

BOARD OF EDUCATION
FAIRFIELD PUBLIC SCHOOLS
FAIRFIELD, CT

Policy Committee Meeting

Monday, May 15, 2017
4:30 p.m.
501 Kings Highway East
Superintendent's Conference Room

Agenda

- I. Call to Order
- II. Approval of May 1, 2017 Meeting Minutes
- III. Policy
 - 4112.5 Fingerprinting/ Criminal History Record Information (CHRI)
 - 6142.101 Wellness
 - 4118.51/4218.51 Use of Social Networking Sites by Staff
- IV. Open Discussion/Public Comment
- V. Adjournment
- VI. Future Items
 - 1311.1 / 1311.2 Political Activities in School / on School Property
 - 1230 Parent Organizations and Booster Clubs

Future Mtg. Dates and Times: *All meetings will be on Mondays, starting at 4:30 unless otherwise noted. See approved calendar*

All meetings will be held at 501 Kings Highway East, Superintendent's Conference Room unless otherwise noted.

BOARD OF EDUCATION
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FAIRFIELD, CT

Policy Committee Meeting

Monday, May1, 2017
4:30 p.m.
501 Kings Highway East
Superintendent's Conference Room

Minutes

- I. Call to Order Meeting called to order at 4:40PM. Present: J. Kennelly (BOE), D. Karnal (BOE), J. Mitchell (Nursing Supervisor), J. Coyne (Admin)
- II. Approval of March 27, 2017 Meeting Minutes Approved 2-0
- III. Policy
 - 5141.213 Administering Medication – Opioid Overdose Prevention
After some language changes approved to move to BOE for 1st Reading 2-0
 - 6142 Basic Instructional Program
Approved to move to BOE for 1st Reading 2-0
 - 4112.5 Fingerprinting/ Criminal History Record Information (CHRI)
Policy was reviewed. Mrs. Karnal requested more information before she is willing to vote to approve for 1st Reading.
 - 5144.1 Use of Physical Force
After some language and format changes approved to move forward to BOE for 1st Reading
 - 6173 Homebound / Hospital Instruction
Approved to move forward to BOE for 1st Reading
- IV. Committee Meeting Schedule
May 22nd Meeting will begin at 4:15
- V. Open Discussion/Public Comment
No members of the public attended this meeting
- VI. Adjournment Meeting adjourned at 6:50 PM
- VII. Future Items
May 15th Meeting Agenda
 - 6142.101 Wellness
 - 4118.51/4218.51 Use of Social Networking Sites by Staff-Future Agendas
 - 1311.1 / 1311.2 Political Activities in School / on School Property
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Personnel -- Certified/Non-Certified

Security Check/Fingerprinting

In order to create a safe and orderly environment for students, all offers of employment will be conditional upon the successful outcome of a criminal record check. In addition, any person applying for employment with the District shall submit to a record check of the Department of Children and Families Child Abuse and Neglect Registry before the person may be hired.

Applicants, as required, shall disclose (1) current and past employers' contact information; (2) authorization allowing contact with such employers; and (3) statements about any past misconduct, discipline, or licensure penalties as a result of sexual misconduct or abuse allegations.

Prior to hiring any applicant, the District will (1) ensure that the above stated three requirements are completed; (2) review applicants' employment history after making a documented, good faith effort to contact previous employers for information; and (3) request any available information about applicants from SDE.

District employees shall within 30 days after they are hired submit to state and national criminal checks. District students employed by the school system are exempted from this requirement.

Workers placed in a school under a public assistance employment program shall also submit to the criminal check if such individuals will have direct contact with students.

School nurses and nurse practitioners appointed by the Fairfield Board of Health shall also submit to a criminal history check pursuant to C.G.S. 29-17a. The District is responsible for initiating the background check.

Student teachers and interns placed in District schools as part of completing preparation requirements for the issuance of an educator certificate, shall also be required to undergo the same criminal background checks already required for school employees.

