

AGENDA
SHERMAN BOARD OF EDUCATION
REGULAR MEETING
WEDNESDAY, SEPTEMBER 4, 2019
THE SHERMAN SCHOOL - LIBRARY MEDIA CENTER
7:00 PM

Vision Statement

**We enable all Sherman Students to become the best possible version of themselves.
We provide an environment where our children develop into empathetic, self-directed,
critical thinkers who don't give up when faced with challenges.**

Professional Development/Dinner 6:00 PM - 6:30 PM - Superintendent's Office

1. CALL TO ORDER, ROLL CALL AND PLEDGE OF ALLEGIANCE
2. CELEBRATIONS
 - 2.1 Teacher of the Year - Jill Vermilyea
3. PUBLIC COMMENTS
4. ADDITIONS TO THE AGENDA
5. CONSENT AGENDA
 - 5.1. Review of Minutes:
 - Minutes - Curriculum Committee Meeting, August 8, 2019
 - Minutes - Maintenance Committee, August 6, 2019
 - Minutes - Maintenance Committee Meeting, July 20, 2019
 - Minutes - Board Retreat, July 20, 2019
 - Minutes - Special Meeting, July 11, 2019
 - Minutes - Regular Meeting, June 26, 2019
 - Minutes - Executive Session, June 26, 2019
 - Minutes - Maintenance Committee Meeting, June 26, 2019
 - Minutes - Curriculum Committee Meeting, June 17, 2019
 - Minutes - Maintenance Committee Meeting, May 17, 2019
 - Minutes - Maintenance Committee Meeting, April 26, 2019
 - 5.2. Personnel Actions
 - Appointment:**
 - Brian Kalkreuth, Assistant Principal, Effective July 22, 2019
 - Allison Blume, Health Teacher, Effective August 26, 2019
 - Marijo Ficca, School Counselor, Effective August 26, 2019
 - Renee Grandmaison, Paraprofessional, Effective August 26, 2019
 - Tammy Raiano, Paraprofessional, Effective August 26, 2019
 - Kaitlyn Palumbo, Paraprofessional, Effective August 27, 2019
 - Amanda Silva, Long Term Substitute, Effective August 29, 2019
 - Resignations:**
 - Herbert James Hamill, Math Tutor, Effective June 17, 2019
 - Margie Austell, Tutor, Effective August 21, 2019
 - 5.3. Monthly Enrollment Report
 - 5.4. Monthly Budget Report 19-20 Budget by Function & Summary of Funds

6. APPROVAL OF CURRENT BILLS
 - 6.1. 2019-2020 Current Bills
7. ORAL REPORTS
 - 7.1. SPTO Update
 - 7.2. Sub-Committee
 - 7.3. Chair
 - 7.4. Superintendent Update
 - Strategic Plan Update
 - Steering Committee Update
 - Strategic Plan and Professional Development Catalog
8. PRESENTATION
9. NEW BUSINESS
 - 9.1 Review and Possible Approval of RFP for Architecture Design Services Enc. 9.1
10. UNFINISHED BUSINESS
 - 10.1 Discussion and next steps regarding Design and Innovation Committee
 - 10.2 Second Reading Policy 1212 School Volunteers Enc 10.2
 - 10.3 Second Reading Policy 1331 Smoke Free Environment Enc 10.3
 - 10.4 Second Reading Policy 1412 Fire Department Enc 10.4
 - 10.5 Second Reading Policy 1700 Lawful Possession of Firearms/School Property Enc 10.5
 - 10.6 Second Reading Policy 2111 Equal Employment Opportunity Enc 10.6
11. COMMUNICATIONS
12. PUBLIC COMMENTS
13. BOARD OF EDUCATION COMMENTS
14. FUTURE MEETING AND TOPICS
 - 14.1 Board of Education Meeting - Wednesday, October 2, 2019 at 7:00 PM
15. ADJOURNMENT

REMINDER: Agenda suggestions for the next business meeting are due to the Chairperson or Superintendent by 12:00 noon September 13, 2019. Copies of agenda enclosure are available for examination at the Superintendent's Office at the Sherman School during business hours: 8:00 AM to 4:00 PM Monday through Friday.

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TOWN OF SHERMAN
BOARD OF EDUCATION
Sherman Board of Education
2 RT. 37 East
Sherman, CT 06784
(860) 355-3793 FAX (860) 355-9023

REQUEST FOR PROPOSAL CONCEPTUAL DESIGN SERVICES for THE SHERMAN SCHOOL

The Town of Sherman and Sherman Board of Education is accepting proposals for conceptual design services for the Sherman School.

