

NEW MILFORD BOARD OF EDUCATION

New Milford Public Schools

50 East Street

New Milford, Connecticut 06776

NEW MILFORD, CT

**POLICY SUB-COMMITTEE
MEETING NOTICE**

2015 MAR 13 A 8:48

RECEIVED
TOWN CLERK

DATE: March 17, 2015
TIME: 6:45 P.M.
PLACE: Lillis Administration Building, Rm. 2

AGENDA

New Milford Public Schools Mission Statement

The mission of the New Milford Public Schools, a collaborative partnership of students, educators, family, and community, is to prepare each and every student to compete and excel in an ever-changing world, embrace challenges with vigor, respect and appreciate the worth of every human being, and contribute to society by providing effective instruction and dynamic curriculum, offering a wide range of valuable experiences, and inspiring students to pursue their dreams and aspirations.

1. Call to Order
2. Public Comment

An individual may address the Board concerning any item on the agenda for the meeting subject to the following provisions:

- A. A three-minute time limit may be allocated to each speaker with a maximum of twenty minutes being set aside per meeting. The Board may, by a majority vote, cancel or adjust these time limits.
- B. If a member of the public comments about the performance of an employee or a Board member, whether positive, negative, or neutral, and whether named or not, the Board shall not respond to such comments unless the topic is an explicit item on the agenda and the employee or the Board member has been provided with the requisite notice and due process required by law. Similarly, in accordance with federal law pertaining to student confidentiality, the Board shall not respond to or otherwise discuss any comments that might be made pertaining to students.

3. Discussion and Possible Action

- A. Policy Recommended for Revision and Approval at Initial Board Presentation in accordance with Board Bylaw 9311:
 - 1. 4115.1/4215.1 Athletic Coaches Evaluation and Termination
- B. Policy Recommended for Revision:
 - 1. 3541 Transportation Services

4. Public Comment

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5. Adjourn

Sub-Committee Members: David A. Lawson, Chairperson
Robert Coppola
Daniele Shook
John W. Spatola

Alternates: Wendy Faulenbach
Theresa Volinski

**RECOMMENDED FOR REVISION AND
APPROVAL AT INITIAL BOARD PRESENTATION**

Bold Italicized language constitutes an addition

Commentary: Proposed change clarifies that the Athletic Director evaluates the coach per Conn. Gen. Stat. 10-222e (law permits board to select AD and/or immediate supervisor to do the evaluations). Suggested revision also updates the legal reference section to include new provisions regarding athletic directors.

4115.1(a)

4215.1(a)

PERSONNEL CERTIFIED/NON-CERTIFIED

Athletic Coaches Evaluation and Termination

The Board complies with the state law concerning the evaluation and termination of coaches and this policy should be construed consistent with that law. For purposes of this policy, the term “athletic coach” means any person holding a coaching permit who is hired by a local or regional Board of Education to act as a coach for a sport season.

Evaluations

Any person holding a coaching permit who is employed by the Board to coach for a sport season shall be evaluated by *the Athletic Director in consultation with* his/her immediate supervisor on an annual basis. A copy of such evaluation shall be provided to the athletic coach.

Termination of Employment

The employment of an athletic coach may be terminated at any time unless he or she has served in the same coaching position for three or more consecutive school years. In such case, the Superintendent may decline to renew or terminate the contract of the coach by providing written notification of that action within ninety (90) calendar days of the end of the season. This does not prohibit a Superintendent from terminating the employment of any athletic coach (including one that has served in the same coaching position for three or more consecutive school years) at any time for reasons of moral misconduct, insubordination or a violation of the rules of the Board of Education, or because the sport has been cancelled by the Board.

