The High Teachers expressed they have places where the students can drop off their phones upon entry to the class and even provide charging stations. The High School Teachers communicated there is a level of respect upon leaving your device at the door and engaging the students' full focus on learning. Both High School and Middle School teachers expressed the desire to conform with the personal electronic device policy in Middle and High school.

Administrators: Principal Franklin and Principal Cornelius stated that conformity of the Personal Electronic Device Policy within the High School and Middle School would be an acceptable advantage. They also reflected that focusing on skills within the students can assist in reducing cell phone usage: self-regulation, impulse control, self-awareness, reflection, and relationship and communication skills.

The BOE Members and Superintendent LePage thanked all members for this information. Ms. Sexton Read said there will be communication in the coming weeks in regards to the subsequent next steps. Meeting ended at 7:28 p.m.

Respectfully submitted,

Diane Barrett
Board Clerk

Students

Electronic Devices

Use of Private Technology Devices by Students

Students may possess privately owned technological devices on school property and/or during school sponsored activities, in accordance with the mandates of this policy and any applicable administrative regulations as may be developed by the Superintendent of Schools. The Region 7 Board of Education ("Board") considers allowing students to bring to school such devices to be a privilege and not a right. The Board reserves the right to revoke this privilege if a student fails to adhere to the following guidelines and/or the Board's acceptable use and student discipline policies.

Parents and/or guardians must read and sign the attached agreement form before a student may be permitted to bring to school a privately owned technological device.

Definitions

Board Technology Resources

For the purposes of this policy, "Board Technology Resources" refers to the Board's computers and instructional technologies; communications and data management systems; informational technologies and the Internet; and any other technology resources used by the school district and accessible by students.

Privately Owned Technological Devices

For the purposes of this policy, "Privately Owned Technological Devices" refers to privately owned wireless and/or portable electronic hand-held equipment that can be used for word processing, wireless Internet access, image capture and recording, sound recording, information transmitting and/or receiving, storing, etc. These devices may include, but are not limited to, personal laptops, Smartphones, network access devices, Kindles, Nooks, cellular telephones, radios, walkmen, CD players and walkie-talkies, Blackberries, personal data assistants, I-Phones and other electronic signaling devices.

Use of Privately Owned Technological Devices

Privately owned technological devices may not be used during instructional time, except as specifically permitted by instructional staff.

Use of any such device for an improper purpose is prohibited. Improper purposes include, but are not limited to:

- Sending any form of harassing, threatening, or intimidating message, at any time, to any person (such communications may also be a crime);
- Gaining or seeking to gain unauthorized access to Board technology resources;
- Damaging Board technology resources;
- Accessing or attempting to access any material that is obscene or contains pornography;
- Cyberbullying;
- Taking pictures without the specific permission of the subject of the picture;
- Using a privately owned technological device to violate any school rules, including the unauthorized recording (photographic or audio) of another individual without the permission of the individual or a school staff member; or
- Taking any action prohibited by any Federal or State law.

Search of Privately Owned Technological Devices

A student's privately owned technological device may be searched if there are reasonable grounds for suspecting that the search will turn up evidence that the student has violated or is violating either the law or the rules of the school. Any such search shall be reasonably related to the objectives of the search and not excessively intrusive in light of the age and sex of the student and the nature of the infraction.

Responsibility for Privately Owned Technological Devices

Students are responsible for the safety and use of their privately owned technological devices. If a privately owned technological device is stolen, lost, or damaged, a report should be made to the building principal, who will investigate the loss in a manner consistent with procedures for stolen or damaged personal property. Students and parents should be aware that the Board is not liable for any privately owned technological device that is stolen, lost, or damaged while at school. Furthermore, the Board shall not be liable for any data plan charges or any other costs associated with the use of private technological devices. For that reason, students are advised not to share or loan their privately owned technological devices with other students.

Students shall take full responsibility for their device and shall keep it safely stored when not in use. Classroom teachers will determine the best storage location for such devices. Students are required to take home their privately owned technological devices at the end of each school day.

Disciplinary Action

Misuse of the Board's technology resources and/or the use of privately owned technological devices to access or utilize the Board's technology resources in an inappropriate manner or in a manner inconsistent with this policy will not be tolerated and will result in disciplinary action. For students, a violation of this policy may result in loss of access privileges, a prohibition on the use and/or possession of privately owned technological devices on school property, and/or suspension or expulsion in accordance with the Board's policies related to student discipline.

