

The minutes presented within this document provide a summary of the discussion that took place at the Board of Education meeting. For the complete discussion of the agenda items on the video recording of the Board meeting, please contact the Superintendent of Schools. These minutes are considered a draft until approved at the following regular Board of Education meeting.

SOUTHINGTON BOARD OF EDUCATION

SOUTHINGTON, CONNECTICUT

REGULAR MEETING

JANUARY 14, 2021

The regular meeting of the Southington Board of Education (Committee of the Whole – Operations) was held as a Zoom video and teleconference on Thursday, January 14, 2021, at 7:00 p.m. with an Executive Session held prior as a Zoom video meeting at 6:15 p.m.

1. CALL TO ORDER

Mrs. Terri Carmody, Chairperson, called the Executive Session to order at 6:19 p.m.

Board members present were Mr. Joseph Baczewski, Mr. Robert Brown, Mrs. Terri Carmody, Mr. James Chrzanowski, Mrs. Missy Cipriano, Mrs. Colleen Clark, Mr. David Derynoski, Mr. David Falvo, and Mr. Zaya Oshana.

2. EXECUTIVE SESSION – Other Contracts (Real Estate) and Unaffiliated Compensation

MOTION: by Mr. Derynoski, seconded by Mr. Baczewski

“Move to go into Executive Session, excluding the public and press, to discuss Other Contracts (Real Estate) and Unaffiliated Compensation, and upon conclusion reconvene to public session.”

Motion carried unanimously by voice vote.

Mrs. Carmody recessed Executive Session at 6:50 p.m.

3. RECONVENE MEETING – REGULAR SESSION

Mrs. Terri Carmody, Chairperson, called the Regular Session to order at 7:02 p.m.

Board members present were Mr. Joseph Baczewski, Mr. Robert Brown, Mrs. Terri Carmody, Mr. James Chrzanowski, Mrs. Missy Cipriano, Mrs. Colleen Clark, Mr. David Derynoski, Mr. David Falvo, and Mr. Zaya Oshana.

Cabinet administrators present were Mr. Timothy Connellan, Superintendent of Schools; Mr. Steven Madancy, Assistant Superintendent; and Mrs. Sherri DiNello, Director of Business & Finance.

Student Representatives present were Miss Jhalissa Vincent, Miss Amrit Kaur, and Mr. Brett Sheldrick.

4. PLEDGE OF ALLEGIANCE

The Student Representatives led in reciting of the Pledge of Allegiance.

Mrs. Carmody called for a moment of silence in memory of Marjorie Jerin, who retired in 1990 after teaching English at J. F. Kennedy Junior High School and Southington High School for 27 years and passed away on December 27, 2020.

5. APPROVAL OF MINUTES – December 10, 2020 – Regular Meeting

MOTION: by Mr. Derynoski, seconded by Mr. Oshana:

“Move to approve the regular Board of Education meeting minutes of December 10, 2020, as submitted.”

Motion carried unanimously by voice vote.

6. APPROVAL OF MINUTES – December 17, 2020 – Special Meeting

MOTION: by Mr. Derynoski, seconded by Mr. Oshana:

“Move to approve the Board of Education Special Meeting minutes of December 17, 2020, as submitted.”

Motion carried unanimously by voice vote.

7. PUBLIC COMMUNICATION

a. Communications from Public

Mrs. Clark reported that there was not communication from the public.

b. Communications from Board Members

Mrs. Carmody thanked the teachers for the way that they handled talking to the students about the attack on the U. S. Capitol on Wednesday, January 6, 2021. She heard from students and parents praising the way the teachers answered the students’ questions.

Mrs. Clark reported that she attended two CABA webinars the past week. The first webinar was on “Civility of Board of Education Members” regarding implementing a “Code of Conduct.” She noted that some district Boards of Education have problems being civil with one

another and that the Southington Board of Education does not have that problem. The second webinar was on “Building Relationships” especially during the pandemic when meeting remotely.