Criminal Justice Information

Criminal Justice Information (CJI) is to be maintained in accordance with the administrative regulation pertaining to the use and disclosure of criminal justice information.

Personnel -- Certified/Non-Certified

Security Check/Fingerprinting

(cf. 4112.51/4212.51 - Employment/Reference Checks)

Legal Reference: Connecticut General Statutes

10-221d Criminal history records checks of school personnel. Fingerprinting. Termination or dismissed. (as amended by PA 01-173, PA 04-181 and June 19 Special Session, PA 09-1, PA 11-93 and PA 16-67)

29-17a Criminal history checks. Procedure. Fees.

PA 16-67 An Act Concerning the Disclosure of Certain Education Personnel Records

Criminal Justice Information Services (CJIS) Security Policy, Version 5.4, U.S. Department of Justice, Federal Bureau of Investigation, Criminal Justice Information Services Division, October 6, 2015.

FINAL RULE ISSUED IMPACTING DISTRICT WELLNESS POLICY

(BACKGROUND INFORMATION FOR POLICY REVIEW COMMITTEE)

Each local educational agency that participates in the National School Lunch Program or other federal Child Nutrition programs has been required by federal law to establish a local school wellness policy for all schools under its jurisdiction. A local school wellness policy (“wellness policy”) is a written document that guides a school district’s efforts to establish a school environment that promotes students’ health, well-being, and ability to learn.

The wellness policy requirement was established by the Child Nutrition and Special Supplemental Nutrition Program for Women, Infants, and Children (WIC) Reauthorization Act of 2004 and further strengthened by the Healthy, Hunger-Free Kids Act of 2010 (HHFKA). It requires each district participating in the National School Lunch Program and/or School Breakfast Program to develop a wellness policy. The final rule expands the requirements to strengthen policies and increase transparency. The responsibility for developing, implementing, and evaluating a wellness policy is placed at the local level, so the unique needs of each school under the LEA’s jurisdiction can be addressed.

Provisions of the Final Rule

On July 29, 2016, the USDA Food and Nutrition Service (FNS) finalized regulations to create a framework and guidelines for written wellness policies established by local school districts. The final rule requires school districts to begin developing a revised local school wellness policy during school year 2016-2017. LEAs must fully comply with the requirements of the final rule by June 30, 2017.

Local wellness policies are an important tool for parents, local educational agencies (LEAs) and school districts in promoting student wellness, preventing and reducing childhood obesity, and providing assurance that school meal nutrition guidelines meet the minimum federal school meal standards.

Background: Congress recognized that schools play a critical role in promoting student health, preventing childhood obesity, and combating problems associated with poor nutrition and physical inactivity. In 2004, Congress passed the Child Nutrition and Special Supplemental Nutrition Program for Women, Infants and Children (WIC) Reauthorization Act (Sec. 204 of Public Law 108-265). This act required by law that all LEAs participating in the National School Lunch Program or other child nutrition programs create local school wellness policies. The legislation placed the responsibility of developing a wellness policy at the local level so the individual needs of each local district could be addressed.

In 2010, Congress passed the Healthy, Hunger-Free Kids Act of 2010 (Sec. 204 of Public Law 111-296), and added new provisions for local school wellness policies related to implementation, evaluation, and publicly reporting on progress of local school wellness policies. In 2014, the proposed rule for wellness policies was published in the Federal Register. On July 29, 2016, the final rule was published in the Federal Register. The final rule strengthens the requirements on public involvement, transparency, implementation, and evaluation among other topics.

