

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, please view the video of the Board meeting on our website at www.southingtonschools.org. 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 24, 2019

The regular meeting of the Southington Board of Education (Committee of the Whole – Operations) was held on Thursday, January 24, 2019 at 7:00 p.m. in the John Weichsel Municipal Center Public Assembly Room, 200 North Main Street, Southington, Connecticut and an Executive Session was held at 6:30 p.m.

1. CALL TO ORDER

Mr. Brian Goralski, Chairperson, called the meeting to order at 6:35 p.m.

Board members present: Mrs. Terri Carmody, Mr. Robert Brown, Mr. Joseph Baczewski, Ms. Lisa Cammuso, Mrs. Colleen Clark, Mr. David Derynoski, Mr. Brian Goralski, and Mrs. Patricia Queen. Absent was Mr. Zaya Oshana.

Administration present: Mr. Timothy Connellan, Superintendent of Schools

2. EXECUTIVE SESSION ~ STUDENT MATTERS AND UNAFFILIATED EMPLOYEES

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

"Move to go into Executive Session, excluding the public and the press, for the purpose of discussing Student Matters and Unaffiliated Employees, and upon conclusion reconvene to public session."

Motion carried unanimously by voice vote.

Mr. Goralski declared Executive Session ended at 7:10 p.m.

3. RECONVENE MEETING ~ REGULAR SESSION

Mr. Goralski reconvened the Board of Education Regular Session at 7:20 p.m.

Board members present: Mrs. Terri Carmody, Mr. Joseph Baczewski, Mr. Robert Brown, Ms. Lisa Cammuso, Mrs. Colleen Clark, Mr. David Derynoski, Mr. Brian Goralski, and Mrs. Patricia Queen. Absent was Mr. Zaya Oshana.

Administration present: Mr. Timothy Connellan, Superintendent of Schools; Mr. Steven Madancy, Assistant Superintendent; Mrs. Sherri DiNello, Director of Business and Finance, and Ms. Margaret Walsh, Director of Special Services.

Student representative present was Nicholas Mangene. Absent were Bianca Spataro and Trevor Messina.

4. PLEDGE OF ALLEGIANCE

Nicholas Mangene, Student Representative, led in reciting the Pledge of Allegiance.

Mr. Goralski extended Mr. Oshana's apologies for not attending the meeting because he was flying home from a business trip and watching the live-feed of the meeting while on the plane and texting his comments to Mr. Goralski.

5. APPROVAL OF MINUTES ~ January 10, 2019

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

"Move to approve the regular Board of Education minutes of January 10, 2019, as submitted."

Motion carried unanimously by voice vote.

a. Workshop #1 / Executive Session ~ January 15, 2019

Mrs. Clark explained that both Workshop / Executive Session minutes were missing a paragraph of when the Board members ended Executive Session.

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

"Move to approve the Board of Education Workshop #1/Executive Session minutes of January 15, 2019, as amended."

Motion carried unanimously by voice vote.

b. Workshop #2 / Executive Session ~ January 17, 2019

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

"Move to approve the Board of Education Workshop #2/Executive Session minutes of January 17, 2019, as amended."

Motion carried by voice vote with Mr. Derynoski abstaining.

6. PUBLIC COMMUNICATIONS

a. Communications from Public

There was no public communication.

b. Communications from Board of Education

Board members discussed the following:

- Mrs. Queen discussed at length an event that she attended held on Wednesday, January 23, 2019 at the First Baptist Church called, "Why colorblindness does not work," which was a community conversation on racism facilitated by the staff at the Harriet Beecher Stowe House and sponsored by the Southington Women for Progress. She noted that Board members, administrators, staff, and Town councilors also attended. Mr. Derynoski recommended that the discussion on this issue continue for the Board of Education as an agenda item under Old Business. This would also be a way to share with the public the steps that administration and Board were taking to address the issues. Mr. Goralski addressed the use of the word "Colorblind" because there are many people who have the physical disability of not being able to see color. He requested that another name be used instead of "Colorblind". It was recommended that the title of the ongoing Board of Education agenda item under Old Business should be called, "Equity."
- Mr. Brown attended a Rotary meeting where Southington Police Officer Palmieri discussed "Project Hope", which addresses the opioid crisis. He anticipated that the Board would take part in this project.
- Mr. Baczewski reported that the White Family with children in the Hatton School district won the national invention contest sponsored by Frito Lay with their invention "Kid Safe Switch" winning the grand prize of \$250,000. He also addressed the racial discussion and thought that empathy should be practiced. Mr. Baczewski attended a meeting at the high school involving student leaders and recommended that the student leaders be included in the "Equity" conversation.
- Mr. Goralski noted that the Veteran's Committee gave the Board members a Fischer House patch that states "Helping Military Families" in recognition of the partnership and support between the school district and the Veteran's Committee.