Appeal of Decision to Terminate or Decline to Renew

An athletic coach who has served in the same coaching position for three or more consecutive years may appeal any such non-renewal or termination decision to the Board in accordance with the following procedures:

Athletic Coaches Evaluation and Termination

Appeal of Decision to Terminate or Decline to Renew Cont'd

- A. The athletic coach must file a written appeal with the Board within ten (10) calendar days of the Superintendent's written notification of non-renewal or termination. Such appeal shall set forth the basis on which the athletic coach seeks review of that decision, and a copy of said appeal shall be sent to the Superintendent. Failure to submit a timely written appeal shall constitute a waiver of the opportunity to appeal.
- B. Within a reasonable period of time of its receipt of a written appeal of the Superintendent's decision, the Board or a committee of the Board shall conduct a hearing to consider such appeal. Reasonable notice of the time and place for such hearing shall be issued to the athletic coach.
- C. Prior to the hearing and within a reasonable period of time after receiving an athletic coach's written request, the Superintendent shall provide a statement of the reasons for which he or she terminated or declined to renew the athletic coach's contract.
- D. At the hearing, the athletic coach shall have an opportunity to present facts and evidence in support of renewal and /or reinstatement, and the Superintendent shall have the opportunity (but shall not be obligated) to present facts and evidence in support of the decision of non-renewal and/or termination. With cause shown, the athletic coach may call a limited number of witnesses to testify only if there is a clear need for the presentation of relevant factual information from such witnesses (as opposed to simple expressions of an opinion on the skill or competence of the athletic coach). Cumulative or redundant testimony shall not be allowed.
- E. The Superintendent's decision to terminate or decline to renew the coaching contract shall be affirmed unless the Board determines that the decision is arbitrary and capricious. The coach shall bear the burden of proof on this point.
- F. Within a reasonable period of time following the hearing, the Board shall make its determination and provide a written decision to the athletic coach. The decision of the Board shall be final.

Legal Reference: Connecticut General Statutes § ~~10-222e~~
10-149d. Athletic directors. Definitions. Qualifications and hiring. Duties
10-222e. Policy on evaluation and termination of athletic coaches

Policy adopted: October 18, 2005
Policy revised: November 18, 2008

NEW MILFORD PUBLIC SCHOOLS
New Milford, Connecticut

Commentary March 2015: Suggested revisions coordinate with school reorganization and are consistent with standards established in surrounding communities. Also, the removal of age references (in favor of grade level) is intended to improve both the clarity and administration of the policy. Sections highlighted in gray have suggested revisions.

3541(a)

Business/Non-Instructional Operations

Transportation Services

Statement of Policy

This policy applies to students enrolled in the New Milford Public Schools and such other schools as the district is mandated to provide pupil transportation services. The Superintendent of Schools shall administer the district's operations in such a manner as to:

1. provide for the reasonable safety of students.
2. supplement and reinforce desirable student behavior patterns.
3. assist handicapped students appropriately.
4. enrich the instructional program through carefully planned field trips as recommended by the staff.

Definitions

1. "Bus stop" means a geographical location designated by the Board of Education or School Administration where pupils can board or disembark from a school bus.
2. "School transportation" means the procedure, program, or fully effective and implemented plan by which a pupil is conveyed to and/or from school from his/her residence or the bus stop at public expense, whether by use of publicly owned equipment or by contract. Such transportation shall be over public roads approved by the municipality or private roads approved pursuant to C.G.S. Section 10-220c.
3. "Walking distance" means the linear measure of a prescribed or authorized pedestrian route between the pupil's residence and his/her school from a point at the curb or edge of a public or private road nearest the pupil's residence to a point at the entrance of the school, or a safe entrance to the school grounds located within one hundred feet of the school building entrance or the bus pick-up area, or route from the point on the public thoroughfare nearest the residence to the school bus vehicle embarkation point established by the New Milford Board of Education.
4. "One mile walking distance" means a reasonable measurement of a route to be traversed extending from the point of measurement up to 5,280 feet.
5. "Grade K" means kindergarten, or a school program appropriate to a beginning pupil.