FINAL RULE ISSUED IMPACTING DISTRICT WELLNESS POLICY

(BACKGROUND INFORMATION FOR POLICY REVIEW COMMITTEE)

(CONTINUED)

Policy Requirements

The final rule requires school districts to **begin** developing a revised local school wellness policy during the 2016-2017 school year. Districts must fully comply with the requirements of the final rule by **July 1, 2017**. Districts, in order to be compliant by June 30, 2017 deadline for an updated school wellness policy, must meet the following requirements contained in the final rule:

1. The wellness policy must contain:

- a. Specific measurable goals for nutrition promotion and education, physical activity, and other school-based activities that promote student wellness.
- b. School districts are required to review and consider evidence-based strategies in determining these goals.
- c. Standards for all foods and beverages provided to students during the school day at each school, whether sold to students or brought in by students or other people or provided by other means.
 - i. The standards must at least be consistent with the competitive food service standards of the National School Lunch Program. *(The Smart Snacks standards for foods and beverages sold in school were already required to be in the wellness policy. The final rule also requires Boards to set standards for foods and beverages brought into the school for birthday parties and/or classroom celebrations.)*
 - ii. The policy must state that marketing of foods and beverages at school during the school day may only be permitted for foods and beverages that meet the federal nutrition guidelines/ standards, promote student health and reduce childhood obesity. *(The final rule requires in-school marketing of foods and beverage items to be consistent with the Smart Snacks standards. Marketing includes for products on the exterior of vending machines as well as through posters, menu boards, coolers, trash cans, and other food service equipment, including cups fused for beverage dispensing. The rule does not require schools to immediately replace or remove menu boards, coolers, tray liners, beverage cups, other food service equipment and existing scoreboards with depictions of non-compliant food or beverage products to comply with the new local school wellness policy standards. However, as the administration reviews and/or considers new contracts and as scoreboards or other such durable equipment are replaced or updated over time, replacement and purchasing decisions should reflect the applicable marketing guidelines established by the board in the wellness policy. The marketing requirements do not apply to marketing that occurs at events outside of school hours.)*
- d. Title or name of the school official responsible for the implementation and overseeing the wellness policy and ensuring compliance with the policy.
- e. Language that indicates the wellness policy will be assessed at least every three years and the results of the assessment must be made available to the public at least once every three years. The assessment must:

FINAL RULE ISSUED IMPACTING DISTRICT WELLNESS POLICY

(BACKGROUND INFORMATION FOR POLICY REVIEW COMMITTEE)
(CONTINUED)

- i. Include the extent to which schools in the local district are in compliance with the goals of the wellness policy.
 - ii. Include how well the policy compares with model local school wellness policies.
 - iii. Contain a description of the progress made in attaining the goals listed in the district's school wellness policy.
 - iv. Indicate the local district will use the triennial assessment results to make appropriate updates to the district school wellness policy.
- f. A description of the method by which the school district will inform the public about the policy's content, implementation, progress toward meeting the goals contained in the policy and the results of the triennial assessment.
2. Bookkeeping Requirements
- a. The local district must retain records pertaining to the written wellness policy.
 - b. Documentation must be maintained which demonstrates compliance with community involvement requirements, especially regarding the notification of the wellness policy and the triennial assessment.
 - c. Documentation must be maintained related to the triennial assessment for each school at the local district level.
3. Public Involvement

At a minimum, LEAs must permit participation by the general public and the school community (including parents, students, and representatives of the school food authority, teachers of physical education, school health professionals, the school board, and school administrators) in the wellness policy process.

Policy Implications: Policy #6142.101, "School Nutrition and Physical Activity (School Wellness)," is impacted by the issuance of the final rule. This is a mandated policy for inclusion in a district's policy manual. CAFE's material was previously revised in October 2014 in order to be compliant with the U.S. Department of Agriculture's interim final rule and Connecticut's Connecticut Nutrition Standards. That revision involved the cooperation of members of the Connecticut State Department of Education.

Due to the issuance of the final rule, during this 2016-2017 school year, CAFE has revised its model policy and accompanying administrative regulation pertaining to this topic. Districts are required by the new final rule to complete the revision of their existing wellness policy by June 30, 2017. The CAFE Policy Department revised its models with the assistance of members of the Rudd Center for Food Policy and Obesity, the American Heart Association and the State Department of Education.

The material follows for your consideration.

January 2017

Source: Education Week 5/10/17

Obama-Era Nutrition Standards Loosened for School Meals

By Evie Blad

U.S. Agriculture Secretary Sonny Perdue rolled out an interim rule designed to "provide flexibility" to schools in meeting nutrition standards set by the Obama administration.