RFP Release Date: September 13, 2019
Mandatory walkthrough date: September 20, 2019
Question Deadline: September 25, 2019
Question Responses: September 27, 2019
Proposal Due: October 11, 2019
Oral Interviews and Presentation: October 23, 2019
Tentative Award Date: October 25, 2019

Owner: Town of Sherman
Issued by: Town of Sherman and Sherman Board of Education
Project Name: Sherman School Project
Project Location: The Sherman School, 2 Rt. 37 E, Sherman, CT 06784
Contact Person: Dr. Jeff Melendez, Superintendent-Principal

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I. General Background Information

The Sherman School was built in 1937 with additions and renovations taking place in 1953, 1961, 1971, 1992 and 2000. In 2017, the Board of Education commissioned a Facility Study. This study provided the Board with a current, in-depth analysis of the school's condition.

Upon reviewing this Facility Study and noting areas of the building that require significant capital investments, the Board of Education desired to develop a plan that would address the current and future needs of the school.

In April 2019, the Board of Education formed an ad hoc Design and Innovation Committee charged with the task of advising the Board of Education on improvements to the physical and educational environment of the Sherman School campus. This committee consists of a total of 27 members, including the First Selectman, the full Board of Education, administration, faculty, members of the community, parents, and students. The Board also retained an educational consultant who possesses particular knowledge and experience in the area of school and curricula design to co-advise the committee on this matter. After several months of meetings, building tours, and discussion, the decision was reached that the Board should retain conceptual design services to provide potential solutions to a number of challenges and opportunities at the Sherman School and for other town municipalities.

II. Scope of Work

The Board of Education desires to determine the best plan for the future of our students and community residents. The school has declining enrollment, a building that is in "fair" condition and a number of capital improvement projects and code compliance issues that were recommended through our recent facility study. In addition, the Town of Sherman has a growing aging population with insufficient space and a Park and Recreation department in need of revitalization.

The Board is seeking a firm that can provide conceptual design options that will address the following challenges and opportunities on the current site through renovation, or on an alternative town-owned property. The designs must include the estimated costs for each scenario.

The successful firm will provide the Board with three options that will meet these criteria:

- Creative incorporation of the Sherman School with other town municipalities such as Parks and Recreation and the Senior Center.

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- Contemporary learning structures that will support the objectives of our Strategic Plan
- Appropriate learning spaces to meet the needs of our universal preschool program
- Appropriate structures to serve the contemporary educational needs of all students grades PS-8
- Reflection of the community's interest in the fine and performing arts, as well as spaces that will provide opportunities for both school and community use
- Appropriate structures to provide students with experiences in STEAM based learning
- Allowance for the expansion and retraction of spaces as enrolment fluctuates
- Innovative spaces for play, recreation, leisure and athletics to be utilized by students and the broader community
- Safe, secure, healthy, and comfortable spaces for all to enjoy
- A concept design that would maximize our ability to receive state reimbursement and available grants

III. Scope of Services

Conceptual design services will include, but may not necessarily be limited to:

- Use of the above criteria to develop conceptual designs and cost estimates
- Collaboration with the Board of Education, and other groups and committees to provide adequate information and design concepts to enable them to accurately provide a total project cost for each of the options, including any anticipated State reimbursement or other grant funding.
- Leading visioning work sessions, public information meetings, committee meetings, Town meetings, and other meetings as requested
- Efforts must be made to comply with state regulations for the purpose of maximizing reimbursement or other grant funding
- High quality, graphic renderings that will be produced only for selected project option

These objectives are an example of the items that should be addressed but not exhaustive. The selected firm shall review the entire school in its current state and provide comprehensive conceptual design solutions to address all challenges and opportunities.

The selected firm shall meet with a wide variety of stakeholders to gain insight into the operational needs of the building as the design is developed to provide complete and thorough solutions. The firm will conduct meetings with faculty and staff of the Sherman School, and perhaps other groups on November 5, 2019.

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Firms responding to this RFP should be aware that the anticipated contract award is only for conceptual designs and cost estimates. If the Board desires to move forward with a building project, the Town will solicit proposals for such services at that time.

