

Board of Education Special Meeting

Wednesday, August 1, 2018 9:00 AM

Central Office Conference Room, 24 School Road, Weston, CT 06883-1623

I. CALL TO ORDER, VERIFICATION OF QUORUM

II. EXECUTIVE SESSION

A. Discussion of Superintendent of Schools Contract

B. Discussion Regarding Matters Pertaining to Personnel

III. RESUME PUBLIC SESSION

IV. NEW BUSINESS

A. Discussion and Vote on Superintendent of Schools Contract

B. Discussion and Vote on Effective School Solutions Contract for 2018-2019

C. Amend Contract of the Director of Human Resources and Internal Counsel

V. ADJOURNMENT

WESTON BOARD OF EDUCATION

Weston, CT

Meeting Date: July 30, 2018

Information Only

Action Requested

Agenda Item Subject: Effective School Contract for 2018-2019

Submitted by: William McKersie

Document Summary/Purpose and/or Recommended Action:

Attached contract between Weston Public Schools and Effective School Services for services provided in 2018-2019 school year.

For more Board of Education Meeting and Committee Meeting Information, visit:
<https://meeting.cabe.org/public/Agency.aspx?PublicAgencyID=47&AgencyTypeID=1>

AGREEMENT

This Agreement made this ____ day of _____, 2018 between Effective School Solutions, LLC which has offices located at 24 Deforest Ave, Suite 310, Summit, New Jersey 07901 (hereinafter referred to as “Effective School Solutions”), by and through its authorized representative, and the Weston Board of Education, which has offices located at 24 School Road, Weston, CT 06883 (hereinafter referred to as the “Board of Education”), by and through its authorized representative (sometimes hereinafter, collectively, “the parties”),

WHEREAS, Effective School Solutions provides therapeutic mental health services through licensed professionals to students in public school districts; and

WHEREAS, the Board of Education is desirous of procuring such services from Effective School Solutions for students enrolled at Weston High School (hereinafter referred to as the “School”); and

WHEREAS, Effective School Solutions and the Board of Education are desirous of entering into a contract for the provision of therapeutic mental health services for the 2018 summer program (“summer program”, defined as a five-week program scheduled during the months of July and August 2018) as well as during regular 2018-2019 school year (“school year program”, beginning with the opening of school in August 2018 and ending with the end of the school year in June, 2019; and

WHEREAS, the Board of Education has the requisite legal authority to enter into an agreement to procure mental health services from Effective School Solutions.

NOW THEREFORE, based on the foregoing recitals, and in consideration of the mutual promises and covenants of the parties set forth below, the parties agree as follows:

1.

(a) Effective School Solutions shall provide the services of two (2) full time Connecticut licensed mental health professionals who are trained and experienced in adolescent psychiatric treatment and employed by Effective School Solutions (“the mental health professionals”) during the school year program and one such professional during the summer program. The Board of Education, acting through its administration, may interview the two (2) full time mental health professionals described above (whether they are employees or contractors) prior to their beginning their services with Weston

Public Schools. If following such interviews, the Board of Education objects to any such mental health professional working with Weston Public Schools, Effective School Solutions shall not utilize them to provide services under this Agreement. The interviews described herein may be conducted prior to such licensed mental health professionals employment with Effective School Solutions or thereafter. If the Board of Education is not satisfied with the services provided by a licensed mental health professional assigned by Effective School Solutions (whether an employee or contractor), the Board may request a change in the professional assigned, which change shall be effectuated no later than seventy-five (75) days from the date Effective School Solutions receives the request in writing. Effective School Solutions agrees that time is of the essence for any such replacements and will use its best efforts to effectuate the change in the professional assigned sooner than seventy-five (75) days. Any replacement for a formerly assigned licensed mental health professional will be interviewed and approved by the Board of Education, acting through its administration, prior to providing services in Weston Public Schools as described in this Section.

(b) The mental health professionals described in this Section shall work under the direction and supervision of a regional director employed by Effective School Solutions, and in cooperation with staff designated by the School. The mental health professionals, including the regional director, shall be employed by Effective School Solutions and shall not be employed by the Board of Education, and Effective School Solutions shall be solely responsible for compliance with all state and federal laws pertaining to their employees and the payment and withholding of all applicable wages and taxes. Effective School Solutions agrees that all of its employees, substitutes, agents, and/or contractors who provide services under this Agreement will be properly licensed for the services that they provide hereunder.