c. Communication from Administration

Administration reported on the following:

1. YMCA – 2019 Annual Celebration and Recognition: Mr. Connellan reported that this celebration would take place on February 6, 2019 at 6:30 p.m. at the Aqua Turf. Unified Theater, Unified Sport and Best Buddies will receive the Youth Development Award that night and Sara McAuliffe, senior at St. Paul High School, and Caitlin Mulligan, senior at Southington High School, would be receiving the Youth Leadership Award.
2. Sloper Plunge: Mr. Connellan thanked all the school staff members who participated with donations or taking the plunge. Mr. Goralski and Mr. Baczewski also jumped. There were 12 or 13 schools that had active "plungers." He noted that the Cheshire Superintendent and staff participated for the first time in the Sloper Plunge and would try to increase participation of the Cheshire school district next year. Mr. Goralski received a thank you note from Mr. Mark Pooler, YMCA Executive Director, thanking the Southington school system for participating with over \$65,000 raised to send children to Camp Sloper in the summer. The Cheshire school district raised over \$8,000 for their first year participating.
3. Dr. Martin Luther King, Jr. Award: Mr. Connellan reported that this event was rescheduled due to the weather and would be held at the First Baptist Church on January 27,

2019 at 10:00 a.m. Receiving awards are Mariah Davino, grade 7 at Kennedy Middle School and Sophia LeBlanc, grade 8 at DePaolo Middle School, who were chosen based on an Essay personifying the philosophy of Dr. King.

d. Communication from Students Representatives

Mr. Nicholas Mangene reported on the following:

- The Multicultural Diversity meeting was held on January 17, 2019.
- The mid-terms started on Tuesday, January 22, 2019 and ended on Friday with the second semester starting on Monday, January 28, 2019.
- A scholarship meeting informing seniors how to apply was held after school on January 24, 2019.
- The American Legion Oratorical Contest would be held on January 30, 2019 in which he would be participating. Mr. Goralski stated that Mrs. Carmody would be a judge for the contest.

7. OLD BUSINESS

a. Town Government Communication

Mr. Goralski acknowledged the following 2019-2020 Budget dates:

- February 13, 2019: Board of Education presents their budget request to the Board of Finance at 6:30 p.m. in the Town Council Chambers at Town Hall.
- February 26 & 27, 2019: Board of Finance workshops with other department heads starting 6:30 p.m.
- March 4, 2019: Public Hearing on General Government proposed budget, 7:00 p.m. at DePaolo Middle School.
- March 6, 7, 26, 27, 2019: Budget Review Workshops, Town Hall Board of Finance Conference Room at 6:30 p.m.
- March 27, 2019: Board of Finance recommends 2019-2020 Budget, Town Council Chambers at 7:00 p.m.
- April 22, 2019: Town Council Public Hearing held in the Municipal Center Public Assembly Room at 7:00 p.m.
- May 13, 2019: Town Council votes to adopt the 2019-2020 budget at 7:00 p.m. in the Municipal Center Public Assembly Room.
- May 15, 2019: Board of Finance sets the Mill Rate at 7:00 p.m. in the Town Council Chambers at Town Hall.

b. Policy 1331, Drugs, Tobacco and Alcohol on School Property ~ Second Reading

MOTION: by Mrs. Queen, seconded by Mr. Brown:

“Move that the Board of Education approve Policy 1331, Drugs, Tobacco and Alcohol on School Property, as recommended by the Policy & Personnel Committee.”

Motion carried unanimously by voice vote.

c. Unaffiliated Employees Compensation

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

“Move that the Board approves the compensation for unaffiliated employees for the 2019-2020 school year as recommended by the Superintendent and adjusted by the Board.”

Mr. Goralski explained that he received a text message from Mr. Oshana, which he would read in full later in the meeting, who indicated his support of the compensation for unaffiliated employees (*Attachment #1*).

ROLL CALL VOTE: YES – Mr. Brown, Mrs. Carmody, Mrs. Clark, Mr. Baczewski, Ms. Cammuso, Mrs. Queen and Mr. Goralski. Opposed: Mr. Derynoski.

Motion carried with seven in favor and one opposed.

8. NEW BUSINESS

a. SHS Elevator Modernization Bid #2019-08

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

“Move to award Bid #2019-08 Elevator Modernization with the addition of refurbishing the interior cab to the low bid vendor New England Elevator Corporation in the amount of \$85,680.

