SHELTON BOARD OF EDUCATION
POLICY COMMITTEE MEETING
Meeting Date: Tuesday, December 6, 2016
Time: 4:00 PM
Place: Training Room

AGENDA

Call to order: welcome to members and guests

Public Session

Approval of Proposed Meeting Minutes 10/11/16 moved Mark Holden seconded Dave Gioiello
Approval of the agenda for 12/6/16 moved Win Oppel seconded Mark Holden

Roll Call:

Kate Kutash, Dave Gioiello, Arlene Liscinsky, Mark Holden, Lorraine Rossner, Carole Pannozzo

Guests: John Niski, Porter McKinnon, Eric Fine, Dominic Barone

Arriving Late - Christopher Clouet, Darlisa Ritter

Public session – No one from the public wished to speak

Meeting Minutes:

Agenda Items:

Building Use Rental Clarification for Multiple Day Use – Dominic Barone
a. The multiple day use policy has not come into play in recent years – if an agency wishes to rent for more than one day in a row – all other costs for the rental must be covered by the agency in order to not impose any costs on the district for the other days. The multi-day event will not incur any other cost to the district.
b. The suggestion has been made that no change be made to the current building use forms – stay at established rates – committee members present agreed – status quo

Banner Fundraisers – practice and concerns – Porter McKinnon & John Niski & Eric Fine
a. Handout – proposed Athletic Booster Club Sponsorship – See attached and handed out to committee
b. Put a banner on the fence during that sports season via their booster club
c. Banners will be approved by Athletic Director & SHS Headmaster
d. Display only during game
e. Banners will be sized appropriately
f. Banners are temporarily attached
g. Banners left up beyond game date will be removed and that sport will be sanctioned
h. Size of logo on banner will determine cost
i. Dave G. suggests that booster clubs get together and discuss the banner regulations so that they are appropriate for all – then their findings will be brought back to Policy Committee for approval
j. Win O. suggested that clubs will also be included in this activity
k. Suggestion was made to create a “paragraph” for the fundraising policy and the banner regulations become “administrative regulations.”

A statement for approval regarding Parent Transportation to School Sponsored Activities – Lorraine Rossner
a. See attached draft suggestions – activities travel & athletic travel
b. Suggestion to present to counsel
c. Move forward with revisions to next Policy meeting for possible approval by the BOE during the January BOE meeting

Attendance Policy and Clarification – ESSA Accountability – Ongoing Conversation – Chris Cloutet
a. ESSA is the new form of NCLB – discussion of new indicators in the new plan – impact of chronic absenteeism – school imposes sanction on absent students or will counseling be involved – does seat time affect academic grades if students can pass classes without presence – what are other district doing???? Continued discussion – get more information from other districts

Magnet School Student participation in athletics and school sponsored activities – ongoing conversation – Chris Cloutet
a. This situation is about to change with upcoming magnet school requirements and offerings for the 2016-17 school year – sports participation is paramount when considering student participation – Clarification is needed re: school activities – state needs to make clarifications so that the BOE can be clearer – how would this change when Shelton begins to pay tuition???

Reference Checking Information – Public Act 16-67 – Carole Pannozzo
a. See attachments – PowerPoint & Forms – which explains Public Act 16-67 – presentation and discussion followed

Adopt a yearly meeting schedule
a. During the January meeting dates for BOE Policy Committee will be submitted for BOE Policy Meetings from January to the end of the July. A full calendar will be presented in August for 2017-18.

Next BOE Policy Committee Meeting

- 5:00 p.m.
- Tuesday, January 10, 2017
- Training Room 201
- Central Administrative Offices

Tentative Agenda Items:

- Continued Banner Regulations discussion during the February BOE Policy Committee Meeting
- Travel Release Form – discussion of revisions and potential move to the BOE for approval of revised document
- Continued discussion re: ESSA and its components
- Yearly schedule for BOE Policy Committee - January to July 2017
Proposed Athletic Booster Club Sponsorship Banner Regulations

December 6, 2016

Purpose:
To help raise money to support booster club activities that support the Shelton High School athletic teams and to work within the new fundraising guidelines and reduce financial burdens on the parents of participant players the Quarterback Club is requesting the following policy consideration be implemented.