Access to Board Technology Resources

It is the policy of the Region 7 Board of Education to permit students, using their privately owned technology devices, to access the Board's computers and instructional technologies; communications and data management systems; informational technologies and the Internet; and any other technology resources used by the school district and accessible by students. Additionally, it is the expectation of the Board of Education that students who access these resources while using privately owned technology devices will act at all times appropriately in ways which are fully in accord with applicable policies concerning technology use as well as all local, state, and federal laws.

Through the publication and dissemination of this policy statement and others related to use of the Board's computer systems, as well as other instructional means, the Board educates students about the Board's expectations for technology users.

The Board technology resources shall only be used to access educational information and to promote learning activities both at home and at school. The Board considers access to its technology resources to be a privilege and not a right. Students are expected to act at all times appropriately in ways which are fully in accord with applicable policies concerning technology use as well as all local, state, and federal laws when using the Board technology resources. Failure to do so will result in the consequences outlined herein and in other applicable policies (including, but not limited to, the Bullying Policy, Student Discipline Policies and the Use of Computers Policies).

Students must abide by the procedures outlined in this policy and all policies and applicable regulations outlined in the Board's computer use and other applicable policies. Students will be given specific information for log-on and access procedures using school accounts. No user may deviate from these log-on/access procedures. Students are advised that the Board's network administrators have the capability to identify users and to monitor all privately owned technological devices while they are logged on to the network. Students must understand that the Board has reserved the right to conduct monitoring of Board

technology resources and can do so despite the assignment to individual users of passwords for system security. Any password systems implemented by the Board are designed solely to provide system security from unauthorized users, not to provide privacy to the individual system user. The system's security aspects, message delete function and personal passwords can be bypassed for monitoring purposes. Therefore, students should be aware that they should not have any expectation of personal privacy in the use of privately owned technological devices to access Board technology resources. This provision applies to any and all uses of the Board's technology resources and that any privately owned technological devices access same.

Harm to Board Technology Resources

Any act by a student using a privately owned technological device that harms the Board's technology resources or otherwise interferes with or compromises the integrity of Board technology resources will be considered vandalism and will be subject to discipline and/or appropriate criminal or civil action.

Closed Forum

This policy shall not be construed to establish a public forum or a limited open forum.

(cf. 5114 - Suspension and Expulsion/Due Process)

(cf. 5131 - Conduct)

(cf. 5131.8 - Off School Grounds Misconduct)

(cf. 5131.82 - Restrictions on Publications and Written or Electronic Material)

(cf. 5131.911 - Bullying)

(cf. 5131.913 - Cyberbullying)

(cf. 5144 - Discipline/Punishment)

(cf. 5145.5 - Sexual Harassment)

(cf. 5145.51 - Peer Sexual Harassment)

Legal References: Connecticut General Statutes

10-233j Student possession and use of telecommunications devices

31-48d Employees engaged in electronic monitoring required to give prior notice to employees.

53a-182 Obstructing free passage: Class C misdemeanor.

53a-183 Harassment in the second degree: Class C misdemeanor.

53a-250 Definitions.

Electronic Communication Privacy Act, 28 U.S.C. §§2510 through 2520.

Eisner v. Stamford Board of Education, 440 F. 2d 803 (2nd Cir 1971)

Trachtman v. Anker, 563 F. 2d 512 (2nd Cir. 1977) cert. denied, 435 U.S. 925 (1978)

Hazelwood School District v. Ruhlmeir, 484 U.S. 260, 108 S Ct 562 (1988)

Bethel School District v. Fraser, 478 US 675 (1986)

Tinker v. Des Moines Independent Community Dist., 393 US 503, (1969)

Policy adopted: 7/21/2010
Policy revised: 3/9/2011
Policy revised: 7/18/2012
Policy revised:

Current Policy

Regional School District No. 7 4000.1

TITLE IX

The Board of Education agrees to comply with Title IX of the Education Amendments of 1972 and the Regulations promulgated pursuant thereto, the Board designates the High School Principal, Northwestern Regional High School, 100 Battistoni Drive (PO Box 656), Winsted, Connecticut 06098 (Phone 860.379.8525, as Compliance Officer. The Board shall, at least annually, notify all students, parents, employees and labor organizations with which it deals of the name, address and phone number of the Compliance Officer and the procedure for processing grievances.

Except as hereinafter noted, all complaints shall be addressed in writing to the Board designated Compliance Officer and he/she shall be responsible for investigating all complaints. Upon investigation, the Compliance Officer shall effectuate any changes deemed necessary to eliminate any discriminatory practices and shall inform the complainant in writing of his/her actions within ten (10) days of the receipt of such complaint.