The changes—which take effect next school year—affect rules related to whole grains, sodium, and milk served with school meals. They fall short of the aggressive scale-back that some conservative members of Congress have pushed for in recent years.

The original nutrition rules, championed by former first lady Michelle Obama, require schools to cut back on salt and fat and to serve more whole grains, fresh fruits, and vegetables.

The standards, created under the Healthy, Hunger-Free Kids Act of 2010, were praised by groups concerned about childhood obesity, but K-12 and industry groups said they've been costly and difficult for many schools.

Under the rules announced last week, states can grant exemptions during the 2017-18 school year from requirements that all grain products in school meals are whole-grain rich

if schools are "experiencing hardship" in meeting them. That extends previous flexibility the agency granted after schools complained it was difficult to find whole-grain foods like pastas to meet the rule. The U.S. Department of Agriculture said it "will take all necessary regulatory actions to implement a long-term solution" related to whole grains.

Through 2020, schools will be considered in compliance with sodium rules for school foods if they meet current restrictions. The original nutrition standards included a schedule of restrictions that limited salt more and more over time. Schools were scheduled to implement tougher sodium requirements in the 2017-18 school year. Some schools said the limits made meals less desirable for students.

The USDA will also create a rule that will allow schools to serve 1 percent flavored milk, Perdue said. Under the previous rules, schools could only serve non-fat flavored milk.

When the rules were originally created, the intent was that they should be regularly reviewed, Perdue said as he announced the changes at a school in Leesburg, Va.

The interim changes came with a promise that the USDA would look for longer-term ways to alter the school nutrition regulations. The USDA estimates that the more-stringent requirements cost districts and states an additional \$1.22 billion in the 2015 fiscal year.

"This announcement is the result of years of feedback from students, schools, and food service experts about the challenges they are facing in meeting the final regulations for school meals," Perdue said. "If kids aren't eating the food, and it's ending up in the trash, they aren't getting any nutrition—thus undermining the intent of the program."

Health Advocates Disappointed

He announced the changes alongside Sen. Pat Roberts, R-Kansas, who chairs the Senate agriculture committee, and leaders of the School Nutrition Association, an industry group that has pushed for changes to school meal rules.

Patricia Montague, the association's CEO, said in a statement that her group welcomed the new flexibility. "School nutrition profession-

als are committed to the students they serve and will continue working with USDA and the secretary to strengthen and protect school meal programs," she said.

Among the regulations Perdue's rule won't affect are competitive foods standards, which govern what schools can offer in vending machines, on cafeteria a la carte lines, and through fundraisers. Some conservative lawmakers, including Roberts, say those rules unfairly hurt extracurricular budgets and drive students away from eating school meals.

Groups who support the nutrition standards are disappointed with the changes, including National PTA and the American Academy of Pediatrics.

"For some children, the only food they eat each day comes from the federal school meals program," American Academy of Pediatrics President Fernando Stein said in a statement. "They rely on these meals to give them the right balance of fruits, vegetables and whole grains so they can concentrate and succeed in school. Healthy eating habits start early and schools have an important role to play."

Record U.S. Graduation Rate Not Seen as Inflated

By Catherine Gewertz

Watered-down graduation requirements, mistaken calculations

to see more shrinkage in the size of each class than could be explained by enrollment declines.

BREAKING DOWN THE NUMBERS

The nation's 83.2 percent graduation rate masks some differences among subgroups of students. For example, African-Americans, who comprise 15.9 percent of the overall school population, had a 74.6 percent graduation rate. The rate topped 90 percent, though, for Asian/Pacific Islander students, a much smaller slice of enrollment.