(c) Effective School Solutions shall not discriminate in its hiring of its employees, contractors, substitutes or agents or its treatment of students or staff on the basis of race, gender, ethnic background, religion, sexual orientation, gender identity, disability, age, or on any other basis prohibited by state or federal law. Effective School Solutions shall be considered an independent contractor for all purposes, and nothing in this Agreement

shall be deemed to make the parties partners of joint ventures or to make either party the employer or employee of the other.

(d) The licensed mental health professionals, substitute licensed mental health professionals, and other employees, contractors, and agents employed by Effective School Solutions, and providing services to Weston Public Schools students, shall satisfy the requirements of the criminal history and child abuse and neglect registry records checks prescribed by Connecticut General Statutes Section 10-221 and Board of Education Policy 4111.3 before providing services to the Board of Education. In addition to submitting to the background checks required by law, the licensed mental health care professionals, substitutes, other employees, contractors, and agents will also undergo a criminal “outside background check” as prescribed by Board of Education Policy 4111.3 Section C(6). With regard to any and all required criminal history and child abuse and neglect registry records checks prescribed by Connecticut General Statutes Section 10-221, the Board of Education agrees to conduct all necessary checks in a timely manner on behalf of ESS. ESS shall provide any and all relevant information it has in its possession with regard to these checks to the district. The District will inform ESS when its mental health professional’s required checks have been returned and that the mental health professional has been cleared to continue working. ESS will reimburse the Board of Education for any costs associated with the background checks and outside background checks. These mental health professionals shall be present at all times when School is in session. When mental health professionals are required to work outside of the normal school/work day for family educational training and/or other sessions, he/she will be entitled to take “compensation time” on another date, provided such compensation time does not conflict with required and/or scheduled student and/or family sessions.

(e) This Agreement will expire on June 30, 2018 unless it is extended by mutual written agreement of the parties.

2. Effective School Solutions shall provide therapeutic mental health services for up to eighteen (18) students during the school year program (hereinafter referred to as the “cohort”) enrolled at the School at any given time, as described more specifically in Paragraph Three (“3”) below, for the period beginning with the start of the school year in August and ending with the conclusion of the school year in June 2019. During the summer program, Effective School

Solutions shall provide therapeutic mental health services for up to ten (10) students enrolled at the School, as described more specifically in Paragraph Three (“3”). During the two weeks prior to the onset of the school year, Effective School Solutions shall meet with students and their parents who are going to be in the cohort to complete an evaluation and the necessary consents. The students in the cohort need not necessarily be the same students for the entire period. The parties acknowledge that it is understood that an outpatient mental health clinic license from the Connecticut Department of Public Health is required to provide services for students eighteen (18) years of age or older, and that Effective School Solutions has the required license and will only provide services to students who are eighteen (18) years of age as long as it has said license. In the event that Effective School Solutions no longer has the required license after the execution of this agreement, it will notify the Board of Education who may, in its sole discretion, terminate this Agreement. If the Department of Health ever deems that a license is no longer required, ESS will inform the Board of Education as such and continue to provide services for students 18 and older.

3. Students shall participate in the cohort only after being recommended by staff designated by the Board of Education and approved by ESS. Unless ESS, in consultation with the appropriate school staff, determines otherwise, Effective School Solutions agrees to provide the following therapeutic mental health services during the school year program:

- (a) one (1) individual psychotherapy session each week for each student;
- (b) one (1) daily group therapy session, in which the number of students assigned to a specific group shall not be greater than eleven (11) on a consistent basis; and
- (c) one (1) family therapy session as needed for each family, but generally twice per month.
- (d) one (1) multifamily psycho-educational group session each month.

Unless ESS, in consultation with the appropriate school staff, determines otherwise, Effective School Solutions agrees to provide the following therapeutic mental health services during the summer program:

- (a) one (1) individual or family psychotherapy session every other week for each student;
- two (2) group therapy sessions each week.

4. In the event one of the licensed mental health professionals is absent, if so

requested by the Board of Education, Effective School Solutions shall exert its best efforts to assign a qualified substitute to provide the services. If a substitute cannot be obtained, Effective School Solutions shall provide the Board of Education with a credit (at a rate of \$200 per day) for days of service missed after there has been a total of seven (7) missed days in a school year. However, if Effective School Solutions staff is absent for any reason, Effective School Solutions shall make qualified staff available to provide compensatory services to any student whose individualized education program (“IEP”) or Section 504 Plan requires such services in order to be implemented in substantial compliance with the obligation of the Board of Education to provide a free appropriate public education.