Mr. Falvo thanked Mrs. Carmody for her comments on the response of the teachers regarding the unfortunate events at the U.S. Capitol. It was important for the students to understand this historical moment. As a teacher, he noted that it was difficult to discuss virtually. Mr. Baczewski stated that his children attend in person classes at Hatton Elementary School and praised the way the teachers handled the discussion. He explained to his children about the lack of empathy, listening to other views, and being respectful even in disagreement. He noted that it was a hard conversation explaining about what happened. Mrs. Carmody agreed that people should be kind to one another.

Mr. Brown thanked Mrs. Carmody, Mr. Falvo and Mr. Baczewski for their comments and agreed there should be more empathy and listening to other points of view. He is the Rotary Club President, and they have a program where Rotary members speak to the high school students about professions. As a former teacher, he talks about the teaching profession. Mr. Brown noted the difficulty he had teaching remotely on a computer screen instead of in a classroom, which he found very frustrating. Mr. Falvo agreed that there is no eye contact with the students when teaching virtually. Mr. Brown reported that he attended the first meeting of the State Standards Board for Teachers and noted that the Southington School district was doing as well as most districts, which is not perfect, while a number of school districts are struggling.

c. Communication from Administration

Administration reported on the following:

1. Redundant Line at JFK: Mr. Madancy explained that the redundant fiber line project at Kennedy Middle School was finished over the holiday break. CEN, the fiber provider for the main line going into the high school, had some issues this week and the redundant fiber line at JFK kicked in and kept the network on. There still were some intermittent connectivity issues, which are being worked on. The redundant line was a success and allowed the school district to stay open, especially for remote teaching.
2. Chromebooks: Mr. Madancy reported that 400 Chromebooks were delivered on Tuesday and 700 were arriving on Friday at the Municipal Center and a couple of thousand were going to the high school next week. He praised the technology staff at Central Office, Gayle Rossi and Jessica Poon, who implemented a seamless process to deploy the devices to students and keep an accurate inventory. The technology staff thanked the Board members for approving the White Glove Service that made the distribution of the Chromebooks much easier.
3. Coronavirus Relief Funds: Mrs. DiNello provided an update on the Coronavirus Relief Grant funds. At the beginning of the school year the state provided some funding to assist in covering the reopening costs associated with COVID. The final grant amount was just over \$856,000, which covered a number of reopening expenses such as salaries of \$350,000 for additional custodial time, nurses, teachers for social distancing classes, paraeducator support, food service staff for additional lunch waves, special education costs incurred over the summer, bus cleaning, contracted custodial cleaning, and ventilation upgrades at three schools. Close to \$400,000 is going toward supplies to safely reopen schools, such as wipes, gloves, masks, etc. She will file for the final reimbursement of those funds next month.

Mrs. DiNello addressed the ESSR (Elementary Secondary School Relief) funding “Round 2”. The State Department of Education was notified last week that Connecticut would be receiving \$492 million. At this point, administration does not know what the district allocation would be and what the ESSR funds could be used for.

d. Communications from Student Board Representatives

Miss Amrit Kaur reported on the following:

- The National Honor Society hosted a live video on Instagram with 60 students participating for information about application requirements.
- January 28 is the official last day of the quarter and the last day of the first semester, which will be an asynchronous learning day for students to hand in assignments and connect with their teachers.

Miss Jhalissa Vincent reported on the following:

- There was a Virtual Course Fair via YouTube today at 5:00 p.m. for students to learn about the different courses offered and to make their selections for the next school year.
- She will be working on a student web podcast at SHS with Mrs. Riccio, Mrs. Stevens and Professor Wayne Edwards from the University of New Haven focusing on impactful student conversations on firsthand experiences involving diversity, identity, social acceptance and more. Professor Edwards will assist in producing this project with the first podcast to be launched before March.