Mrs. DiNello explained that the Maintenance Department was working on the current repair. She spoke to Mr. Mark Sciota, Town Manager, and he agreed with the funding recommendation of the money that is in the Capital line item for the elevator and using the carry forward of the operating budget funds from 2017-2018 to fill in the balance to complete the modernization of the interior cab. Mrs. DiNello explained that through the efforts of the maintenance and custodial staff and food service employees at the high school hot meals were able to be served throughout the long process of the elevator repair.

Motion carried unanimously by voice vote.

b. Review / Adoption of 2019-2020 Board of Education Budget

Mr. Goralski explained that there were two workshops and considerable dialog regarding the 2019-2020 budget with a PowerPoint presentation by the Superintendent. He thanked the administration and staff at all levels who participated in the budget process. He explained the budget process at length.

Mr. Baczewski thought that the request for a \$3,400 trailer was not necessary at this time.

Mr. Derynoski addressed the \$20,000 increase in Account #32324, Districtwide Computer Hardware, on page 18 in the budget book and where the description for the increase could be found in the budget regarding the VoIP phones (Voice Over Internet Protocol). Mrs. DiNello responded that the district was in year three of a three-year lease for upgrading the phone system. They would

be starting a brand-new three-year lease to upgrade additional phone systems at additional schools. The new lease funds are reflected in the budget with the payment amount kept the same in anticipation of continuing the process of upgrading the phones.

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

“Move that the Board of Education adopt the 2019-2020 operating budget with revisions for \$100,216,856.

All the Board members supported the budget as presented and discussed the reasons why they thought it should be supported by the town. Board members stated that they had an obligation to provide for all students in Southington, thought that there was no fluff in the budget, represented the needs of the students, and was well documented and justifiable.

Mr. Goralski read Mr. Oshana’s text message of support for the unaffiliated salaries and the 2019-2020 budget for public record (*Attachment #2*).

Mr. Derynoski thanked the business office, especially Mrs. DiNello, for an outstanding job of putting the budget together that was easy to read. Mrs. DiNello noted that it was a team effort.

ROLL CALL VOTE: YES – Mrs. Carmody, Mrs. Clark, Mr. Derynoski, Mr. Brown, Ms. Cammuso, Mr. Baczewski, Mrs. Queen and Mr. Goralski.

Motion carried unanimously.

12. ADJOURNMENT

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

“Move to adjourn.”

Motion carried unanimously by voice vote.

The meeting adjourned at 8:10 p.m.