5. In addition to the services listed in Paragraph Three (“3”) of this Agreement, during the school year,

Effective School Solutions shall during the school year program:

- (a) if so requested by the Board of Education, direct its mental health professionals to participate for up to four (4) days per full school week in a teacher-led student skills class that is solely comprised of students in the cohort;
- (b) if so requested by the Board of Education, have one (1) mental health professional assist an appropriately trained school employee, as per subparagraph (d) below, to assist in implementing one (1) daily lunch period group at the School that is solely comprised of students in the cohort;
- (c) ensure that a mental health professional attend PPT, Section 504 Multidisciplinary Team, and SAT meetings, as needed, for students either in the cohort or being considered for enrollment in the cohort, provided that they do not conflict with the other scheduled services outlined in this Agreement; and
- (d) provide up to six (6) hours of in-service training to certified and noncertified staff who have assigned responsibility to students at the School during normal school hours on regularly scheduled school days or staff development days.

6. Effective School Solutions shall provide all the services outlined in this Agreement during normal school hours on regularly scheduled school days during the school year program, except that family sessions may be scheduled at the School during evening hours by Effective School Solutions. If the student is absent on the date the individual or family therapy session is scheduled, or school is not held on the scheduled day for the services, ESS will

use its best efforts to reschedule the missed session. The summer program shall be provided during the hours and days agreed upon by Effective School Solutions and the Board of Education.

7. The Board of Education shall provide Effective School Solutions with:

- (a) a confidential office for the mental health professionals to provide individual therapy sessions at the School;
- (b) a classroom or similar space to conduct group therapy sessions,;
- (c) filing cabinet(s) with locking mechanisms to secure confidential records;
- (d) use of telephones and computers with internet capabilities for each mental health professional at no cost to Effective School Solutions; and
- (e) access to the School's database tracking the student educational records including grades, attendance rates and disciplinary incidents for each student in the cohort provided services by Effective School Solutions, provided that the mental health professionals have a legitimate educational interest in the student educational records, in a manner prescribed by the Board of Education, subject to state and federal requirements for confidentiality of student records and personally identifiable student information. To the extent that confidential student records or other information comes into the possession of Effective School Solutions, Effective School Solutions shall not further disclose that information without appropriate parental consent. All employees, contractors, and agents of Effective School Solutions with access to confidential student educational records understand that they are bound by the requirements of the Family Educational Rights and Privacy Act ("FERPA") and Board of Education Policy 5125 and will be trained regarding the standards and effect of the FERPA and Board of Education Policy 5125.

8. Effective School Solutions shall be designated as a "school official" by the Board of Education for the purpose of providing services to students pursuant to the terms of this Agreement. All records of the services provided by Effective School Solutions to students of the Board of Education shall be considered Education Records pursuant to FERPA and shall be

maintained by Effective School Solutions in accordance with applicable law and Board of Education policy on behalf of the Board of Education. Effective School Solutions shall make all records of services provided to such students in the cohort available to the Board of Education upon request or as required in order to deliver services to the student at issue, including but not limited to, in the event of a due process hearing under state or federal law. Effective School Solutions shall provide parents/students with an acknowledgement for their signature which confirms that any information received by Effective School Solutions from the student may become part of the student's educational records retained by the Board of Education. Once a student is no longer receiving services, Effective School Solutions shall deliver all original records pertaining to that student to the Board of Education for future reference, and any copies retained by Effective School Solutions shall continue to be treated as Educational Records pursuant to FERPA.

9. All computers furnished by the Board of Education in accordance with the terms of this Agreement shall be password protected with access limited to Effective School Solutions and authorized personnel of the Board of Education. The Board of Education shall ensure that there will not be any unauthorized access to the confidential information contained on any such computer. Effective School Solutions personnel understands and agrees that it will access student educational records only to the extent required to provide designated services or for those records in which it has a legitimate educational interest.

10. The School and Effective School Solutions shall work collaboratively to identify students from the School who are appropriate referrals to the cohort. Effective School Solutions shall accept appropriate referrals from the School to the cohort, including but not limited to students who are referred by the PPT, Section 504 Team, and/or SAT. It is within the sole discretion of Effective School Solutions to determine whether a student can enter or remain in the cohort once the student has been referred by the School for the services outlined in this Agreement. However, it is expressly understood that the primary reason for Effective School Solutions to either reject a student or remove a student from the cohort, after considering the input of the appropriate personnel of the School, is a student's unwillingness to appropriately participate in the services outlined in this Agreement or, in the sole opinion of Effective School Solutions staff, the student is a danger to himself/herself or others, in which case Effective School Solutions shall notify the Director of Pupil Personnel Services and School Principal

immediately. In the event that a student in the cohort becomes the subject of a due process hearing or other dispute concerning students with disabilities, Effective School Solutions agrees to make its employees, agents, and contractors available to testify in the due process hearing or other dispute resolution process at no additional cost to the Board of Education.