IV Provided Information

The following information can be located on our website at www.shermanschool.com | About Us | Board of Education | Design and Innovation Committee:

- Facility Study (2017)
- Enrollment Projections (2017)

Additional documents and technical questions may be emailed to Mr. Joe Lombardozzi, Facility Supervisor/Technician, lombardozzi@shermanschool.com no later than September 27, 2019.

The firm must also participate in a mandatory walkthrough on September 20, 2019.

V. Time Frame

The Board of Education will evaluate interested firms and invite finalists to participate in an interview on October 23, 2019. Presentations by the firm should be no longer than 45 minutes and should allow for questions and answers.

Upon approval of the chosen firm by the Sherman Board of Selectmen, the Town/Board will then enter into a contract with the most responsible qualified firm with the expectation that the firm will present to the Board three completed conceptual design options with costs on ____date____.

VI. Selection Process

The solicitation, review and selection process to be used for procurement of the firm for the project will be conducted as outlined:

- A public notification (Request for Proposal) shall be made requesting qualifications from firms interested in providing the needed services
- Qualified firms shall be determined by the Sherman Board of Education and other critical members of Town leadership, and will be based on the firm's proposed personnel, qualifications, and capabilities

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- The Board of Education shall establish a shortlist of the most responsible qualified firms and request proposals from those firms. The list shall include no more than the top four most responsible qualified firms.
- The selected firms will be required to provide a written response to the Request for Proposal, make a formal 45-minute presentation followed by a question and answer session
- A final selection will be made on the basis of the presentation, references and information provided in the proposal response including, but not limited to, the following criteria:
 - Company and project team members' experience with projects of similar size and scope
 - Total years in business and financial stability of the firm;
 - Demonstrated ability to work with the Town/Board as a member of a team for the benefit of the District;
 - Knowledge of the requirements of the State of Connecticut Office of School Construction Grants and Review;
 - Recommendations from previous school districts' clients;
 - Extent of services offered;
 - References and reputation; and
 - Cost of services identified in the response to the Request for Proposal

The final selected firm chosen from the Request for Proposal will be submitted to the Sherman Board of Selectmen for approval.

The Town/Board reserves the right to withdraw the RFP, to waive any informality or irregularity in any submissions received, to reject any and/or all submissions and to make an award that is in the best interest of the Town/Board.

VII. Required Information

The minimal information to be included in the qualification package is as follows:

Letter of Interest:

- Include a letter of introduction explaining your firm's interest in the project. Discuss the firm's understanding of and general approach to the project including relevant experience. Address your commitment to this project in terms of an efficient and effective budget and the timelines specified. Include any information pertinent to the project or selection process that is not requested in the following.

Licensure:

- The firm must be a licensed architect in the State of Connecticut and must be familiar with Connecticut Public and School construction Laws and Codes.

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Firm History:

- Name of firm, and location of principal and branch offices
- Length of time in business
- Firm ownership structure
- Personnel
- List the total number of firms and/or team personnel, other than secretarial/clerical, by professional or skill group (i.e., Architects, Electrical Engineers, Mechanical Engineers, Cost Estimators, etc.).
- List any outside firms that will be used to provide such services as estimating, value engineering analysis, scheduling or computer services.
- Identify your company's proposed management staff for the project.
- Provide an Organizational Chart identifying all of your key staff members and showing how each interacts with other staff members assigned to this project. For each key staff member, including a detailed resume that summarizes:
 - Education, including the name of institution, the field of study, degree(s) earned and year(s) received
 - Professional registration(s) and/or professional society membership(s)
- Experience
 - Describe experiences working with similar concept designs for other school districts of similar size in the past. The following information is requested on each completed project:
 - Project name and address
 - Year completed
 - Reference (name, position and telephone number)
 - Submission of these names shall constitute your permission for the Owner to contact those individuals.
- The architect must provide information concerning any suits filed, judgments entered or claims made against your firm during the last five (5) years with respect to architectural services provided by your firm, or any declaration of default or termination for cause against your firm with respect to such services. In addition, state whether during the past five (5) years your firm or your proposed consultant(s) has been suspended from bidding or entering into any government contract.
- Include a description of any utility incentives and rebates obtained on these projects.

Approach to Requested Services:

- Discuss the availability of the list of services through your firm, or your firm's approach to providing the itemized services. Describe any additional services provided by your firm that may be applicable to this project.

Insurance Requirements for Selected Firm:

- The selected Architect shall be required to furnish a certificate of Insurance ensuring the following insurances coverage within five (5) days of receipt of

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Notice of Selection. Failure to maintain insurance coverage as required and to name the Town of Sherman and Sherman Board of Education and the selected Construction Manager as the Additional Insured will be grounds for termination of the contract.

