

Policy Committee Meeting

Tuesday, October 3, 2023 9:00 AM

Remote Session

I. CALL TO ORDER, VERIFICATION OF QUORUM

II. APPROVAL OF MINUTES

II.A. Approval of revised minutes from the June 6, 2023 Policy Committee Meeting.

II.B. Approval of minutes from the September 12, 2023 Policy Committee Meeting.

III. DISCUSSION OF POLICIES, REGULATIONS, AND BYLAWS

III.A. Discussion of 4112.4: Health Examinations for Employees

IV. DISCUSSION OF POLICIES, REGULATIONS, AND BYLAWS IN FUTURE MEETINGS

V. NEXT SCHEDULED MEETING OF THE POLICY COMMITTEE

V.A. The next scheduled meeting of the Policy Committee is November 14, 2023 (remote meeting).

VI. ADJOURNMENT

Policy Committee Meeting

Tuesday, June 6, 2023 9:00 AM
Remote Session

Present: Steven Ezzes, Sharon Ferraro, Melissa Walker. Present: 3.

I. CALL TO ORDER, VERIFICATION OF QUORUM

The meeting began at 9:05 AM.

Additional Attendees:

Dr. Tina Henckel, Assistant Superintendent

A quorum has been met and the Policy Committee meeting can begin.

Unseconded with a motion by Walker, Melissa.

II. APPROVAL OF MINUTES

A. Approval of minutes from the May 2, 2023 Policy Committee Meeting.
Move that the Policy Committee approve the minutes from the May 2, 2023 meeting. Carried with a motion by Ferraro, Sharon and a second by Ezzes, Steven.

Steven Ezzes: Yea, Sharon Ferraro: Yea, Melissa Walker: Yea

Yea: 3, Nay: 0

III. DISCUSSION OF POLICIES, REGULATIONS, AND BYLAWS

Additional Attendees:

Dr. Tina Henckel, Assistant Superintendent

A. Discussion of 5113: Attendance and Excuses

We had various policies that touched on attendance truancy and/or chronic absenteeism that weren't ordered consecutively or consolidated properly. The objective here was to review what we had and to put it all in one place so that it made sense and wasn't repetitive. Dr. Henckel took the lead on this policy review, looked at guidance from Shipman & Goodwin's model policy and leveraged that as an anchor for merging all other conversation and content into that policy.

The committee agreed that the revised policy should go to the Board at the ~~September~~-June meeting for a first-read.

IV. DISCUSSION OF POLICIES, REGULATIONS, AND BYLAWS IN FUTURE MEETINGS

No additional poliies were slated for review.

V. NEXT SCHEDULED MEETING OF THE POLICY COMMITTEE

A. Discussion regarding policy committee schedule for the upcoming 2023-2024 school-year.

The committee schedule will remain as is for the start of the 2023-2024 school-year. Melissa Walker stated the time to make changes will be when committee structure changes, which usually

takes place around board elections in November.

VI. ADJOURNMENT

The meeting was adjourned at 10:17 AM

Move that the Policy Committee adjourn the June 6, 2023 meeting.

Carried with a motion by Ferraro, Sharon and a second by Ezzes, Steven.

Steven Ezzes: Yea, Sharon Ferraro: Yea, Melissa Walker: Yea

Yea: 3, Nay: 0

Respectfully submitted by:

Jodi Sacchetta

Chairperson

Superintendent

Policy Committee Meeting

Tuesday, September 12, 2023 9:12 AM
Remote Session

Absent: Steven Ezzes, **Present:** Sharon Ferraro, Melissa Walker. Present: 2,
Absent: 1.

I. CALL TO ORDER, VERIFICATION OF QUORUM

Additional Attendees:

Lisa Barbiero, Superintendent of Schools
Tracy Edwards, Director of Pupil Personnel Services

A quorum has been met and the Policy Committee meeting can begin.
Carried with a motion by Ferraro, Sharon and a second by Walker,
Melissa.

Sharon Ferraro: Yea, Melissa Walker: Yea
Yea: 2, Nay: 0

II. APPROVAL OF MINUTES

A. Approval of minutes from the June 6, 2023 Policy Committee Meeting.

Move that the Policy Committee approve the minutes from the June 20, 2023 meeting. Carried with a motion by Ferraro, Sharon and a second by Walker, Melissa.