11. The School agrees to provide training to the mental health professionals with regard to Child Find obligations under the Individuals with Disabilities Education Act (“IDEA”) and Section 504 of the Rehabilitation Act (“Section 504”). Effective School Solutions agrees that the mental health professionals working in the School will comply with said Child Find obligations by making appropriate referrals to the Director of Pupil Personnel Services or the School Principal.

12. In accordance with Connecticut General Statutes Section 10-212b, Effective School Solutions agrees that no one in its employ, including but not limited to the mental health professionals, licensed clinical social workers and psychiatrists, shall recommend the use of psychotropic drugs as part of the services provided through this Agreement. Psychotropic drugs means prescription medications for behavioral or social-emotional concerns, such as attentional deficits, impulsivity, anxiety, depression and thought disorders, and includes, but is not limited to, stimulant medication and antidepressants. Moreover, such individuals may not require that a student obtain a prescription for a controlled substance (as defined in the Controlled Substances Act, 21 USC 801 et seq.) in order for the student to: 1) attend school; 2) receive an initial evaluation or reevaluation to determine a student’s eligibility for special education; or 3) receive special education and related services. Notwithstanding the foregoing, Effective School Solutions employees may recommend that a student be evaluated by an appropriate medical practitioner and may consult with such practitioner with the consent of the parents or guardian of such student.

13. Effective School Solutions and its agents, contractors, and employees may learn certain information as part of the delivery of the services contemplated by this Agreement that is confidential regarding students, faculty and staff of the Weston Public Schools, including but not limited to confidential information contained in educational records, personnel records, and mental health records and information. While such information may be disclosed to Effective School Solutions and its employees, contractors, and agents only in order to effectively deliver services to students in the cohort, Effective School Solutions agrees and understands that such

information must be maintained as confidential and cannot be further disclosed without prior written permission from Weston Public Schools. In addition, in the case of educational and mental health records and information, prior written permission must be obtained by the student's parent(s)/guardian(s) prior to any further disclosure.

14. In the event that Effective School Solutions or any employee, contractor, or agent of Effective School Solutions knows or has reason to believe that a child has been or is being abused or neglected as that term is defined under the Connecticut General Statutes Section 46b-120, Effective School Solutions shall fulfill its responsibility to report such suspected abuse or neglect to the Department of Children and Families (DCF) as required by the applicable mandated reporter requirements, including but not limited to Connecticut General Statutes Section 17a-101a. Effective School Solutions agrees to advise the Director of Pupil Personnel Services when a report of abuse or neglect is made to DCF or a law enforcement agency regarding a student of Weston Public Schools within twelve (12) hours of having made such report to DCF or a law enforcement agency. Effective School Solutions further agrees to provide the Director of Pupil Personnel Services with any information provided to DCF. Effective School Solutions represents and warrants that it is aware of its obligations concerning mandated reporting of suspected child abuse and neglect and that it has trained its employees, contractors, and agents with respect to those obligations.

15. The Board of Education shall pay Effective School Solutions two-hundred and eighty thousand five-hundred dollars (\$280,500) for the services set forth in this Agreement, including the summer program. Payment shall be made in ten (10) equal and consecutive monthly installments of twenty-eight thousand and fifty dollars (\$28,050). The first payment shall be due on September 1, 2018 and shall be due on the first day of every month thereafter. The Board of Education shall furnish Effective School Solutions invoices to the Board of Education with vouchers which Effective School Solutions shall execute and timely submit for payment. Unless otherwise required by law, the Board of Education shall not release the terms and conditions of this Agreement, including but not limited to the financial terms of this Agreement, to any person and/or entity. Effective School Solutions acknowledges that this Agreement is subject to disclosure under the Freedom of Information Act.