Booster clubs will be given the ability to solicit funds from corporate and or local business for sponsorships. As recognition for their support the booster clubs will be allowed to produce a booster banner that can be displayed within the stadium and or fields at the home games or events. Banners will be produced and displayed is the following format

- Banner design and production will be of professional quality.

- All banner artwork and content will be approved by the Athletic Director or High School Headmaster (or both).

- All sponsors will conform to school and BOE policy for appropriateness.

- Banners will be limited to display only during time of event or game, Banners may be hung two hours prior to event and removed upon conclusion of event.

- Banners will be produced to display multiple sponsors; Individual sponsors banners will not be allowed.

- Banners will be sized appropriately to hang on the fence facing the home bleachers and will in no way block the visibility to the fields. Size of the banner will not be greater than 4 feet tall and 20 feet long.

- Banners can be attached to fencing by use of temporary wire ties. All removed wire ties shall be cleaned up and disposed of properly upon removal of banner.

- Any banner left up after an event will be removed and the responsible booster club will lose the banner display privilege for the remainder of the athletic season.
PUBLIC ACT 16–67

New Requirements for Employee Background Checks
Overview: Public Act 16-67

Effective July 1, 2016, local or regional boards of education, governing councils of state or local charter schools and inter-district magnet schools have to follow new requirements for hiring education personnel. The CT State legislature recently enacted Public Act 16-67 in response to a new provision in the federal Every Student Succeeds Act ("ESSA"). The new ESSA provision, entitled "prohibition on Aiding and Abetting Sexual Abuse", is aimed at preventing school employees who have engaged in sexual misconduct with students from being passed from one school district to another, by requiring states, state educational agencies and local school districts that receive federal funding to establish laws, regulations and policies that prevent employment of school personnel where there is reason to believe that person has previously engaged in sexual misconduct with a student or minor.
OVERVIEW: PUBLIC ACT 16-67

- Effective July 1, 2016 the new law places significant new obligations on school districts to investigate their prospective employees’ and contractors’ previous employment;

- Previously school districts merely were required to make a documented good faith effort to contact previous employers of applicants to obtain information and recommendations before hiring that person;

- The new law completely rewrote the required employment reference check process;

- Boards of Education, charter school governing counsels and inter-district magnet schools may not offer employment for such positions until they have complied with the new process;
OVERVIEW: PUBLIC ACT 16-67

- Districts must request specific information from an applicant from the applicant’s prior employers and from the CT State Department of Education (SDE) before hiring an applicant for a permanent position involving direct student contact;

- Current and former employers must respond to requests for information pursuant to the statute within five (5) business days;

- Districts may hire an applicant for a position involving direct student contact on a temporary basis (90 days) only, pending successful completion of the new background check process and review of the applicant’s employment history;
What information **must** school districts require from applicants?

Each applicant must provide:

1. The name and contact information of each current and former employer of the applicant that was a board of education, charter school, inter-district magnet or other employment that involved contact with children.
What information must school districts require from applicants?

2. Written authorization that:
Consents to the disclosure of certain required information from previous employers, including the dates of previous employment and whether the previous employer has knowledge that the applicant:

- Was the subject of an allegation of abuse or neglect or sexual misconduct for which there is an investigation pending or which has been substantiated;

- Was disciplined or asked to resign from employment or resigned/separated from any employment while an allegation of abuse or neglect or sexual misconduct was pending, under investigation, or substantiated; or

- Has ever had a professional/occupational license, certificate, authorization or permit suspended or revoked or has ever surrendered such a credential while an allegation of abuse or neglect or sexual misconduct was pending, under investigation or substantiated;
What information must school districts require from applicants?

2. Written authorization that:

Consents to the disclosure of information from the SDE regarding:

- The applicant’s eligibility for a position requiring a certificate, authorization or permit;

- Information about SDE’s knowledge about substantiated findings against the applicant for child abuse, neglect, or sexual misconduct; and

- Information received by SDE that the applicant has been convicted of a crime or has pending criminal charges; and

- Releases prior employers and SDE from liability based on the disclosure of such information;
What information must school districts require from applicants?

