

Minutes
Watertown Board of Education
Policy & Labor Subcommittee Meeting
Monday, November 9, 2020 – 6:30 p.m.
Virtual Meeting

Members Present: Leslie Crotty, Committee Member
Rob Makowski, Committee Member

Members Absent: Janelle Wilk, Committee Chair
Cathie Rinaldi, Committee Member

Others Present: Dr. John Ramos, Interim Superintendent of Schools
Josephine Rosa, Board of Education
Jason Malagutti, Board of Education

1. Convene Meeting

Ms. Crotty convened the meeting and immediately began reading the policy changes.

2. Discussion Regarding Fiscal Year 2020-2021 Budget Cuts Recommendations

Ms. Crotty – We have some policies that were reviewed by the Policy & Labor Committee this evening and will be presented to the Board for the first reading tonight. You will have two weeks to review and address any concerns you may have and then at the next board meeting we will look to approve whatever final version of these policies that we have.

Series 4000

1. **Code of Ethics (NEW)** - The Code of Ethics is designed to provide employees notice of expected professional conduct. It clearly defines areas that employees need to comply with standards. Some of these standards appear in other areas of our policy book related to other items.
2. **Sex Discrimination and Sexual Harassment (Personnel)** – This policy has been revised in accordance with the new Title IX federal regulations that became effective August 14, 2020. These changes narrow the definitions of sexual harassment under Title IX; limit the obligation to investigate the complaints to conducts that occur in the schools or on campuses; they require mandatory response obligations from the schools; changes the standard to school liability; more detailed grievance procedures for the ways schools process and respond to complaints; changes to hearings and written questions that are required; it mandates that schools can choose what standard of evidence they use for their investigation. It also states that schools must offer parties an appeal from a determination

regarding responsibility. There are also new requirements on training for sexual discrimination and sexual harassment and the frequency of the training and materials covered.

Series 5000

1. **Title IX of the Education Amendments of 1972** - Prohibition of Sex Discrimination and Sexual Harassment (Students) (formerly titled Sex Discrimination and Sexual Harassment) - This policy has the same changes as above in relation to Title IX, but in relation to students. Based on the new regulations from the Federal Government, we are no longer able to investigate claims of sexual discrimination or harassment that take place off campus or not as a part of educational activities. In your email, you will find additional information and links on the Title IX changes and the original regulations. One of the major changes is that sexual harassment can now be defined as sexual discrimination.
 - a) **Appendix A** - Policy Regarding Title X1 of the Education Amendments of 1972- Prohibition of Sex Discrimination and Sexual Harassment (students) – Reminder that the new language is in blue and deleted in red.
2. **Student Dress** – This policy has been revised to clarify that attire or accessories depicting the Confederate Flag or the Nazi Swastika constitute attire or accessories depicting or suggesting violence so as to disrupt the educational environment or that provokes others to acts violently or causes others to be intimidated by fear or violence or that constitute fighting words and thus are prohibited. The policy further clarifies that masks may be work in school in conjunction with the health and safety protocols.
3. **Transportation** – This policy has been revised to include the new statutory requirement that the Superintendent of Schools must report to the Commissioner of the Department of Motor Vehicles any complaints that are received during a 12-month period and accidents involving pedestrian students at or in the area of a school bus stop. This change in the policy allows the policy to track the same language as the existing statute which it is related to, which is CT General Statute 10-221C. This is a permanent policy change which was not provided in the Covid-19 policy. This is a permanent change, unlike the Covid policy ones. This gives the Superintendent 30 business days at the end of the school year to make the report and to make the written report for any accident.

3. Adjournment

Ms. Crotty adjourned the meeting at 6:57 p.m.
She then called for a motion to adjourn.

Subject: Motion to Adjourn
Motion Presented by: Mr. Makowski
Motion Seconded by: Mr. Malagutti

Motion Passed

**Respectfully submitted by,
Mindi Davidson**

Recording Secretary