STUDENTS:

Black

15.9%

ALL STUDENTS

GRADUATION RATE

Wellness Policy Notes from Advisory Committee Meetings

Meetings were held on March 23, March 27 and April 20. The participants in the meeting are as follows:

Lori Mediate (FPS Health Coordinator), Maura O'Malley (FPS Director of Food Services), Henry Yoon, M.D. (Chair, Fairfield Board of Health and parent) Rachel Portnay (FWHS student), Eva Morocz, M.D. (RLMS and FLHS parent), Megin Cramer (Riverfield School parent), Clair Regan (FWHS student), Zsofia Cimino (FLHS student), Mimi Maniscalco (Elementary Principal), Dave Abraham (FPS Phys. Ed. Coordinator), Sinead Lutz (FWHS teacher and parent), Janice Mayeran (FLHS P.E. teacher) Meg Tiley (Middle School Principal), Barbara Agostisi parent), Edel Keane (parent), Sarah Galuzzo (parent), Caryn Campbell (FWHS Director of Student Services), Jessica Curran (parent), Tricia Donovan (parent)

Prior to the meeting the participants were provided with background information on wellness policy requirements that were provided by CABE, the current wellness policy approved by the Board in 2014, and an updated sample policy provided by CABE. At the meetings they were asked to identify the pluses and minuses of the current and proposed model policies and to offer any other observations and suggestions on the topics addressed in the wellness policy. What follows is a compilation of observations and suggestions made at the three meetings.

Policy vs. Administrative Regulations

There was general agreement that the current policy, approved in 2014, contains a number of items that would be more appropriately placed in regulations. Policy language should be more global and provide important guiding principles.

Lunch and Food Services

There was general agreement that the logistics of the transition between student recess and the elementary lunch period should be reviewed. Lost time in the transition can deprive students of adequate time to eat lunch.

Policy should address "healthy fats" (rather than blanket reference to all fats as unhealthy) and limiting sodium and sugar

Parents requested improved ease of access to menus and nutritional information to all foods that are available to students, including snack items.

The logistics and efficiencies in serving the food should be evaluated. High school students report that long lines at a given food station discourage students from purchasing food at that station, resulting in a la carte or snack purchases rather than a balanced meal.

Parents questioned the financial arrangement with Whitson's, thinking that there is a profit motive for Whitson's in the food that they offer students. This is not accurate and the district should make an effort better inform stakeholders.

Elementary parents and educators cited the need for greater variety in food choices at the elementary schools and the need for alternatives to milk (almond, coconut, water) without an extra charge. There are alternatives available upon request. A suggestion was made to provide a link on the website to the form used for requests due to special dietary needs.

Health Education and Healthy Living Skills

There should be a strong statement in the policy stressing the importance of and support for Health education and the promotion of healthy living skills in the programs of the FPS.

Provide training for staff to incorporate healthy living topics in classroom activities and lessons

Stress the importance of all staff serving as role models for healthy living skills and habits, not solely the responsibility of health and P.E. teachers.

Provide training for teachers on how to include movement in lessons and provide for “movement breaks” at the elementary level.

Regs should include the amount of time for health education that FPS supports and / or will strive to achieve.

Current time allotted for Health Education is as follows:

- PK-5 20 hours / year (this is a goal, not officially scheduled)
- Middle School 40 hours / year (+ additional instruction on nutrition in FCS)
- High School 15 hours / year (1 MP / year)

Physical Education and Physical Activity

Policy and/or Regs should differentiate between Physical Education and Physical Activity.

Neither Physical Activity nor Physical Education should be used in student discipline in any manner (preventing a student from attending P.E. in order to finish classwork or performing physical exercise as a punishment are two examples).

