

New Milford Board of Education
Policy Sub-Committee Special Meeting Minutes
October 03, 2023
Sarah Noble Intermediate School Library Media Center

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TOWN CLERK
2023 OCT - 5 P 2:15
NEW MILFORD, CT

Present:	Mrs. Olga I. Rella, Chairperson Mrs. Tammy McInerney Mrs. Sarah Herring Mrs. Leslie Sarich
Absent:	

Also Present:	Dr. Janet Parlato, Superintendent of Schools Ms. Holly Hollander, Assistant Superintendent Dr. JeanAnn Paddyfote, Project-Based Employee on Google Meet
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1.		Call to Order The New Milford Board of Education Policy Sub-Committee was called to order at 6:45 pm by Mrs. Olga Rella, Chairperson.	Call to Order
2.		Public Comment None	Public Comment None
3.	A.	Discussion and Possible Action Policies in Series 1000 Recommended for Deletion 1. 1000 Concepts and Roles in Community Relations 2. 1110 Administration and School Relation with Board 3. 1112 News Media Relationships 4. 1112.5 Media Access to Students 5. 1120 Public Participation at BOE Meetings 6. 1140 Distribution of Materials to and by Students 7. 1146 Recognition of Students, Citizens, Staff Members 8. 1150.116 Communications with the Public 9. 1251 Loitering or Causing a Disturbance 10. 1312 Public Complaints 11. 1321 Public Performances by Students 12. 1322 Contests for Students 13. 1323 Gifts to Students	Discussion and Possible Action A. Policies in Series 1000 Recommended for Deletion 1. 1000 Concepts and Roles in Community Relations 2. 1110 Administration and School Relation with Board 3. 1112 News Media Relationships 4. 1112.5 Media Access to Students 5. 1120 Public Participation at BOE Meetings 6. 1140 Distribution of Materials to and by Students 7. 1146 Recognition of Students, Citizens, Staff Members 8. 1150.116 Communications with the Public