Business/Non-Instructional Operations

Transportation Services

Definitions (continued)

6. "Hazard" means a thing or condition, as prescribed in this policy under "Hazardous Condition—Transportation Guidelines" that affects the safety of pupils walking to and from school, and/or bus stop.
7. "Sidewalk" means a portion of the landscape right of way approximately three feet wide, usually parallel to the traffic lanes which may be paved or unpaved, distinguished by some elevation above the street pavement level and marked by curbing, drainage ditch, grass area or fencing; apart from and independent of any painted safety markings along the street pavement.
8. "Raised walk area" means a portion of the landscape right of way approximately three feet wide, usually parallel to the traffic lanes which may be paved or unpaved, distinguished by some elevation above the street pavement level and marked by curbing, drainage ditch, grass area or fencing; apart from and independent of any painted safety markings along the street pavement.
9. "Pupil" means any individual of school age enrolled in a public or nonprofit private school located within the school district or contiguous school district as the case may be.
10. "Backing" of the school bus shall be avoided, if possible. When backing maneuvers cannot be avoided, children shall be retained inside the bus. If there are children outside the bus, no backing maneuvers shall be made unless a competent adult observer is on hand to direct the maneuver.

Provision of Transportation

Transportation by private carrier may be provided whenever such practice is more economical than using school district-owned/leased facilities.

The Board of Education will furnish transportation to resident public students living outside of the following limits, based on the most direct route from the students' home beginning at a point at the curb or edge of a public road or highway nearest the home to the edge of the school property or bus pickup area:

<u>Grades</u>	<u>Distance</u>
K-3 K-2 students	0.5 mile
4-8 3-8 students	1 mile
9-12 students	1.5 miles

Business/Non-Instructional Operations

Transportation Services

Students living within these limits will receive transportation when, in the opinion of the Board, a hazard is present.

Cul-de-Sac/Dead Ends

Except in cases where hazardous conditions exist as defined in this Policy, buses will not enter any Cul-de-Sac or Dead End Road which distance is the same or less than that proscribed for the ~~age group~~ **grade level** of children being transported as referenced in Provision of Transportation.

Riding Time

It is an objective of this policy that students not be required to spend more than one hour, each way, riding on the school bus. It is understood that in some instances this objective may not be achieved due to the following but not limited to road conditions, weather conditions, and the number of stops required on a particular route.

Hazardous Conditions—Transportation Guidelines

1. Any walking route to either the bus stop or the school which is in excess of the previously designated walking distances shall be deemed hazardous.
2. A street or road having an adjacent or parallel sidewalk or raised walk area shall be deemed hazardous when any one of the following conditions exists:
 - (a) For pupils ~~under age ten, or~~ enrolled in grades K through 2 3, the absence of pedestrian crossing light or crossing guard where three or more streets intersect, and a street crossing where there are no stop signs or cross guards and the traffic count during the time that pupils are walking to or from school exceeds sixty vehicles per hour at the intersection;
 - (b) For pupils ~~age ten or older, or~~ enrolled in grades 3 4 through 12, the absence of pedestrian crossing light or crossing guard where three or more streets intersect, and a street crossing where there are no stop signs or cross guards and the traffic count during the time that pupils are walking to or from school exceeds ninety vehicles per hour at the intersection;
 - (c) For all pupils, any street, road, or highway with speed limits in excess of forty miles per hour which do not have pedestrian crossing lights or crossing guards or other safety provisions at points where pupils must cross when going to or from school or the bus stop;

Business/Non-Instructional Operations**Transportation Services****Hazardous Conditions – Transportation Guidelines** (continued)