Mr. Brett Sheldrick reported the following:

- He, his sister, and friends found half-days on Wednesday for middle school and high school students to be very beneficial and helpful with more time to catch up on school assignments, homework, receiving help from teachers, and getting a break from technology and screen time that hurts students’ eyes after looking at the screen for many hours, especially if students do not have blue light glasses.
- ClassLink will be rolled out on Friday, January 15. It will become the new homepage for students using Chrome as a single sign-in solution to manage all applications the students will be using. ClassLink works on a Southington Public Schools (SPS) issued device or when logged into Chrome browser via the student’s SPS account.
- The CIAC winter sports season starts on January 19 for swimming, basketball, ice hockey, gymnastics, and indoor track with games/meets competition to begin February 8.

8. SUPERINTENDENT’S REPORT

a. Personnel Report

MOTION: by Mr. Derynoski, seconded by Mr. Oshana:

“Move to approve the Personnel Report, as submitted.”

Motion carried unanimously by voice vote.

9. OLD BUSINESS

a. Town Government Communications

There was no Town Government Communication.

Mr. Connellan stated that Mrs. DiNello’s office sent Board members a list of upcoming budget meetings, hearings, and workshops. Administration will be presenting the Superintendent’s 2021-2022 Operating Budget to the Town Board of Finance on February 10, 2021. The Board of Finance public hearing on the Board of Education budget is scheduled for March 1, 2021 at 7:00 p.m. at DePaolo Middle School. Mrs. DiNello explained that the notice of the Hearings was posted with locations, but they will all be virtual at this time. She will send the Board information on how to access those virtual links when they are made available.

b. Proposed 2021-2022 School Calendar - Second Reading

MOTION: by Mr. Baczewski, seconded by Mrs. Cipriano:

“Move that the Board of Education adopts the 2021-2022 school calendar, as recommended by administration.”

Mr. Brown stated that Board members received emails regarding snow days going remote and questioned if that was on the calendar. Mr. Connellan explained that it was not on the calendar and that people were mixing the two. He would be sending communication to staff and families for input about striking a balance and flexibility between snow days and remote learning.

Motion carried unanimously by voice vote.

c. Policy 1316 – Relations between Public and School Personnel – Second Reading

MOTION: by Mrs. Clark, seconded by Mr. Derynoski:

“Move to approve Policy 1316, Relations between Public and School Personnel, as recommended by the Policy & Personnel Committee.”

Motion carried unanimously by voice vote.

d. Policy 4118.11 – Non-Discrimination - Personnel – Second Reading

MOTION: by Mrs. Clark, seconded by Mr. Baczewski:

“Move to approve Policy 4118.11, Non-Discrimination Personnel, as recommended by the Policy and Personnel Committee.”

Motion carried unanimously by voice vote.

e. Policy 5130 – Bullying Prevention and Intervention Policy – Second Reading

MOTION: by Mrs. Clark, seconded Mr. Falvo:

“Move to approve Policy 5130, Bullying Prevention and Intervention, as recommended by the Policy and Personnel Committee.”

Motion carried unanimously by voice vote.

f. Policy 5141-6 – Wellness Policy – Second Reading

MOTION: by Mrs. Clark, seconded by Mrs. Cipriano:

“Move to approve Policy 5141.6, Wellness Policy, as recommended by the Policy and Personnel Committee.”

Motion carried unanimously by voice vote.

g. Policy 5150 – Non-Discrimination - Students – Second Reading

MOTION: by Mrs. Clark, seconded by Mr. Derynoski:

“Move to approve Policy 5150, Non-Discrimination - Students, as recommended by the Policy and Personnel Committee.”

Motion carried unanimously by voice vote.

h. SHS Textbook Adoption: Agriculture Science and Technology Textbooks: Miller and Levin – Biology – Second Reading

MOTION: by Mr. Brown, seconded by Mr. Oshana:

“Move to approve SHS Textbook Adoption: Miller and Levine-Biology, as recommended by the Curriculum and Instruction Committee.”

Motion carried unanimously by voice vote.