Sharon Ferraro: Yea, Melissa Walker: Yea
Yea: 2, Nay: 0

III. DISCUSSION OF POLICIES, REGULATIONS, AND BYLAWS

A. Discussion regarding committee policy review for the upcoming school year.

B. Discussion regarding 5131.911: Bully Prevention and Intervention

There have been recent state-wide changes to the bullying policy. Instead of redlining our current policy, we are working off the shipman model policy which incorporates all changes. Tracy Edwards indicated the most noteworthy change to the policy involves the definition of bullying. In addition, there are very specific procedural requirements surrounding how an investigation is conducted and communicated. In certain cases, discipline needs to play a part, but there is a difference between bullying and mean-spirited behavior. What are we doing to remedy the situation and support the students? There is an emphasis on restoring and repairing relationships, whenever possible. There is an educational focus and we are here to support students and families.

Each school has a Safe School Climate Plan. The safe school climate specialist is Tracy Edwards. The safe school climate specialists are the principals (or assistant principals).

The committee is in agreement that this policy should be brought to the Board at the September meeting for a first-read.

IV. **NEXT SCHEDULED MEETING OF THE POLICY COMMITTEE**

A. The next scheduled meeting of the Policy Committee is October 3, 2023 (remote meeting).

V. **ADJOURNMENT**

Move that the Policy Committee adjourn the September 12, 2023 meeting. Carried with a motion by Ferraro, Sharon and a second by Walker, Melissa.

Sharon Ferraro: Yea, Melissa Walker: Yea
Yea: 2, Nay: 0

Respectfully submitted by:
Jodi L. Sacchetta

Chairperson

Superintendent

Health Examinations for Employees Health Examination Regulation

I. ~~Initial Hiring or~~ Returning from Leaves of Absence: all Certified and Non-Certified Staff

~~Upon initial hiring, all certified and non-certified employees shall be screened for tuberculosis, have their immunizations reviewed, and be screened for physical capability when applicable. This examination shall be provided by the school district in conjunction with the Westport/Weston Health District. Vaccines and Immunizations that are not complete are required to be updated and shall be made available through the Health District.~~

~~All employees returning to regular employment after Medical Leaves of Absence must present to Human Resources an acceptable health statement from a licensed medical physician that the employee is able to perform the duties of his/her position..~~

~~These screenings and/or examinations are a condition of employment. Verification of completion must be provided at the superintendent's office in a timely manner prior to the commencement of employment with the Weston Public Schools. In the event that a tuberculosis test is positive, the employee must have a licensed physician submit a statement that the employee is free from communicable tuberculosis.~~

II. ~~Examinations for Food Service Workers~~

~~Food service workers shall undergo tuberculosis screening annually. This screening shall be provided by the school district. Hepatitis A vaccine is recommended and will be made available through the Westport/Weston Health District.~~

III. ~~Ongoing Employees~~

~~Standard adult immunizations are required to be updated as needed and shall be available from the Health District. Personal physicians have discretion to require additional tuberculosis screening.~~

IV-II. Superintendent May Require Examinations

The Superintendent may require a physical or psychological examination by a licensed physician of any certified or non-certified employee whenever the Superintendent has grounds to believe that the performance of the employee is adversely affected and may involve illness of any kind. The cost of the examination shall be borne by the school district. All exams shall be conducted in the manner consistent with state and federal law, including the American with Disabilities Acts.

V-III. Examination Results

~~Results of all health examinations will only be released to the employee, his/her family physician and the school physician. All records will be kept in the Central Office. All records will be kept in a confidential location at Central Office. When the protection of an employee's health or that of the pupils' requires employee absence or some other~~

Health Examinations for Employees

Health Examination Regulation

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These screenings and/or examinations are a condition of employment. Verification of completion must be provided at the superintendent's office in a timely manner prior to the commencement of employment with the Weston Public Schools. In the event that a tuberculosis test is positive, the employee must have a licensed physician submit a statement that the employee is free from communicable tuberculosis.

II. Examinations for Food Service Workers

Food service workers shall undergo tuberculosis screening annually. This screening shall be provided by the school district. Hepatitis A vaccine is recommended and will be made available through the Westport/Weston Health District.

III. Ongoing Employees

Standard adult immunizations are required to be updated as needed and shall be available from the Health District. **Personal physicians have discretion to require additional tuberculosis screening.**

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V. Examination Results

Results of all health examinations will only be released to the employee, his/her family physician and the school physician. All records will be kept in the Central Office. When the protection of an employee's health or that of the pupils' requires employee absence or some other adjustment, the school system's medical advisor, acting in consultation with the employee's physician, shall indicate to the superintendent the necessary action.

VI. Exceptions

Exceptions shall exist for employees who, for religious and/or medical reasons, do not receive immunizations or other treatments as is required by law. Such employees shall provide verification of their religious affiliation.

Regulation: Revised :April 18, 2006

WESTON PUBLIC SCHOOLS
Weston, Connecticut