Commercial General Liability Insurance:

- The Architect shall provide Commercial General Liability insurance with a combined single limit of 2,000,000 per occurrence, \$4,000,000 aggregate for bodily injury and property damage.
- The CGL shall be written on ISO occurrence form CG 00 01 10 93 (or a substitute form providing equivalent coverage) and shall cover liability arising from premises, operations, independent contractors, products-completed operations, personal injury and advertising injury, and liability assumed under an insured contract (including the tort liability of another assumed in a business contract).

Commercial Automobile Liability Insurance:

- The firm shall provide Commercial Automobile Liability insurance with a combined single limit of \$1,000,000 per occurrence, \$1,000,000 aggregate, and shall include coverage for all owned, hired, and non-owned vehicles.

Worker's Compensation Insurance:

- The Architect shall provide Workers Compensation Insurance in the required amount as applies to the State of Connecticut and Employers.
- Liability Insurance as follows:
 - Bodily Injury by Accident - \$100,000 each accident
 - Bodily Injury by Disease - \$500,000 policy limit
 - Bodily Injury by Disease - \$100,000 each employee

Umbrella Liability Insurance:

- Firm shall provide Commercial Umbrella Liability insurance with a combined single limit of \$2,000,000 per occurrence, \$2,000,000 aggregate for bodily injury and property damage.

Professional Liability Insurance:

- The firm shall provide Professional Liability insurance with a combined single limit of \$2,000,000 per occurrence, \$2,000,000 aggregate.
- Each policy of Insurance, with the exception of Professional Liability and Worker's Compensation
- Policies shall include a waiver of subrogation in favor of the Town of Sherman/Sherman Board of Education and shall provide no less than thirty (30) days notice to the Town/Board in the event of a cancellation of change in conditions or amounts of coverage. The Commercial General Liability,

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Automobile, and Umbrella Liability shall name the Town of Sherman/Sherman Board of Education and the selected Construction Manager as an additional insured.

- Certificates of Insurance, acceptable to the Town of Sherman/Sherman Board of Education shall be delivered to the Town/Board prior to the commencement of the work and keep in force throughout the term hereof.
- The above insurance requirements shall also apply to all sub-consultants and/or subcontractors to the Architect and the Architect shall not allow any sub-consultants and/or subcontractors to commence work until the sub-consultants and/or subcontractors insurance has been so obtained and approved.
- The above insurance requirements and certificate are subject to final approval by the Town's Insurance agent as to form and substance and could require changes in the types of coverage and limits.

Indemnification:

- The firm shall indemnify and hold harmless the Town of Sherman/Sherman Board of Education and its agents and employees from and against all claims, damages, losses, and expenses, including Attorney's fees arising out of, or resulting from the performance of the work.

Non-discrimination Clause:

- The Sherman School District is committed to a policy of equal opportunity/affirmative action for all qualified persons. The Sherman School District does not discriminate in any employment practice, education program, or educational activity on the basis of race, color, religious creed, sex, age, national origin, ancestry, marital status, sexual orientation, gender identity or expression, disability (including, but not limited to, intellectual disability, past or present history of mental disorder, physical disability or learning disability), genetic information, or any other basis prohibited by Connecticut State and/or Federal nondiscrimination laws and provides equal access to the Boy Scouts and other designated youth groups. The Sherman School District does not unlawfully discriminate in employment and licensing against qualified persons with a prior criminal conviction. Inquiries regarding the Sherman School District nondiscrimination policies should be directed to:

Mr. Brian Kalkreuth (Title IX District Coordinator and Section 504 Coordinator)
Assistant Principal
2 Rt. 37 E
Sherman, CT 06784
Phone: (860) 355-3793
email: kalkreuthb@shermanschool.com

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VIII. Site Visits

As detailed in Section IV, all interested firms must participate in a mandatory walkthrough of the site. The mandatory walkthrough will take place on September 20, 2019 at the Sherman School. The site walkthrough is a mandatory prerequisite. Questions regarding the walkthrough can be directed to Mr. Joe Lombardozzi via email at lombardozzi@shermanschool.com

IX. Format

The qualification packages must be signed by an officer of the Architectural Firm. Submissions must be in a sealed envelope that is clearly marked "Conceptual Design Services for the Sherman School." Qualification packages are to be in a bound booklet with a table of contents and tabs for each heading listed under Section VI. Copies of the qualifications package are to be submitted to Dr. Jeff Melendez, Superintendent-Principal of the Sherman Public Schools. 2 Rt. 37 E, Sherman, CT 06784.

