

**BOE Policy Committee Minutes**  
**Wednesday, January 26, 2022, 9:00 AM – 10:15 AM**  
**Municipal Building, Council Chambers**  
**3 Primrose St, Newtown, CT 06470**

**CALL TO ORDER** Meeting was called to order at 9:00 am

**IN ATTENDANCE** Dan Cruson, Deborra Zukowski, Janet Kuzma, Dr. Lorrie Rodrigue, Suzanne D’Eramo, Wesley Johnson, Sarah Connell, 4 public

**PUBLIC PARTICIPATION** None

**APPROVE MINUTES** Dan Cruson made a motion to approve the minutes of January 9, 2022. Janet Kuzma seconded. Motion passes unanimously.

**OLD BUSINESS**

**Discussion and possible action:**

Item	Reports
<p><b>Policy 4118.21 – Academic Freedom</b>            After receiving advice from CAFE, S. Connell added the Connecticut State Board of Education policy (Free to Learn) to this policy as an Appendix. D. Zukowski asked S. Connell to make sure the appendix was clearly titled.</p> <p>D. Zukowski recommended changing the language “STATE BOARD OF EDUCATION” to “<u>NEWTOWN</u> BOARD OF EDUCATION”. The committee agreed.</p> <p>D. Zukowski asked if “American law” in the last sentence means both National and State law.</p> <p>D. Cruson recommended removing the word “American” so it will now read, “<u>.....school personnel and students by law and tradition.</u>”            The committee agreed.</p> <p>Before the meeting, W. Johnson sent an additional sentence to L. Rodrigue for the committee to review. The sentence W. Johnson recommended is “Educators are encouraged to facilitate discussions in accordance with the Board Resolution.”            L. Rodrigue believes that this sentence is not needed. The original “last sentence” is powerful and a perfect way to end the policy. J. Kuzma said</p>	<ul style="list-style-type: none"> <li>• S. Connell will make the approved edits and send to K.June for BOE second read and possible approval.</li> </ul>

she feels like the new sentence is an “add on”.  
The committee agreed to keep the end of the policy as is.

**NEW BUSINESS**

**Discussion and possible action:**

Item	Reports
<p><b>Policy 4111.1/4211.1 - Equal Employment Opportunity/ Plan for Minority Recruitment and Selection</b></p> <p>This policy was reviewed by the committee in May 2020. W. Johnson recently reviewed this policy and originally did not have any issue with the language. D. Zukowski had some concerns about the language in the second and third paragraph. D. Zukowski asked why the list of protected groups does not include ethnicity. S. D’Eramo said that the language is taken directly from Shipman and Goodwin. The only word that needs to be added is “alienage” which has been added in the last year. W. Johnson replied that “color” and “ethnicity” can be interchangeable.</p> <p>D. Zukowski asked why the list of protected groups is not included in the preamble of the 1-6 lists in the third paragraph.</p> <p>After discussion, the committee agreed that these two policies “Equal Employment Opportunity” and “Plan for Minority Recruitment and Selection” need to be two separate policies because they are very different topics. S. Connell will send the two separate policies to W. Johnson, L. Rodrigue and S. D’Eramo to review and edit.</p>	<ul style="list-style-type: none"> <li>• S. Connell will invite W. Johnson and S. D’Eramo to this policy meeting.</li> <li>• S. Connell will send both policies to W. Johnson, S. D’Eramo and L. Rodrigue for review.</li> </ul>
<p><b>Policy 4000 – Concepts and Roles in Personnel</b></p> <p>S. D’Eramo said this policy was the first policy reviewed in the 4000 series back in May 2020. The committee did not have any questions regarding this policy.</p>	<ul style="list-style-type: none"> <li>• S. Connell will send to K. June for BOE review.</li> </ul>
<p><b>Policy 4100 – Certified Personnel</b></p> <p>S. D’Eramo said this policy was reviewed in May 2020. It is a basic policy about staffing for the District.</p> <p>D. Zukowski asked why there is emphasis on a full time position and not part time positions.</p> <p>D. Cruson said that it could become a logistical</p>	<ul style="list-style-type: none"> <li>• S. Connell will send to K. June for BOE review.</li> </ul>

nightmare, especially over the summer, if the Superintendent had to go to the Board to approve a new position. The new language is addressing that concern.	
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A motion was made by D. Cruson to move Policy 4118.21 – Academic Freedom forward to the BOE for approval. J. Kuzma seconded. Motion was unanimously approved.

A motion was made by D. Cruson to move Policy 4000 – Concepts and Roles in Personnel and Policy 4100 – Certified Personnel forward to the BOE for a first read. J. Kuzma seconded. Motion was unanimously approved.

A motion was made by D. Cruson to postpone discussion on Policy 4111.1/4211.1 - Equal Employment Opportunity/ Plan for Minority Recruitment and Selection. J. Kuzma seconded. Motion was unanimously approved.

#### **UPDATE FROM THE SUPERINTENDENT**

Dr. Rodrigue said that there are many updates coming soon that will possibly require some policy behind it. The following updates that will be updated are absent days used as mental health day, COVID-19 updates and grades 9-12 working virtually.

#### **PUBLIC PARTICIPATION**

None

#### **ADJOURNMENT**

Dan Cruson made a motion to adjourn the meeting. D. Zukowski seconded. Motion was unanimously approved. Meeting was adjourned at 9:37 a.m.