Respectfully submitted,

Linda Blanchard

Recording Secretary

Non Union Approved Salary and Wages

ATTACHMENT #1

POSITIONS	2016-17 ADOPTED	2017-18 ADOPTED	2018-19 ADOPTED	2019-20 ADOPTED	\$ Increase	% Increase
SUPERINTENDENT	191,000	195,000	195,000	200,000	5,000	2.56%
ASSISTANT SUPERINTENDENT	158,000	165,100	165,100	175,000	9,900	6.00%
DIRECTOR OF PUPIL SERVICES	146,100	149,750	149,750	154,200	4,450	2.97%
DIRECTOR OF BUSINESS AND FINANCE	142,000	146,950	146,950	151,315	4,365	2.97%
OPERATIONS DIRECTOR ¹	112,000	115,925	115,925	125,000	9,075	7.83%
OPERATIONS DIRECTOR ²	112,000			141,000	16,000	12.80%
TECHNOLOGY DIRECTOR	130,875	134,150	134,150	137,500	3,350	2.50%
SUPERVISOR of BLDG & GRDS	88,700	90,475	90,475	90,475	0	0.00%
ACCOUNTING MANAGER ³	74,700	76,950	76,950	85,000	8,050	10.46%
ACCOUNTING MANAGER ⁴	74,700			90,000	5,000	6.50%
HUMAN RESOURCES MANAGER ⁵	80,050	95,000	95,000	97,825	2,825	2.97%
TECHNOLOGY ANALYSTS	50,149-67,835	51,403-69,531	51,403-69,531	52,688-71,269		2.50%
SOFTWARE SPECIALIST	28.79	29.51	29.51	30.25	0.74	2.50%
TECHNOLOGY ASSISTANT	14.35	14.71	14.71	15.08	0.37	2.50%
AUDIO VISUAL TECHNICIAN	55,623	57,014	57,014	58,439	1,425	2.50%
PAYROLL SUPERVISOR	30.43	31.34	31.34	32.44	1.10	3.50%
MAINTENANCE FOREMAN ⁶	72,959	75,148	75,148	80,000	4,852	6.46%
MAINTENANCE FOREMAN ⁷	72,959			85,000	5,000	6.25%
EXEC ASSISTANT SUPERINTENDENT	36.02	37.28	37.28	38.59	1.30	3.50%
EXEC ASST ASST. SUPERINTENDENT	31.21	32.30	29.29	30.32	1.03	3.50%
EXECUTIVE ASSISTANT DIR BUS & FIN.	29.29	30.32	30.32	31.38	1.06	3.50%
SUMMER SCHOOL DIRECTOR	6,377	6,505	6,505	6,635	130	2.00%
JUMP START DIRECTOR	4,646	4,739	4,739	4,834	95	2.00%
CONT. EDUCATION DIRECTOR	13,218	13,482	13,482	13,752	270	2.00%
PT. TIME CUSTODIAN	14.73-15.58	15.02-15.89	15.02-15.90	15.32-16.22		2.00%
SCHOOL PHYSICIAN	12,755	13,010	13,010	13,270	260	2.00%
MATRONS	16.58	16.91	16.91	17.33	0.42	2.50%
CROSSING GUARDS - per shift	17.00	17.00	17.00	17.43	0.43	2.50%
PART TIME CLERKS	15.66-19.86	15.97-20.26	15.97-20.27	16.29-20.68		2.00%
ESY/ JUMPSTART AIDES	9.05-9.64	9.23-9.83	9.23-9.84	10.10		2.60%
ESY/JUMPSTART PARAS (non union)	11.60-13.83	11.83-14.11	11.83-14.12	12.07-14.40		2.00%
SUBSTITUTE PARAS	10.67	10.88	10.88	11.10	0.22	2.00%
SUBSTITUTE CUSTODIANS	14.40	14.69	14.69	14.98	0.29	2.00%
SUBSTITUTE NURSES	20.29	20.70	20.70	21.11	0.41	2.00%
SUBSTITUTE SECRETARIES	12.80	13.06	13.06	13.32	0.26	2.00%
TUTORS- MATH & LITERACY	20.12	20.12	20.12	20.52	0.40	2.00%
HALL MONITORS DES	11.10	11.32	11.32	N/A		
SUBSTITUTE TEACHERS - per day	85-100	85-100	85-100	85-100		
NON UNION LPN	22.31	22.76	22.76	23.21	0.46	2.00%
MEETING VIDEOGRAPHER - per meeting	100	100	100	100	0	0.00%
BCBA	87,029	88,770	88,770	90,989	2,219	2.50%
BCaBA	62,912	64,170	64,170	65,774	1,604	2.50%
FOOD SERVICE DIRECTOR	68,957	70,336	70,336	72,095	1,758	2.50%
SECY/BOOKEEPER LUNCH	25.91	26.43	26.43	27.02	0.59	2.25%
FOOD SERVICE CLERK	15.35	15.66	15.66	16.01	0.35	2.25%
EARLY CHILDHOOD COLL. - DIRECTOR	41,208	42,032	42,032	43,083	1,051	2.50%
EARLY CHILDHOOD COLL. - COORD.	18.72	19.09	19.09	19.57	0.48	2.50%

Operations Director¹ July 1, 2019 Restructure, three positions into two, additional responsibilities

Operations Director² November 9, 2019

ACCOUNTING MANAGER³ July 1, 2019 Job responsibilities adjustment pending job description revision

ACCOUNTING MANAGER⁴ January 1, 2020

HUMAN RESOURCES MANAGER⁵ Shared position, BOE = 75%, Town = 25%

MAINTENANCE FOREMAN⁶ Restructure, three positions into two, additional responsibilities

MAINTENANCE FOREMAN⁷

Mr. Oshana's text message from the airplane to Mr. Goralski during the Board meeting:

"Hello from the plane. I am just realizing that my school email has been dead for a couple of days. I discovered that today and tried to get it fixed, but Jamie could not help me get it working. For tonight, I am, as you know, in agreement and would have voted "Yes" for the [unaffiliated] grid and to the budget as presented at our last executive session. The fact that for the last two years our budget was not a level service budget, it cut programs, teachers, and reduced what we are able to offer our students. Our job is to educate our students and to set a budget that will do that in the best possible way with the financial constraints we face is our job. We must do our job. There is no fluff in this budget and, in fact, it does not even bring us to where we were in services and staff two years ago. But, it is a start. We owe it to our students and to the town to provide the best education possible and if I were there I would be voting 'yes' to this budget as proposed."