3. A written statement regarding whether the applicant has:

- Been the subject of an abuse, neglect or sexual assault investigation by a former employer, state agency or municipal police department, unless the investigation concluded that all allegations were unsubstantiated;

- Ever been disciplined, asked to resign, resigned or otherwise separated from employment while an allegation of abuse, neglect or sexual misconduct was pending, under investigation, or was substantiated or because the applicant was convicted of abuse, neglect or sexual misconduct; and

- Has ever had a professional or occupational license or certificate suspended or revoked or has ever surrendered such a license or certificate, while an allegation of abuse, neglect or sexual misconduct was pending, under investigation, or substantiated or because the applicant was convicted of abuse, neglect, or sexual misconduct;
What must school districts do under the new background check process?

- Districts **must** request the information from an applicant’s current or former employers and such employers must respond with such information within five (5) business days of that request;

- **Must use a form developed by SDE**;

- Districts conducting the employment check may request additional information from the applicant’s current or former employers based on the responses received from the current or former employers, and those employers must also respond to that follow-up request within five (5) business days;

- The review of the information may be conducted by telephone or through written communication; (if by telephone, must be documented)

- Any employer shall be immune from criminal and civil liability for providing information required by Public Act 16-67 as long as the employer did not knowingly provide false information;
What **must** school districts do under the new background check process?

- Districts **must** request and review the information referenced above from the SDE;

- Districts **must** now notify SDE upon receiving information that an applicant or current employee has been **disciplined for a finding of abuse, neglect or sexual misconduct**;
Substitute teachers

- Districts **may** not employ any person as a **substitute teacher** unless that person and the district comply with the employment check provisions;

- Districts **must** maintain a list of persons who are employable as substitute teachers and may not hire any person as a substitute teacher who is not on that list;

- A person **may** remain on that substitute teacher list as long as the person is continuously employed as a substitute teacher; (at least one day each school year)
Contactors

Public Act 16–67 applies many of the same requirements to applicants who are contactors:

- Contactors must require any employee with the contractor who would be in a position involving direct student contact to submit the information and authorizations described above and the contractor must follow a similar process in reviewing such information;

- Contactors must provide school districts with information about any finding regarding abuse, neglect or sexual misconduct and the district determines whether that employee may work in a position involving direct student contact;

- Any determination by a district that such an employee may not work under any such contract shall not constitute a breach of contract;
When *may* school districts offer employment?

Districts *may* temporarily employ or contract with an applicant for up to 90 days, pending review of the required information, provided:

- The applicant provides such information and authorization;

- The school district has no knowledge or information about the applicant that would disqualify him or her from employment; and

- The applicant affirms that he or she is not disqualified from such employment;
When **must** school districts deny employment?

- **May not hire** any applicant who does not provide the information required by the statute;

- **May not hire** any applicant who has been terminated or resigned from employment if the applicant has been convicted of violating the law requiring mandatory reporting of abuse, neglect and sexual assault of a student by a school employee, when the allegation of abuse, neglect or sexual assault has been substantiated;
When may school districts deny employment?

- Applicants who knowingly provide false information or knowingly fail to disclose the information above shall be subject to discipline that may include denial of employment or termination of the contract of a certified employee under Conn. Gen. Stat. § 10–151;

- Districts have discretion to decide whether to employ an applicant under other circumstances;
Limitations on Contract Terms

Districts **may not** enter into any collective bargaining agreement employment contract, agreement for resignation or termination, severance agreement or any contract agreement or take action that:

- **Has the effect of suppressing information** relating to an investigation into a report of suspected abuse, neglect or sexual misconduct by a current or former employee;

- **Affects the ability of the district to report** suspected abuse, neglect or sexual misconduct to appropriate authorities; or

- **Requires the district to expunge information** about an allegation or finding of suspected abuse, neglect or sexual misconduct from any documents unless the allegations are dismissed or found to be false after an investigation;