Current time allotted for P.E in student schedules is as follows:

- Elementary (w/ 6 day rotation) – 80 minutes / week – 40 hours / year
- Middle School - 84 minutes / week – 50 hours / year
- High School – 210 minutes / 10 days – 31.5 hours / semester (1 semester / year)

Instruction

Student Nutrition and Physical Activity (School Wellness Policy)

The Fairfield Board of Education believes that all students who begin each day as healthy individuals have the potential to become better learners. The Board also believes that staff should model appropriate wellness behaviors for students. This policy encourages a comprehensive approach to staff and student wellness that is sensitive to individual and community needs and addresses overall wellness. Student wellness, including good nutrition and physical activity, shall be promoted in the district's educational program, school activities, and meal programs. In accordance with federal and state law, it is the policy of the Board of Education to provide students access to healthy foods and beverages, provide opportunities for developmentally appropriate physical activity, and require all meals served by the District to meet or exceed the federal nutritional guidelines issued by the U.S. Department of Agriculture and the "Connecticut Nutrition Standards for Foods in Schools," whichever are greater. This policy shall be interpreted consistently with Section 204 of the Healthy, Hunger-Free Kids Act of 2010 (Public Law 111-296)

In developing goals for nutrition promotion and education, physical activity, and other school-based activities that promote student wellness, the District will, as required, review and consider evidence-based strategies and techniques.

Goals for Nutrition Promotion and Education

The goals for addressing nutrition education include the following:

- Schools will support and promote good nutrition for students consistent with applicable federal and state requirements and guidelines.
- Schools will foster the positive relationship between good nutrition, physical activity, and the capacity of students to develop and learn.
- Nutrition education will be part of the District's comprehensive standards-based school health education program and curriculum and will be integrated into other classroom content areas, as appropriate.

Goals for Physical Activity

The goals for addressing physical activity include the following:

- Schools will support and promote an active lifestyle for students.

Instruction

Student Nutrition and Physical Activity (School Wellness Policy)

Goals for Physical Activity (continued)

- Physical education shall be taught in every grade from PK through 8 and at the high school level as outlined in high school graduation requirements per BOE Policy 6146. Physical education shall include a standards-based, developmentally planned and sequential curriculum that fosters the development of movement skills, enhances health-related fitness, increases students' knowledge, offers direct opportunities to learn how to work cooperatively in a group setting, and encourages healthy habits and attitudes for a healthy lifestyle
- Unless otherwise exempted, all students scheduled for physical education are required to participate in the District's physical education program
- Recess and other physical activity breaks, before and after school activities, and walking and bicycling to schools, where safe to do so, are encouraged
- Schools will strive to provide daily physical activity for all students, seeking to balance this goal with all the requirements of the curricular program.

Goals for School Meals and Beverages

- Students will be offered and schools will promote nutritious food choices consistent with the current Dietary Guidelines for Americans and My Plate, published jointly by the U.S. Department of Health and Human Services and the Department of Agriculture, and guidelines promulgated by the Connecticut Department of Education ("Connecticut Nutrition Standards for Foods in Schools") in addition to federal and state statutes and national health organizations.
- The focus of the District's meal program is on moderating calories, limiting fats, sodium and sugars and increasing consumption of nutrient-rich foods such as fruits, vegetables, whole grains, low-fat dairy, lean meats and legumes.

In addition, in order to promote student health and reduce childhood obesity, the Superintendent or designee shall establish such administrative procedures to control food and beverage sales that compete with the District's nonprofit food service in compliance with the Child Nutrition Act. The District shall prohibit the sale of foods of minimal nutritional value as defined by the U.S. Department of Agriculture and will ensure that all foods sold to students separately from school meals meet the Connecticut Nutrition Standards. All beverages sold or served to students at school will be healthy choices that meet the requirements of state statute and USDA beverage requirements. (Schools must follow whichever requirements are stricter).

Instruction

Student Nutrition and Physical Activity (School Wellness Policy)

6142.101(c)

All sources of food sales to students at school must comply with the “Connecticut Nutrition Standards for Food in Schools” including, but not limited to, cafeteria a la carte sales, vending machines, school stores and fundraisers. The District shall ensure that all beverages sold to students comply with the requirements of state statute and USDA beverage requirements. When state and federal regulations are different, the stricter standard will be followed. The District shall ensure compliance with allowable time frames for the sale of competitive foods as specified by state law.

Reimbursable School Meals

Reimbursable school meals served shall meet, at a minimum, the nutrition requirements and regulations for the National School Lunch Program and/or School Breakfast Program.