If the complainant is not satisfied with the action of the Compliance Officer, within ten (10) days, the complainant may appeal the action of the Compliance Officer in writing to the Superintendent of Schools. The Superintendent shall hold a hearing within fifteen (15) days of receipt of such written request and shall decide what, if any, remedies are necessary to eliminate the practices deemed discriminatory. The Superintendent shall notify the complainant in writing of its decision within ten (10) days after such a hearing. The complainant may appeal the action of the Superintendent in writing to the Board of Education. The Board of Education shall hold a hearing within fifteen (15) days of receipt of such written request and decide what, if any, remedies are necessary to eliminate the practices deemed discriminatory. The Board shall notify the complainant in writing of its decision within ten (10) days after such hearing.

Employees who are represented by labor organizations recognized by this Board for the purposes of collective bargaining shall process all complaints of alleged Title IX violations through the grievance procedures set forth in the applicable collective bargaining contracts.

Legal Reference: Title VII, Civil Rights Act, 42 U.S.C. 2000e, et seq.
29 CFR 1604.11, EEOC Guidelines on Sex Discrimination.
Title IX of the Educational Amendments of 1972, 20 U.S.C. 1681 et seq.
34 CFR Section 106.8(b), OCR Guidelines for Title IX.
Definitions, OCR Guidelines on Sexual Harassment, Fed. Reg. Vol 62, #49, 29 CFR Sec. 1606.8 (a0 62 Fed Reg. 12033 (March 13, 1997) and 66 Fed. Reg. 5512 (January 19, 2001)
Meritor Savings Bank. FSB v. Vinson, 477 U.S. 57 (1986)

Approved 6/13/00; Revised 9/13/05;
Renumbered/Approved 7/20/2010
Revised/Approved 2/23/2011

Current Policy

TITLE IX (Continued...)

Connecticut General Statutes

Faragher v. City of Boca Raton, No. 97-282 (U.S. Supreme Court, June 26, 1998)
Gebbser V. Lago Vista Indiana School District, No. 99-1866, (U.S. Supreme Court, June 26, 1998)
Davis v. Monro County Board of Education, No. 97-843, (U.S. Supreme Court, May 24, 1999).
46a-60 Discriminatory employment practices prohibited.
10-15c Discrimination in public schools prohibited. School attendance by five-year olds. (amended by P.A. 97-247 to include "sexual orientation")
10-153 Discrimination on account of marital status.
17a-101 Protection of children from abuse.

Approved 6/13/00; Revised 9/13/05;
Renumbered/Approved 7/20/2010
Revised/Approved 2/23/2011

Regional School District #7

Series 4000.1
Personnel

POLICY REGARDING PROHIBITION OF SEX DISCRIMINATION AND SEXUAL HARASSMENT IN THE WORKPLACE (PERSONNEL)

It is the policy of the Northwestern Regional School District No. 7 Board of Education (the "Board") for the Northwestern Regional School District No. 7 Public Schools (the "District") that any form of sex discrimination or sexual harassment is prohibited in the Board's education programs and activities, whether by students, Board employees or third parties subject to substantial control by the Board. It is the policy of the Board to maintain a working environment free from harassment, insults or intimidation on the basis of an employee's sex and free from discrimination based on sex.

The Board does not discriminate on the basis of sex in the education programs or activities that it operates and the Board is required by Title IX of the Education Amendments of 1972 and its implementing regulations ("Title IX"), Title VII of the Civil Rights Act of 1964 ("Title VII"), and Connecticut law not to discriminate in such a manner. Discrimination or harassment on the basis of sex includes discrimination or harassment on the basis of gender identity or sexual orientation. Students, Board employees and third parties are required to adhere to a standard of conduct that is respectful of the rights of all parties. Any employee or student who engages in conduct prohibited by this Policy shall be subject to disciplinary action, up to and including termination or expulsion, respectively. Third parties who engage in conduct prohibited by this Policy shall be subject to other sanctions, which may include exclusion from Board property and/or activities. Individuals who engage in acts of sex discrimination or sexual harassment may also be subject to civil and criminal penalties.

For conduct to violate Title IX, the conduct must have occurred in an education program or activity of the Board; the conduct must have occurred within the United States of America; and the complainant must be participating in or attempting to participate in the education program or activity of the Board. Conduct that does not meet these requirements still may constitute a violation of Title VII, Connecticut law, and/or another Board policy.

The Superintendent of Schools shall develop Administrative Regulations implementing this Policy and in accordance with Title IX, Title VII, and Connecticut law (the "Administrative Regulations").

Sex discrimination occurs when an employer refuses to hire, disciplines or discharges any individual, or otherwise discriminates against an individual with respect to his or her compensation, terms, conditions, or privileges of employment on the basis of the individual's sex. Sex discrimination also occurs when a person, because of the person's sex, is denied participation in or the benefits of any education program or activity receiving federal financial assistance.