X. Submission and deadline

Questions can be submitted in writing to Dr. Jeff Melendez, Superintendent-Principal at melendezj@shermanschool.com through September 25, 2019. Responses will be supplied to all firms that attend the mandatory walk-through via email.

All proposals must be received by the office of the Superintendent by October 11, 2019.

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P1212

Community Relations

School Volunteers

The Board of Education recognizes that volunteers can make many valuable contributions to our schools. The Board endorses a program encouraging community residents to take an active role in improving schools and to become school volunteers subject to suitable regulations and safeguards. Appropriate recognition of volunteer services shall be made by the Board and school district administration.

The Superintendent shall establish procedures for securing and screening resource persons and volunteers. No person who is a "sex offender," as defined by Public Act 98-111, An Act Concerning the Registration of Sexual Offenders shall be used.

Volunteers may be required to submit to state and federal criminal record checks and a record check of the Department of Children and Families (DCF) Child Abuse and Neglect Registry. No person required to register as a sex offender under state or federal law or whose name is listed on the DCF registry, may volunteer in/or at school events.

Annually, the Assistant Principals shall submit a list of all regular volunteers in the district (chaperones on field trips, aides, library and classroom volunteer assistance, grandparents, assistance at athletic events, field days, etc.) to the Superintendent of Schools.

Legal Reference: Connecticut General Statutes

[10-4g](#) Parent and community involvement in schools; model programs; school-based teams

[10-235](#) Indemnification of teachers, board members, employees and certain volunteers and students in damage suits; expenses of litigation.

[54-254](#) Registration of person who has committed a felony for a sexual purpose

[10-220](#) Duties of boards of education

Policy adopted: April 1, 2009

Policy Revised:

SHERMAN SCHOOL DISTRICT

Sherman, Connecticut

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P1331

Community Relations

Smoke Free Environment

Smoking Within the School Building and Grounds

No person shall be permitted to smoke in any area of the school building and school grounds.

In accordance with law and to promote the health and safety of all students and staff, the District prohibits all employees, students and patrons from smoking using tobacco or tobacco products in all school facilities, buildings and buses or other District transportation at all times, including athletic events and meetings.

Tobacco includes, but is not limited to, cigarettes, cigars, snuff, smoking tobacco, smokeless tobacco, nicotine delivery systems, vapor products, chemicals or devices that produce the same flavor or physical effect of nicotine substances; and any other tobacco or nicotine innovations.

For the purpose of this policy “smoke” shall mean the lighting or carrying of a lighted cigarette, cigar, pipe, or similar device.

Legal Reference: Connecticut General Statutes

[19a-342](#) Smoking prohibited in certain places. Signs required. Penalties.

[21a-242](#) Schedules of controlled substances.

PL 107-110, Section 4303, “Non-smoking Policy for Children's Services'

P.A. 15-206 An Act Regulating Electronic Nicotine Delivery Systems and Vapor Products

Policy adopted: April 1, 2009

Policy Revised:

SHERMAN SCHOOL DISTRICT

Sherman, Connecticut

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P1412

Community Relations

Fire Department

Members of the Volunteer Fire Department and the Town Fire Marshal play a vital role in the school safety program. The Superintendent of Schools and administrative staff shall have the following responsibilities:

1. Establish and maintain relationships with the local Fire Marshal and Fire Departments.
2. Work with the faculty in determining the nature and timing of the Department's participation in the school program.
3. Coordinate and supervise planned activities.
4. Involve the fire department in crisis response drills and other related activities designed to practice and test the effectiveness of district and school response plans.

As necessary or appropriate administrators shall seek the advice and cooperation of the Fire Marshal and Fire Department in:

1. Planning and conduct of fire drills.
2. Fire prevention education.
3. First aid, especially in fire related incidents.
4. Conforming to state and local fire codes.
5. Crisis response planning and drills.