Marketing

Any foods and beverages marketed or promoted to students on the school campus during the school day will meet or exceed the USDA “Smart Snacks in School” nutrition standards.

Monitoring

The Board designates the Superintendent or his/her designee to ensure compliance with this policy and its administrative regulations. He/She is responsible for retaining all documentation of compliance with this policy and its regulations, including, but not limited to, each school’s three-year assessment and evaluation report and this wellness policy and plan. The Superintendent or designee will also be responsible for public notification of the three-year assessment and evaluation report, including any updates to this policy made as a result of the Board’s three-year assessment and evaluation.

The District shall strive for broad-based involvement by school community stakeholders as required. These stakeholders should be involved, as appropriate, in the development, implementation, monitoring, and assessment of this policy.

The Superintendent or designee shall provide periodic implementation data and/or reports to the Board concerning this policy’s implementation sufficient to allow the Board to monitor and adjust the policy. The District, as required, will retain records and documents pertaining to the wellness policy which shall include the written school wellness policy, documentation demonstrating compliance with community involvement requirements, documentation of the triennial assessment of the wellness policy and documentation to demonstrate compliance with the annual public notification requirement.

Community Input

The Superintendent or designee will provide opportunities for suggestions and comments concerning the development, implementation, periodic review and improvement of the school wellness policy from community members, including parents, students, and representatives of the school food service department, teachers of physical education, school health professionals, members of the Board of

Instruction

6142.101(d)

Student Nutrition and Physical Activity (School Wellness Policy)

Education, school administrators, and the public. This is best achieved through the establishment of a standing wellness committee, with membership as listed above. Efforts shall be made to *encourage and facilitate* involvement that reflects all aspects of the school community.

Evaluation

To ensure continuing progress, the District will evaluate implementation efforts and their impact on students and staff at least every three years.

The School Wellness Policy shall be made available annually, at a minimum, to students and families by means of The Family Guide, student handbooks, and the District website. This availability shall include the policy, including any updates to and about the wellness policy and the Triennial Assessment, including progress toward meeting the goals of this policy. In addition, the annual notification shall include a description of each school's progress in meeting the wellness policy goals, a summary of each school's wellness events or activities, contact information for the leader(s) of the standing wellness committee referenced above, and information on how individuals and the public can get involved.

(cf. 3542 – Food Service)

(cf. 3542.33 – Food Sales Other Than National School Lunch Program)

(cf. 3542.34 – Nutrition Program)

(cf. 3452.45 – Vending Machines)

Legal Reference: Connecticut General Statutes
 10-16b Prescribed courses of study.
 10-215 Lunches, breakfasts and the feeding programs for public school children and employees.
 10-221 Boards of education to prescribe rules, policies and procedures.
 10-215a Non-public school participation in feeding program.
 10-215b Duties of state board of education re: feeding programs.
 10-216 Payment of expenses.
 10-215e Nutrition standards for food that is not part of lunch or breakfast program.
 10-215f Certification that food meets nutrition standards.

10-221o Lunch periods. Recess.

Instruction

6142.101(e)

Student Nutrition and Physical Activity (School Wellness Policy)

10-221p Boards to make available for purchase nutritious, low-fat foods.

10-221q Sale of beverages.

Regulations of Connecticut State Agencies

10-215b-1 Competitive foods.

10-215b-23 Income from the sale of food items.

National School Lunch Program and School Breakfast Program; Competitive Food Services. (7 CFR Parts 210.11 and 220.12,)

The Child Nutrition and WIC Reauthorization Act of 2004, Public Law 108-265

Nutrition Standards in the National School Lunch and School Breakfast Programs, 7 CFR Parts 210 & 220

Healthy, Hunger-Free Kids Act of 2010, P.L. 111-296, 42 U.S.C. 1751

Child Nutrition Act of 1966 (as amended by P.L. 108-269, July 2, 2004)

School Breakfast Program, 7 C.F.R. Part 220 (2006)

National School Lunch Program or School Breakfast Program: Nutrition Standards for All Foods Sold in School (Federal Register, Vol. 78, No. 125, June 28, 2013)

Local School Wellness Policy Requirements, 42 U.S.C. 1758b

STAFF USE OF SOCIAL NETWORKING SITES

(Background information for Policy Committee)

Social networking presents significant challenges to schools. These challenges are not limited solely to students. The use of social networks by school faculty and staff can provide exciting new ways to collaborate and communicate. Districts use such tools. However, care must be exercised to be sure that such tools are used, especially with students, in ways that are age-appropriate and consistent with the mission of the district and school.