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Sexual harassment under Title IX means conduct on the basis of sex that satisfies one or more of the following:

(1) An employee of the Board conditioning the provision of an aid, benefit, or service of the Board on an individual's participation in unwelcome sexual conduct (*i.e.*, *quid pro quo)*;

(2) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the Board's education programs or activities; or

(3) "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).

Sexual harassment under Title VII and Connecticut law means unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

(1) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;

(2) Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or

(3) Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

Reporting Sex Discrimination or Sexual Harassment

It is the express policy of the Board to encourage victims of sex discrimination and/or sexual harassment to report such claims. Employees are encouraged to report complaints of sex discrimination and/or sexual harassment promptly in accordance with the appropriate process set forth in the Administrative Regulations. The Board directs its employees to respond to such complaints in a prompt and equitable manner. Violations of this Policy by employees will not be permitted and may result in discipline up to and including discharge from employment. Individuals who engage in acts of sex discrimination or sexual harassment may also be subject to civil and criminal penalties. Retaliation against any employee for complaining about sex discrimination or sexual harassment is prohibited under this Policy and illegal under state and federal law.

Any Board employee with notice of sex discrimination and/or sexual harassment allegations shall immediately report such information to the building principal and/or the

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Title IX Coordinator, or if the employee does not work in a school building, to the Title IX Coordinator.

The Northwestern Regional School District No. 7 Public Schools administration (the "Administration") shall provide training to Title IX Coordinator(s), investigators, decision-makers, and any person who facilitates an informal resolution process (as set forth in the Administrative Regulations), which training shall include, but need not be limited to, the definition of sex discrimination and sexual harassment, the scope of the Board's education program and activity, how to conduct an investigation and implement the grievance process, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias. The Administration shall make the training materials used to provide these trainings publicly available on the Board's website. The Administration shall also periodically provide training to all Board employees on the topic of sex discrimination and sexual harassment under Title IX, Title VII, and Connecticut law, which shall include but not be limited to when reports of sex discrimination and/or sexual harassment must be made. The Administration shall distribute this Policy and the Administrative Regulations to employees, union representatives, students, parents and legal guardians and make the Policy and the Administrative Regulations available on the Board's website to promote an environment free of sex discrimination and sexual harassment.

The Board's Title IX Coordinator is:
Mr. Gary Franklin, High School Principal and District Title IX Coordinator
100 Battistoni Drive, Winsted, CT, 06098
860.379.8525 ex. 2103
gfranklin@nwr7.org

Any individual may make a report of sex discrimination and/or sexual harassment to any Board employee or directly to the Title IX Coordinator using any one, or multiple, of the following points of contact:

Mr. Gary Franklin, High School Principal and District Title IX Coordinator
100 Battistoni Drive, Winsted, CT, 06098;
860.379.8525 ex. 2103
gfranklin@nwr7.org

Any Board employee in receipt of allegations of sex discrimination or sexual harassment, or in receipt of a formal complaint, shall immediately forward such information to the Title IX Coordinator. Board employees may also make a report of sexual harassment and/or sex discrimination to the U.S. Department of Education: Office for Civil Rights, Boston Office, U.S. Department of Education, 8th Floor, 5 Post Office Square, Boston, MA 02109-3921 (Telephone: 617-289-0111).

Employees may also make a report of sexual harassment and/or sex discrimination to the Connecticut Commission on Human Rights and Opportunities, 450 Columbus Boulevard,

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Hartford, CT 06103-1835 (Telephone: 860-541-3400 or Connecticut Toll Free Number: 1-800-477-5737).

Legal References:

Civil Rights Act of 1964, Title VII, 42 U.S.C. § 2000e-2(a).

Equal Employment Opportunity Commission Policy Guidance on Current Issues of Sexual Harassment (N-915.050), March 19, 1990.

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

Title IX of the Education Amendments of 1972, 34 CFR § 106, et seq.

Meritor Savings Bank, FSB v. Vinson, 477 U.S. 57 (1986)

Conn. Gen. Stat. § 46a-54 - Commission powers Connecticut

Conn. Gen. Stat. § 46a-60 - Discriminatory employment practices prohibited.

Conn. Gen. Stat. § 46a-81c - Sexual orientation discrimination: Employment

Conn. Gen. Stat. § 10-153 - Discrimination on the basis of sex, gender identity or expression or marital status prohibited

Conn. Agencies Regs. §§ 46a-54-200 through § 46a-54-207

ADOPTED:_____
REVISED:_____

7/30/2021

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