

BOARD OF EDUCATION  
FAIRFIELD PUBLIC SCHOOLS  
FAIRFIELD, CT

**Policy Committee Meeting**

Monday, June 1, 2015  
Education Center  
501 Kings Highway East  
Superintendent's Conference Room  
4:15 p.m.

Agenda

- I. Call to Order
- II. Approval of May 11 Meeting Minutes
- III. Policy
  - Policy 4217 Personnel – Conduct
  - Policy #4217.5 Personnel – Staff/Student Non-Fraternization
- IV. Open Discussion/Public Comment
- V. Adjournment
- VI. Future Items:

Future Mtg. Dates and Times:

All meetings held on **Monday unless otherwise noted, June 15, August 31, September 21, September 28, October 12, November 9, and November 30, 2015.**

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

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Minutes

- I. Call to Order – Meeting was called to order at 4:23 by the Chairperson, Jennifer Kennelly. Committee members present were John Convertito and Donna Karnal. Also in attendance representing the administration was Karen Parks.
- II. Approval of April 27 Meeting Minutes – Approved, 2:0:1
- III. Policy
  - Policy #4117 Personnel – Conduct  
Several edits were made to the policy to clarify the language and make more specific to FPS staff. The policy was moved to the BOE for a first reading for May 19 by a vote of 3:0:0.
- IV. Open Discussion/Public Comment
- V. Adjournment – 5:27 p.m.
- VI. Future Items:
  - Policy #4217.5 Personnel – Staff/Student Non-Fraternization

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## Personnel – Certified/Non-Certified

### Conduct

4217

The Board of Education recognizes that school children are often influenced by the conduct displayed by teachers and other members of a school's staff. The staff will strive to set the kind of example for students that will serve them well in their own conduct and behavior and contribute toward an appropriate school atmosphere.

Employees are to report for work appropriately dressed, on time and fully prepared to perform their duties. They are to perform their duties in a timely and efficient manner, and to refrain from inappropriate conduct. Every employee is expected to deal effectively with students, parents and other staff members, both superior and subordinate.

The personal life of an employee will be the concern and warrant the attention of the District/Board only as it may directly affect:

- The employee's fitness to perform the job;
- The employee's fitness to be placed in a position of trust with children or the property of the district; or
- Constitute a conflict of interest.

Disciplinary action, when necessary, will be applied in accord with applicable laws, policies, and collective bargaining agreements.

This policy will be distributed to all current personnel, certified/non-certified, new certified/non-certified hires, and to volunteers. Volunteers will be held to the same standards of conduct.

Adopted on:

**Personnel – Certified/Non-Certified**

**Staff/Student Non-Fraternization**

**4217.5**

Adults who have contact with children and adolescents through school activities have the responsibility not to betray or misuse their privileged position. Students develop a special trust in school staff by virtue of the school system's authority and the important role the schools play in their lives. Adults must never take advantage of students' vulnerability or of their confidence that adults in school will behave appropriately in relationships with them.

It is the policy of the Board of Education to prohibit any sexual relationship, contact or sexually nuanced behavior or communication (verbal or non-verbal) between a staff member and a student, while the student is enrolled in the school system. The prohibition extends to students of the opposite sex or the same sex as the staff member, and applies regardless of whether the student or the staff member is the initiator of the behavior and whether or not the student welcomes or reciprocates the attention.

It is the responsibility of the Principal of each school to emphasize the requirements of this policy and to provide appropriate follow-up on any complaint or evidence of failure to follow the policy and related regulations.

Legal Reference: Connecticut General Statutes  
10-53a-71 Sexual assault in the second degree: Class C or B felony.  
10-151 Employment of teachers. Definitions. Notice and hearing on failure to renew or termination of contract. Appeal

Adopted on:

## **Personnel – Certified/Non Certified**

### **Staff/Student Non-Fraternization**

**4217.5AR**

Staff members are expected to use good judgment in their relationships with students both inside and outside of the school context including, but not limited to, the following guidelines:

1. Staff members shall not make derogatory comments to students regarding the school and/or staff.
2. The exchange of purchased gifts between staff members and students is discouraged.
3. Staff-sponsored parties, at which students are in attendance, unless they are a part of the school's extracurricular program and are properly supervised, are prohibited.
4. Staff members shall not fraternize, written or verbally, with students except on matters that pertain to school-related issues.
5. Staff members shall not associate with students at any time in any situation or activity which could be considered sexually suggestive or involve the presence or use of tobacco, alcohol or drugs.
6. Dating between staff members and students is prohibited.
7. Staff members shall not use insults or sarcasm against students as a method of forcing compliance with requirements or expectations.
8. Staff members shall maintain a reasonable standard of care for the supervision, control, and protection of students commensurate with their assigned duties and responsibilities.
9. Staff members shall not send students on personal errands.
10. Staff members shall, pursuant to law and Board policy, immediately report any suspected signs of child abuse or neglect.
11. Staff members shall not attempt to counsel, assess, diagnose or treat a student's personal problem relating to sexual behavior, substance abuse, mental or physical health and/or family relationships but instead, should refer the student to the appropriate individual or agency for assistance.
12. Staff members shall not disclose information concerning a student, other than directory information, to any person not authorized to receive such information. This includes, but is not limited to, information concerning assessments, ability scores, grades, behavior, mental or physical health and/or family background.
13. Sexual relations with students, regardless of age and/or consent, is prohibited and will result in dismissal.