- (d) For all pupils, the usual or frequent presence of any nuisance such as open man-holes, construction, loading zones where delivery trucks are permitted to park on walkways, commercial entrances and exits where cars are crossing walking areas at speeds in excess of five miles per hour, and the like, including such nuisance which are hazardous or attractive to children.
 - (e) For all pupils, the usual or frequent presence of snow plowed or piled on the walk area making walkways unusable and the presence of any of the conditions described in Sections 3(a)-(c) immediately hereafter.
3. Any street, road, or highway which has no sidewalks or raised walk areas shall be deemed hazardous if any one of the following conditions exist:
 - (a) For pupils ~~under age ten or~~ enrolled in grades K through 2 –3, any street, road or highway possessing a traffic count of sixty or more vehicles per hour at the time that pupils are walking to or from schools or bus stops;
 - (b) For all pupils, the presence of man-made hazards including attractive nuisances, as described in Section 2(d) immediately preceding this section;
 - (c) Any street, road, or highway possessing a speed limit in excess of thirty miles per hour;
 4. Any bus stop located on any street, road, or highway which has no sidewalks or raised walk areas shall be deemed hazardous when the line-of-sight visibility together with posted speed limits do not permit vehicular braking/stopping in accordance with the American Association of State Highway and Transportation. Due to the rural nature of the New Milford community, it is not possible to apply these line-of-sight requirements to the pedestrian route to and from a bus stop when such pedestrian route is along a road(s) with a speed limit of 25 miles per hour or less. Similarly, these line-of-sight requirements do not apply to bus stops serving a single family at a location adjacent to their property.
 5. Any walkway, path, or bridge in an area adjacent or parallel to railroad tracks shall be considered hazardous unless a suitable physical barrier along the entire pedestrian route is present and fixed between pupils and the tracks; and any crossing of railroad tracks that carry moving trains during hours that pupils are walking to or from school shall be deemed hazardous unless, (1) a crossing guard is present; or (2) an automatic control bar is present at crossings used by pupils under age ten, or, a bar or red flashing signal light is operational when the crossing is used by pupils.

Business/Non-Instructional Operations**Transportation Services****Hazardous conditions – Transportation Guidelines** (continued)

6. Any walkway, path, or bridge adjacent or parallel to a lake, pond, stream, culvert, water-way, or bridge shall be deemed a hazard for pupils in **grades K through 5 -4** in the absence of a fence or other suitable barrier fixed between the pupil and the water.
7. Any area adjacent to a roadway, sidewalk, or bridge having a drop of three or more feet per four feet of travel length on either side of the established lanes, the absence of a fence or other suitable barrier shall be deemed hazardous for pupils in grades K through **5. -4**
8. Any street, road, walkway, sidewalk, or path designated as a walking route for all school pupils that passes through an area which has a history of aggressive acts of molestation resulting in actual or threatened physical harm or moral degradation during the hours when pupils ordinarily walk to or from school shall be deemed hazardous.
9. Walking to or from school or the bus stop at any time prior to one-half hour before sunrise or any time one-half hour after sunset shall be deemed hazardous for pupils in **grades K through 5 -6.**
10. These guidelines are applicable to private roads approved for passage of school transportation vehicles in accordance with C.G.S. Section 10-220c.
11. Pupils with physical handicaps and/or health conditions rendering them unable to walk to either the bus stop or school, as determined by their physician and the school district's medical advisor, shall receive appropriate transportation.
12. Exception: The New Milford Board of Education may grant an exception to any provision of this guideline where a peculiar condition or combination of conditions renders such condition(s) a hazard based upon reasonable judgment.

Students Receiving Special Education

Any modifications of these transportation services for special education pupils and pupils eligible for services under Section 504 of the Rehabilitation Act shall be determined on an individual basis.

Business/Non-Instructional Operations

Transportation Services

Suspension of Transportation Services

The New Milford Board of Education has the authority to suspend transportation services of any pupil whose conduct, while awaiting or receiving transportation to or from school, endangers persons or property or constitutes a violation of a publicized Board policy. The decision to suspend a student from transportation services for improper conduct is not reviewable under Connecticut General Statutes §10-186. Suspension from school transportation will be carried out in accordance with the Board's Policy on Student Behavior on School Transportation [Policy 5131.1(a-b)]

Transportation Safety—Reporting of Complaints

The Superintendent of Schools will develop and implement procedures for reporting of all complaints relative to school transportation.

Legal Reference: Connecticut General Statutes

§§10-186

10-220

10-220c

10-221c

14-275

14-275a

14-275b

14-275c

14-276a(c)

Conn. State Agencies Regs.

§10-76d-19.

Policy adopted: June 11, 2002
 Policy revised: December 12, 2006
 Policy revised: June 10, 2008
 Policy revised: October 11, 2011
 Policy revised: December 11, 2013
 Policy reviewed: February 25, 2014

NEW MILFORD PUBLIC SCHOOLS
 New Milford, Connecticut