10. NEW BUSINESS

a. Unaffiliated Compensation (*Attachment #1*)

MOTION: by Mr. Baczewski, seconded by Mrs. Clark:

“Move to approve compensation for Unaffiliated staff for the 2021-2022 school year, as proposed by the administration.”

Motion carried unanimously by voice vote.

b. 2021-2022 Proposed Operating Budget Presentation

Mr. Connellan and Mr. Madancy gave a PowerPoint presentation on the Superintendents 2021-2022 Proposed Operating Budget (*Attachment #2*). Mr. Connellan gave an overview of what he hoped was a post-COVID school year to meet the educational needs of the students while knowing that the fiscal resources are limited. He stated that the budget was thoughtful, deliberate, maintained and supported the most effective services, and supported implementation of innovative strategies to support instruction. The district needs were addressed in a continuous and incremental fashion and represented substantial value for the community's investment in education with school funds used in an effective and efficient manner.

Mr. Connellan explained the net proposed budget increase was \$3,311,726 and was a 3.3% increase over the 2020-2021 budget. Mr. Connellan gave a breakdown of the increase with 2.11% going to Regular Education, 4.26% going to Special Education and \$621,356 in Major Projects and Equipment. He gave a breakdown of the total operating budget with 72.22% going to Regular Education, 27.10% to Special Education and .68% to Major Project and Equipment. Mr. Connellan explained the major components of the budget with 95.78% going to salaries, benefits, and purchased services. He explained at length the funds needed for new personnel requests for regular education (\$85,041) and special education (\$249,491) and the Special Education in-district programs developed to meet the needs of the students with some very specialized and significant needs. Mental health needs have also increased.

Mr. Connellan discussed the Major Projects and Equipment at the high school, Karen Smith Academy, and systemwide initiatives. He was grateful for the Town Board of Finance and Town Council support with the non-lapsing account and that the school district was able to do some significant projects with those funds. He hoped that if the school district had funds remaining at the end of this school year in the current non-lapsing account that they would be able to address some major projects on the list as they have done in the past.

Mr. Connellan explained in detail the funded operational budgets for the last five years and the percentage increase/decrease over those years. Last year, some people in the community were confused thinking that there was a 10% increase, which was inaccurate. Mr. Connellan spoke at length explaining the confusion regarding the 2017-2018 to 2018-2019 school budgets because former Governor Malloy at that time proposed a different way to fund education and was going to pull all the money out of the Education Cost Sharing Grant.

Mr. Connellan addressed the projected enrollment from the Milone & MacBroom report of June 6, 2019 with historical enrollment data, which will need to be updated to move forward with discussions about the elementary facilities.

Mrs. Carmody reminded members that the Board of Education Workshops on the Superintendent's proposed budget were scheduled to be held virtually on Tuesday, January 19 and Thursday, January 21, 2021 from 6:00 p.m. to 7:30 p.m.

Mr. Brown questioned the funding for the athletic fields regarding Title IX and if the timeline could be waived. Mr. Connellan will have that information for the workshop discussion.

Mr. Baczewski questioned the Milone & MacBroom projected enrollment numbers and to get a better gauge on the numbers, how they compared with the actual enrollment for the

2020-2021 school year. Mr. Connellan will provide that information; however, the mitigating factor would be the number of students who were remote learning.

Mr. Derynoski asked for a copy of the PowerPoint presentation. Mr. Connellan acknowledged that it would be sent to the Board members on Friday.

11. ADJOURNMENT

MOTION: by Mr. Derynoski, seconded by Mr. Oshana:

“Move to adjourn.”

Motion carried unanimously by voice vote.

The meeting adjourned at 8:06 p.m.