School faculty and staff are expected to behave honorably in both real and online spaces. Activities which are improper, unethical, and illegal or which may cause undue discomfort for students, employees, parents/guardians or other members of the school community should be avoided in both physical space and cyberspace.

Determining what communications between teachers and students and teachers and other teachers and individuals, are appropriate, especially through the increased use of electronic devices and social-networking websites. This is an issue that districts nationwide are navigating, with policies ranging from fairly permissive to restrictive. The challenge that is faced in determining policy in this area is the speed with which new technologies are emerging. In addition, recent judicial actions, and guidance promulgated by the NLRA, the Teacher Negotiation Act, and MERA impact actions districts can take against employees' inappropriate use of social media.

Many teachers participate in social networking websites. The district's authority over staff behaviors usually does not extend to off duty hours. However, recent legal disputes indicate that this is changing. Staff members may argue that the district has no control over their off-duty behaviors. However, employee dismissal hearings and some legal decisions have allowed administrators to introduce evidence that off-duty behaviors have negatively influenced a teacher's ability to teach effectively and/or to control their classes after inappropriate materials were posted on the Internet. The scope of privacy expectation is evolving as individuals increasingly rely on technology in their daily lives.

It is important that teachers remember that they are role models and quasi-public figures. In the eyes of the communities and students, they are individuals who should be beyond reproach. An educator means living in the public eye and being held to a higher standard.

The websites and social media sites, per se, are not the problem. Many districts and organizations maintain a social networking presence. Some schools encourage teachers to use such sites to help students. However, education groups do not agree on the best approach to these sites and their use by staff.

A case in Ansonia, Connecticut in 2008 involved a teacher who created a MySpace page to communicate with students. The site had pictures on it of naked men and inappropriate captions. The teacher's contract was not renewed after being placed on leave. His challenge that his free speech rights were violated was not upheld in the U.S. District Court.

In the fast-changing world of social networking, districts will have to continue to adapt to new technologies and the uses to be made of them, and changing judicial decisions regarding the district's ability to regulate or discipline employees for what is posted on such site. The technology

is and will be constantly evolving, causing the need for policy direction that will certainly need to be reexamined on a regular basis.

Revised 4/16

Social Media

The Board of Education recognizes the importance and utility of social media and networks for its employees. The laws regarding social media continue to evolve and change. Nothing in this policy is intended to limit an employee's right to use social media under applicable law, as it may evolve. The Board acknowledges, for example, that its employees have the right under the First Amendment, in certain circumstances, to speak out on matters of public concern. The Board will resolve any conflict between this policy and applicable law in favor of the law.

Ordinarily, the use of social media by employees, including employees' personal use of social media, will not be a legal or policy issue. While a policy cannot address every instance of inappropriate social media use, employees must refrain from social media use that:

- 1) interferes, disrupts or undermines the effective operation of the school district;
- 2) is used to engage in harassing, defamatory, obscene, abusive, discriminatory or threatening or similarly inappropriate communications;
- 3) creates a hostile work environment;
- 4) breaches confidentiality obligations of school district employees; or
- 5) violates the law, board policies and/or other school rules and regulations.

Legal Reference: Connecticut General Statutes
 The Freedom of Information Act
 53A-182b Harassment in the first degree.
 31-48d Employees engaged in electronic monitoring required to give prior
 notice to employees. Exceptions. Civil penalty.
 U.S. Constitution, Article I, Sections 3, 4, 14