



CONSOLIDATED SCHOOL DISTRICT OF NEW BRITAIN

New Britain Board of Education Policy Subcommittee Meeting

February 18, 2020 – 5:30 PM | New Britain Educational Administration Center

Call to Order and Opening

Mr. Nicholas Mercier, Policy Subcommittee Chair, called the meeting to order at 5:39 PM.

Committee Members Present

Mr. Merrill Gay, Ms. Diane Leja, Mr. Nicholas Mercier, Ms. Diana Reyes, Dr. Violet Jiménez Sims

CSDNB Staff Present

Ms. Kristin Salerni, Ms. Nancy Sarra, Mr. Mark Spalding

New Business

Review and approve minutes from the Policy Subcommittee Meeting on December 16, 2019.

There were no recommended changes to the minutes from the Policy Subcommittee Meeting on December 16, 2019.

Review Policy 4111.3 – Process for Hiring Head Coaches

The Policy Subcommittee made the following recommendations with regard to the Board Policy Statement:

- Section A: Strike “Human Resources Department” and replace with “Talent Development Office”
- Section B: Add “based on the job description” to the end of the sentence
- Section C: Strike second reference to “Coordinator of Athletics” and replace with “Talent Development Office” shall then notify...
- Section D: Add the following phrase at the beginning of the sentence “A committee appointed by the Superintendent made up of a minimum of” the Coordinator of Athletics...
- Section D: Add “or their designee” after High School Principal
- Section E: Reformat policy moving Section E up to follow the current Section C and precede current Section D
- Section F: Strike “The Coordinator of Athletics and the High School Principal” and replace with “The committee”
- Section F: Strike “will then recommend the candidate selected” and replace with “will then recommend a selected candidate or candidates to the Superintendent” using the application...
- Section G: Strike “Chief Academic Officer and Chief Human Resources Officer” and replace with “Director of Personnel and Talent Development”
- Section H: Strike “(blue sheet)”

The Policy Subcommittee recommended that this revised policy be forwarded to the Board of Education for approval at the next regular meeting.

New Britain Board of Education

Merrill Gay – President | Nicholas Mercier – Vice President | Violet Jiménez Sims – Secretary

Monica Dawkins | Anthony Kane | Diane Leja | Annie S. Parker | Diana Reyes | Nancy Rodriguez | Gayle Sanders-Connolly

Review Policy 0521.00 – Equal Employment Opportunity – Non-Discrimination

The Policy Subcommittee made the following recommendation with regard to the Board Policy Statement:

- Add “gender identity” to second sentence following “sex” and preceding “age”

The Policy Subcommittee recommended that this revised policy be forwarded to the Board of Education for approval at the next regular meeting.

The Policy Subcommittee made the following recommendations with regard to the Administrative Procedure:

- Section I. Regarding Employee Complaints of Discrimination: Add “gender identity” to second sentence following “sex” and preceding “age”
- Section I. Regarding Employee Complaints of Discrimination: In second paragraph update Board Policy “7-11” to Board Policy “4118.11”
- Section II. Reporting a Complaint of Discrimination: Add “gender identity” to first sentence following “sex” and preceding “age”
- Section IV. Alternative Complaint Procedures: Revise Connecticut Commission of Human Rights and Opportunities (CHRO) address to 450 Columbus Boulevard, Suite 2, Hartford, CT 06103
- Section IV. Alternative Complaint Procedures: Revise CHRO phone number to (860) 566-7710
- Section IV. Alternative Complaint Procedures: Change statute of limitation from one hundred and eighty days (180) to three hundred days (300)

The Policy Subcommittee recommended that the Administrative Procedure be forwarded to the Superintendent’s Cabinet for review with regard to the proposed revisions.

Review Policy 2151.00 – Recommendations for Administrative Positions

The Policy Subcommittee made the following recommendations with regard to the Board Policy Statement:

- Strike “his/her” from the first sentence of second paragraph and replace with “their”
- Change second sentence of second paragraph from “The study session will typically be the executive session of the Board meeting prior to the Board Meeting the candidate will be presented for approval” to “The study session will typically be in executive session.”

The Policy Subcommittee recommended that this revised policy be forwarded to the Board of Education for approval at the next regular meeting.

Review Policy 4111/4211 – Hiring of Staff

The Policy Subcommittee did not recommend any revisions to the Board Policy Statement.

The Policy Subcommittee made the following recommendations with regard to the Administrative Procedure:

- Section III – A. Administrative Positions: Update Board Policy “2-1” to Board Policy “2151.00”
- Section IV – A. Administrative Positions: Update Board Policy “2-1” to Board Policy “2151.00”

The Policy Subcommittee recommended that the Administrative Procedure be forwarded to the Superintendent’s Cabinet for review with regard to the proposed revisions.

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Review and/or Re-affirm Policy 4131.00 – Professional Staff Development (April 28, 1986)

The Policy Subcommittee recommended that the suggested policy from CABE replace the current district policy with the following revision:

- Strike “Board” from the eighth paragraph of the suggested CABE policy and replace with “Superintendent”

The Policy Subcommittee recommended that this revised policy be forwarded to the Board of Education for approval at the next regular meeting.

Review and/or Re-affirm Policy 5141.50 – Attempted Suicide and Suicide Prevention (May 4, 1992)

The Policy Subcommittee did not recommend any revisions to the Board Policy Statement.

The Policy Subcommittee recommended that the educational component of this policy be referred for discussion at a future Curriculum Subcommittee Meeting.

Review and/or Re-affirm Policy 5134.00 – Students who are Pregnant, Married and/or Parents (May 4, 1992)

The Policy Subcommittee recommended that the suggested policy from CABE (Alternate Language) replace the current district policy with the following revisions:

- Strike “girl” from the first sentence of the third paragraph and replace with “student”
- Strike “her” from the first and second sentences of the third paragraph and replace with “their”
- Strike “mother” from the last sentence and replace with “parent”

The Policy Subcommittee recommended that this revised policy be forwarded to the Board of Education for approval at the next regular meeting.

Closing and Adjournment

The meeting was adjourned at 6:49 PM.

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