16. This Agreement may be terminated upon written notice for Cause. With respect to the termination of the Agreement by the Board of Education, the term "Cause" means the

following: gross negligence or willful misconduct of an Effective School Solutions employee, agent or contractor that is injurious to the Board of Education, its employees and/or agents, a Weston Public Schools student(s), and/or the family of a Weston Public Schools student; or the material breach by Effective School Solutions, its employees, agents, or contractors of any provision of this Agreement as determined by the Board of Education and failure to cure same within five (5) business days after receipt of written notice of such breach. With respect to the termination of the Agreement by Effective School Solutions, the term “Cause” means the following: The Board of Education’s substantial failure to cooperate with Effective School Solutions; or the material breach by the Board of Education of any provision of this Agreement as determined by Effective School Solutions and, in each case, failure to cure same within five (5) business days after receipt of written notice of such failure or breach. The parties hereby agree that the Board of Education’s failure to pay the amount due under this Agreement for two (2) consecutive months shall constitute a material breach of this Agreement. In the event that this Agreement is terminated for Cause, or if the parties do not renew this Agreement beyond June 30, 2018, the provisions of Sections 7, 8, 10, 13, 14, 17, and 18 through 28 of this Agreement will survive any such termination.

17.

(a) Effective School Solutions shall maintain general liability insurance coverage in the minimum amount of \$1,000,000.00, as well as excess/umbrella insurance coverage in the amount of \$6,000,000 to cover any and all liability arising out of and/or related to the provisions of therapeutic mental health services by Effective School Solutions to the Board of Education. The Board of Education will be listed as an additional insured on such general liability insurance coverage and excess/umbrella insurance coverage. Effective School Solutions shall furnish the Board of Education with a copy of the certificate of insurance, including evidence of specific coverage for sexual abuse and molestation incidents or events, prior to the rendering of the services set forth in this Agreement.

(b) In addition, each party shall indemnify, defend and hold harmless the other party and its agents and employees, including, but not limited to, their elected officials, officers, employees and assigns from any and all suits, claims, or actions of any kind whatsoever in any forum whatsoever whether in law or equity brought by any person or

equity caused by or arising out of that party's (or its employees', agents', or contractors') acts or omissions or any other wrongful conduct, under this Agreement. Each party shall have the right to select its own attorneys in connection with any legal action taken against it by a third party, and the party providing indemnification and defense shall reimburse the indemnified and defended party for all reasonable attorneys' fees and costs incurred in the defense of such legal action. In the case of a legal action between Effective School Solutions and the Board of Education, each party shall bear its own legal expenses and costs unless the action is brought to enforce the provisions of this subsection. If an action is brought by either party to enforce the provisions of this subsection, and a court or arbitrator rules in favor of the party seeking to enforce the provisions of this subsection, the non-prevailing party will reimburse the prevailing party for its reasonable attorneys' fees and expenses incurred in seeking such enforcement.

18. Effective School Solutions and the Board of Education agree that they shall not, without the prior written consent of the other, settle or compromise or consent to the entry of judgment in any pending or threatened claim, action, suit or proceeding of which indemnification may be sought pursuant to paragraph 17 above (whether or not either Effective School Solutions or the Board of Education is a named party or a potential named party to such claim, action, suit or proceeding) unless such settlement, compromise or consent includes the unconditional release of the other (and its elected officials and employees) from liability arising from such claim, action, suit or proceeding. The terms of this paragraph shall not apply in the event that the insurer handling the claim, action, suit or proceeding on behalf of a party is free to settle such claim, action, suit or proceeding without the consent of the party.

19. The Board of Education agrees that it shall not hire or otherwise use as a consultant any employee or former employee of Effective School Solutions, who provides and/or provided services to the School in particular, or the Board of Education in general, pursuant to this Agreement for a period of two (2) years from the date the employee last provided services to the Board of Education as an employee of Effective School Solutions. Additionally, the Board of Education agrees that it shall not utilize the services of any employee or former employee of Effective School Solutions, who provides and/or provided services to the School in particular, or the Board of Education in general, as an employee and/or an independent contractor of a vendor other than Effective School Solutions, as an independent contractor or otherwise with respect to

the provision of services contemplated by this Agreement, for a period of two (2) years from the date the employee last provided services to the Board of Education as an employee of Effective School Solutions. Since damages for violating this Agreement are incapable of precise calculation, the parties agree that liquidated damages in an amount equal to four (4) times the employee's salary for the time period equal to the breach of this restrictive covenant is fair and reasonable and does not constitute a penalty. The provisions of this Paragraph ("Paragraph 19") of this Agreement shall remain in full force and effect, regardless of whether the Agreement is terminated prior to the expiration of the term of this Agreement or the Agreement is not renewed by the parties upon the expiration of the term of this Agreement.