Respectfully submitted,

Linda Blanchard

Recording Secretary

ATTACHMENT #1

UNAFFILIATED STAFF COMPENSTATION FOR 2021 - 2022

Approved Unaffiliated Wage Approved Unaffiliated V X + v

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Unaffiliated Approved Salary and Wages

POSITIONS	2020-21 Approved	2021-22 Approved	\$ Inc	% Inc
Superintendent	205,000	209,613	4,613	2.25%
Assistant Superintendent	182,000	186,095	4,095	2.25%
Director of Pupil Services	158,050	161,606	3,556	2.25%
Director of Business & Finance	155,100	158,590	3,490	2.25%
Director of Operations	144,525	147,777	3,252	2.25%
Accounting Manager	92,250	94,326	2,076	2.25%
Human Resource Manager*	100,270	105,000	4,730	4.71%
Human Resource Manager*	105,270	110,270	5,000	4.75%
Network Manager		110,000		
Information Systems Manager		90,000		
Technology Analysts	54,269-73,407	57,525-77,811		6.00%
Technology Assistant	16.00-18.00	20.00-22.00		
Payroll Supervisor	33.41	34.16	0.75	2.25%
Maintenance Foreman	87,550	89,520	1,970	2.25%
Exec. Assistant Superintendent	39.74	40.64	0.89	2.25%
Exec. Asst. Superintendent	32.32	33.05	0.73	2.25%
Exec. Asst. Director of Business	31.22	31.92	0.70	2.25%
Board Recording Secretary	47.07	48.13	1.06	2.25%
Summer School Director	6,767	6,920	152.26	2.25%
Jump Start Director	4,930	5,041	110.93	2.25%
Adult & Continuing Ed. Director	14,027	14,343	315.61	2.25%
Part Time Custodian	15.63-16.54	15.63-16.67		2.00%
Part Time Clerks	16.62-21.09	16.62-21.51		2.00%
ESY/Jumpstart Paras (non union)	12.31-14.69	13.00-14.98		2.00%
Substitute Teachers - per day	85-100	105		
Meeting Videographer - per meeting	100	100	0.00	0.00%
School Physician	13,536	13,840	305	2.25%
Matrons	17.77	18.17	0.40	2.25%
Crossing Guards - per shift	17.86	18.26	0.40	2.25%
ESY/ Jumpstart Aides	12.00	13.00		Min Wage
Substitute Paras***	12.00	13.00		Min Wage
Substitute Custodians	15.28	15.59	0.31	2.00%
Substitute Nurses	21.53	21.96	0.43	2.00%
Substitute Secretaries	13.58	13.86	0.27	2.00%
Tutors Math & Literacy	20.93	21.35	0.42	2.00%
Non Union LPN's	23.68	24.15	0.47	2.00%
Lead Occupational Therapist **	94,741	96,872	2,132	2.25%
BCBA ** (CJ) **	93,264	95,362	2,098	2.25%
BCBA (KS) **	82,422	84,277	1,855	2.25%
Outreach Coordinator STEPS	25.63	26.20	0.58	2.25%
Food Service Director	78,300-82,000	80,062-83,845		2.25%
Secr/Bookkeeper Food Service	27.70	28.32	0.62	2.25%
Food Service Clerk	16.41	16.78	0.37	2.25%
Family Resource Ctr- Director	44,160	45,154	994	2.25%
Family Resource Parent Educator	20.06	20.51	0.45	2.25%

Approved 1-14-21

Unaffiliated Approved Salary and Wages

Human Resource Manager*	Shared position, BOE/75%, Town/25%. Phase in market adjustment based on area comparables. Jan21/Ju21
BCBA** & Lead OT **	Salary listed for 206 day work year. Paid on 186 day schedule and per diem for summer.
Technology Assistant+	Set new range last year based on area comparables.
Minimum wage	8-1-21 = \$13.00 7-1-22 = \$14.00 6-1-23 = \$15.00

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ATTACHMENT #2

SUPERINTENDENT'S PROPOSED OPERATING BUDGET 2021 - 2022

LINK TO POWERPOINT PRESENTATION:

<https://www.southingtonschools.org/district-departments/business-department/budget>