(cf. [6114](#) - Emergencies and Disaster Preparedness)

Policy adopted: April 1, 2009

Policy Revised:

SHERMAN SCHOOL DISTRICT

Sherman, Connecticut

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P1700(a)

Community Relations

Otherwise Lawful Possession of Firearms on School Property

Notwithstanding the otherwise lawful possession of firearms defined in Section [53a-3](#) in or on the real property comprising school district property by persons who hold a valid state or local permit to carry a firearm and would otherwise legally traverse school property with an unloaded firearm for the purpose of gaining access to public or private lands open to hunting or for other lawful purposes, such entry onto school property by these persons for these purposes is prohibited by the Board of Education.

The issuance of a permit to carry a pistol or revolver does not authorize the possession or carrying of a pistol or revolver on school district property. The Board of Education prohibits such possession on school district property.

The Board of Education may employ or enter into an agreement for public school security services with a firearm, as defined in state law, only with a sworn member of a local police department or a retired state or local police officer, or retired federal law enforcement agents and retired police officers from an out-of-state police department.

A peace officer engaged in the performance of his/her official duties who is in lawful possession of a deadly weapon or firearm may bring such item on the real property of any District school or administrative office building or to a school-sponsored activity.

A motor vehicle inspector, designated under section C.G.S. [14-8](#) and certified pursuant to C.G.S. [7-294d](#), while engaged in the performance of such motor vehicle inspector's official duties may carry weapons on school grounds, effective October 1, 2016.

Students are prohibited by the Board of Education from possessing firearms for any reason, whether otherwise lawful or not, in or on the real property comprising the public or private elementary or secondary school or at a school sponsored activity as defined in Subsection (h) of Section [10-233a](#).

(cf. [5114](#) - Suspension/Expulsion/Exclusion/Removal)

Legal Reference: Connecticut General Statutes

[29-28](#) Permit for sale at retail of pistol or revolver. Permit to carry a pistol or revolver. Confidentiality of name and address of permit holder. (as amended by PA 98-129)
[29-33](#) Sale, delivery or transfer of pistol and revolvers. Documentation requirements. Waiting period. Exempted transactions. Penalty. (as amended by PA 98-129)
[52a-3](#) Definitions.

Enclosure 10.5

53a-217b Possession of a weapon on school grounds: Class D felony. (as amended by PA 16-55)

P1700(b)

P.A. 13-188 An Act Concerning School Safety

P.A. 14-217 Section 254 of "Budget Implementer Bill"

P.A. 14-212 An Act Concerning the State Education Resource Center

P.A. 16-55 An Act Concerning Recommendations by the Department of Motor Vehicles Regarding Hazardous Materials, Car Dealers, Student Transportation Vehicle Operators, Diversion Programs and Motor Vehicle Inspectors

Policy adopted: April 1, 2009

Policy Revised:

SHERMAN SCHOOL DISTRICT

Sherman, Connecticut

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P2111

Administration**Equal Employment Opportunity**

All personnel policies and practices of the Board of Education will be in accord with equal employment opportunity practices as determined by state and federal legislation. A job description and required qualifications for a position to be filled will be made available to all applicants. Equal employment opportunity means that equal employment possibilities are available to all protected groups and that no individual will be discriminated against because of race, gender, color, religion, national origin, age, sex, sexual orientation, **gender identity or expression**, disability, or unrelated abilities to perform the duties of the position.

The district's staffing plan should be designed to ensure that the public schools are continuously moving toward integrated staff at all levels, in all schools, and in other areas throughout the system.

The Board believes in the importance of the district's practices to support the concept of staff balance. Within each group of employees there will be represented, when possible, a cross-section of employees of different gender, racial and ethnic backgrounds, and length of administrative and teaching experience.

Under the balanced-staff concept, the staff and students will benefit greatly by having exposure to a diverse staff.

Legal References: Title VII of the Civil Rights Act of 1964, 42 U.S.C., sub 2000e.

Age Discrimination in Employment Act, 29 U.S.C. Sec 621.

Executive Order 11246.

Connecticut General Statutes

Connecticut Constitution Article I, Section 20; Amendment V Equal Rights Protection Amendment.

[46a-51](#) (8), (17), (18) Discriminatory practices.

[46a-58](#)(a) Deprivation of rights.

[46a-60](#) Discriminatory employment practices prohibited.

[46a-79](#) State policy re employment of criminal offenders.

[46a-80](#) Denial of employment based on prior conviction of crime.

[10-153](#) Discrimination on account of marital status.

PA 91-58 An act concerning discrimination on the basis of sexual orientation

Policy adopted: April 1, 2009

Policy Revised:

SHERMAN SCHOOL DISTRICT

Sherman, Connecticut