20. This Agreement is subject to all applicable federal, state and local statutes, regulations and ordinances and shall be interpreted in accordance with the laws of the State of Connecticut. This Agreement is enforceable in any State or federal court of competent jurisdiction in the State of Connecticut.

21. Failure by either party at any time to require performance by the other party or to claim a breach of any provision of this Agreement shall not be construed as a waiver of any right accruing under this Agreement; nor shall it affect any right that either party may have under the terms of this Agreement or preclude the party from seeking enforcement or claiming damages by instituting a lawsuit in a court of competent jurisdiction.

22. Neither party may transfer or assign any of its rights or obligations under this Agreement without prior written consent of the other. Any such unauthorized transfer or assignment shall be null and void.

23. The provisions of this Agreement shall apply to, bind, and inure to the benefit of each of the parties hereto, and to their respective successors, assigns, and legal representatives.

24. Neither party may use the name or any symbol or mark identified with the other party in connection with any advertising, promotional or similar materials without the written permission of the other party.

25. The parties hereto agree that this Agreement constitutes the sole and complete agreement of the parties, superseding any and all prior and/or contemporaneous agreements or understandings made or alleged to have been made by the parties, whether orally or in writing, and further agree that the provisions of this Agreement are not subject to or in addition to any conditions or understandings not expressly set forth herein. In the event that any portion of this

Agreement is deemed unenforceable by a court of competent jurisdiction, the parties agree that the remaining terms and conditions of the Agreement shall remain in full force and effect. This Agreement shall only become effective upon execution by both parties.

26. Any and all notices and demands required or desired to be given under this Agreement shall be in writing and shall be deemed to have been given upon receipt by the other party, either by personal delivery or mail. All notices required or permitted to be given pursuant to this Agreement shall be given in writing and shall be transmitted by personal delivery, overnight courier, by registered or certified mail, by telecopier or by other electronic means of confirming receipt of delivery.

27. A party may designate a new address to which notices required or permitted to be given pursuant to this Agreement shall thereafter be transmitted by giving written notice to that effect to the other party, each such notice to be deemed effective for all purposes at the time it is delivered to the addressee as indicated by return receipt or presented for delivery at the address so indicated during normal business hours.

28. Effective School Solutions represents that it and all of its employees, contractors, and agents who will provide service to Weston Public Schools students will become familiar with the Board of Education policies and administrative regulations listed below prior to providing such services. Effective School Solutions (and each of its employees, contractors, and agents) agrees to abide by the terms of such policies and administrative regulations:

- Policy 1255 – Civility
- Policy 1325 – Advertising and Promotion
- Policy 4118.11/4218.11 – Non-Discrimination
- Policy and Regulation 4118.12/4218.12 – Sex Discrimination and Sexual Harassment
- Policy and Regulation 4118.222 – Drug Free Workplace
- Policy and Regulations 4118.231/4218.231 - Alcohol, Tobacco, and Drug Free Workplace
- Regulation 4118.24 – Staff/Student Relations: Confidentiality
- Policy and Regulation 4118.25/5141.4 – Reports of Suspected Abuse or Neglect of Children

- Policy 4118.26 – Restraint and Seclusion of Personnas at Risk
- Policy 4118.33 - Prohibition Concerning Recommendation for Use of Psychotropic Drugs by Students
- Policy and Regulation 4118.35 - Employee Use of District's Computer Systems and Electronic Communications
- Policy 4118.4 – Electronic Mail
- Policy 4118.5 – Social Networking, Personnel
- Policy 5141.45, Child Sexual Abuse and Assault
- Policy 6121 – Non-Discrimination: Instructional Program
- Policy 6184 - Unexpected Broadcast and Recording

In the event that the Board of Education amends any of the policies and/or regulations listed above, it will promptly provide Effective School Solutions with the amended versions. Effective School Solutions acknowledges that the terms of Board of Education policies and administrative regulations, regardless of whether they are listed above, govern all issues concerning Weston Public Schools students. The only exception would be in cases where specific language in this Agreement contradicts a policy and/or regulation at issue.

29. This Agreement is subject to ratification by the Board of Education.

IN WITNESS WHEREOF, the parties have hereunto set their hand and seals the day and year first above written.

Witness: EFFECTIVE SCHOOL SOLUTIONS, LLC

_____ By: _____

Witness: WESTON BOARD OF EDUCATION

By: _____