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	<p>14. 1326 Solicitations by Staff Members 15. 1331 Smoking 16. 1350 Senior Citizens' Benefits 17. 1411 Relations with Police Authorities 18. 1412 Fire Department 19. 1430 State and Federal Aid 20. 1620 Relations with Private Schools, Colleges, and Universities 21. 1800 Animals on School Property</p> <p>Dr. Parlato stated these policies are recommended for deletion because they are mostly covered elsewhere. The policies are no longer relevant or there is better language in a different policy. Mrs. Herring asked if there is anything that is not included anywhere else. Dr. Paddyfote stated there could be a policy that has become regulation and no longer a policy.</p> <p><i>Mrs. McInerney moved to bring the above policies in Series 1000 Recommended for Deletion to the full board for deletion. Seconded by Mrs. Sarich.</i></p> <p>B. Policies for Review and Recommendation</p> <p>1. 1105 Non-Discrimination 2. 5163 Transportation</p>	<p>9. 1251 Loitering or Causing a Disturbance 10. 1312 Public Complaints 11. 1321 Public Performances by Students 12. 1322 Contests for Students 13. 1323 Gifts to Students 14. 1326 Solicitations by Staff Members 15. 1331 Smoking 16. 1350 Senior Citizens' Benefits 17. 1411 Relations with Police Authorities 18. 1412 Fire Department 19. 1430 State and Federal Aid 20. 1620 Relations with Private Schools, Colleges, and Universities 21. 1800 Animals on School Property</p> <p>Motion made and passed unanimously for the following policies to be brought to the full board for deletion. Motion passed unanimously.</p> <p>B. Policies for Review and Recommendation</p> <p>1. 1105 Non-Discrimination 2. 5163 Transportation</p>
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	<p>3. 4112.8 Nepotism (Certified) 4212.8 Nepotism (Non-Certified)</p> <p>1. 1105 Non-Discrimination:</p> <p>Dr. Parlato stated the committee is reviewing this policy again. Dr. Parlato reached out to legal counsel via email, and it was Attorney Schurin’s recommendation to leave the policy as it is written and adopt it. Mrs. Rella read excerpts from the legal opinion aloud. Mr. Hansell (not present) sent two suggestions for edits to this policy via email. Legal counsel responded via email that the board could decide to amend the first edit suggestion, which adds the line “including but not limited to,” to the beginning of the policy, but reminded the subcommittee that the board is required to follow the policy by law.</p> <p>Mrs. Sarich stated she would like to add Mr. Hansell’s first suggestion in since there could be people that are not covered. If the policy uses the term “protected class,” then it asks the question, who is not the protected class.</p> <p>Dr. Parlato stated it is dependent on the situation.</p> <p>Mrs. McInerney stated she is fine with policy as it is and gets nervous when making changes to things coming from the state. Changes to laws have to happen in Hartford. Adding the line “including but not limited to,” isn’t giving greater protection, but could be muddying the waters in the policy’s interpretation. Mr. Hansell’s second suggestion is a “no” because it’s very problematic and not LGBTQ friendly.</p> <p>Dr. Parlato noted that the second suggestion is also illegal.</p> <p>Mrs. Rella asked for Dr. Paddyfote’s opinion. Dr. Paddyfote stated policy 1105 mirrors the student policy, which was already approved by the Board.</p>	<p>3. 4112.8 Nepotism (Certified) 4212.8 Nepotism (Non-Certified)</p>
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	<p>Mrs. Sarich pointed out that Chairperson, Mrs. Faulenbach, stated in the last board meeting that each policy stands on its own and does not have to mirror each other.</p> <p>Mrs. Rella stated she does not see the need to add the suggestion. It is the policy.</p> <p>Mrs. Sarich asked why we even have “protected class” if everyone is.</p> <p>Mrs. Rella stated it applies in certain instances.</p> <p>Dr. Parlato added that the non-discrimination policy contains federal and state-required language. The attorney gave interpretation based on the law. It is his recommendation not to change it, and it is his responsibility to protect the board.</p> <p>Dr. Paddyfote added there are two very powerful law firms who are affirming the policies.</p> <p>Dr. Parlato stated she will send legal’s input to Mr. Hansell.</p> <p><i>Mrs. Rella moved to bring policy 1105 Non-Discrimination to the board for final approval without any changes, seconded by Mrs. McInerney. The motion passed 3-1 with Mrs. Sarich opposed. Mrs. Rella, Mrs. Herring and Mrs. McInerney in favor.</i></p> <p>2. Transportation: Mrs. Rella asked if there was clarification from the bus company on what exactly they are instructed to do. Dr. Parlato stated the bus company will require a parent to be present at a bus stop if they are pre-K or Kindergarten student. Mrs. McInerney stated grades 1 and 2 should be added in since there is no budget impact.</p> <p>Mrs. Sarich stated there may be parents upset for having to get their Grades 1 and 2 children off the bus, if the change is made quickly.</p>	<p>Motion made and passed for policy 1105 Non-Discrimination to be brought to the full board without any changes for approval. Motion passed in a vote of 3-1.</p>
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	<p>Mrs. Rella stated parents can write a note stating kids can get off the bus on their own and there have been a few phone calls to the mayor's office from parents unhappy young students can get off the bus alone.</p> <p>Mrs. Herring asked for Dr. Paddyfote's input. Dr. Paddyfote stated it is something Dr. Parlato would have to handle, by issuing a directive to the bus company.</p> <p>Mrs. Rella stated she would like for it to be pre-K through 2nd grade and parents can write a note if they want otherwise. It is a small population of parents who will write a note.</p> <p>Mrs. Herring agreed and noted that it then becomes an opt-out.</p> <p>Mrs. McInerney stated that bus drivers know their students, if all of a sudden someone isn't there at pickup they can err on the side of caution and keep the child on the bus.</p> <p>Dr. Parlato stated parent presence at the bus stop is not part of policy and is a practice. At some point someone told the bus company not to let pre-K to Kindergarten off the bus alone and that is the way it has been since.</p> <p>Mrs. McInerney stated parents should just communicate with the bus company if they do not want to let their kids off the bus alone.</p> <p>Dr. Parlato stated she will write a regulation that is associated with the transportation policy. Mrs. McInerney asked if there was a way to communicate with the parents that have complained and Dr. Parlato stated she will ask Mr. Giovannone since he oversees transportation.</p> <p>There was no motion or vote.</p> <p>3. 4112.8 Nepotism (Certified) and 4212.8 Nepotism (Non-Certified):</p>	
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	<p>Mrs. McInerney suggested some changes, which Dr. Parlato confirmed, along with removing other language relating to “immediate family member.” Mrs. Rella noted it is hard to hire good staff, and the district should not exclude potential candidates.</p> <p>Mrs. Herring asked, in regards to family members who apply for administrative positions, and who will then sit on the hiring committee. Dr. Parlato stated that a particular board member would recuse themselves if the person applying is a family member.</p> <p><i>Mrs. Rella moved to approve policies 4112.8 Nepotism (Certified) and 4212.8 Nepotism (Non-Certified) as revised, seconded by Mrs. Sarich and passed unanimously.</i></p> <p>Status of Remaining Policies in Series 1000 - Information Only</p> <p>C. Dr. Paddyfote stated these are the policies remaining in the 1000 series which will be reviewed once other policies are revised.</p> <ol style="list-style-type: none"> 1. 1110.1 Communications with the Public/Parent Involvement—Parent and Family Engagement Policy (Series 6000-Title I Policy) will be reviewed in November and this policy will be recommended for deletion upon approval of the Parent and Family Engagement Policy. 2. 1313 Gifts to School Personnel—This policy will be deleted when model policy Gifts, Grants and Bequests to the District is considered and approved in Series 3000, Business. 	<p>Motion made and passed for policies 4112.8 Nepotism (Certified) and 4212.8 Nepotism (Non-Certified) as revised, to be brought to the full board for approval. Motion passed unanimously.</p> <p>C. Status of Remaining Policies in Series 1000 - Information Only</p> <ol style="list-style-type: none"> 1. 1110.1 Communications with the Public/Parent Involvement—Parent and Family Engagement Policy (Series 6000-Title I Policy) will be reviewed in November and this policy will be recommended for deletion upon approval of the Parent and Family Engagement Policy.
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		<p>3. 1325 Advertising and Promotion—This policy is not mandated, but will be reviewed by Administration to determine its relevancy.</p> <p>4. 1330 Use of School Facilities—Further review and comparison with the Board’s current policy is needed and will be brought back in November.</p>	<p>2. 1313 Gifts to School Personnel—This policy will be deleted when model policy Gifts, Grants and Bequests to the District is considered and approved in Series 3000, Business.</p> <p>3. 1325 Advertising and Promotion—This policy is not mandated, but will be reviewed by Administration to determine its relevancy.</p> <p>4. 1330 Use of School Facilities—Further review and comparison with the Board’s current policy is needed and will be brought back in November.</p>
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4.		<p>Public Comment None</p>	<p>Public Comment</p>
5.		<p>Adjourn <i>Mrs. McNerney moved to adjourn the meeting at 7:23 pm, seconded by Mrs. Herring and passed unanimously.</i></p>	<p>Adjourn Motion made and passed unanimously to adjourn the meeting at 7:23pm.</p>

Respectfully Submitted,



Mrs. Olga I. Rella, Chair