

*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](http://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**

**OCTOBER 26, 2017**

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The regular meeting of the Southington Board of Education was held on Thursday, October 26, 2017 at 7:00 p.m. in the John Weichsel Municipal Center Public Assembly Room, 200 North Main Street, Southington, Connecticut with Executive Session scheduled for 6:30 p.m.

#### **1. CALL TO ORDER**

Mr. Brian Goralski, Chairperson, called the meeting to order at 6:30 p.m.

Board members present: Mrs. Terri Carmody, Mr. Robert Brown, Mrs. Juanita Champagne, Mr. David Derynoski, Mr. Brian Goralski, Mrs. Terry Lombardi (*arrived 6:35 p.m.*), Mr. Zaya Oshana, and Mrs. Patricia Queen. Absent was Mrs. Colleen Clark.

Administration present: Mr. Timothy Connellan, Superintendent of Schools

#### **2. EXECUTIVE SESSION TO DISCUSS AFSCME CUSTODIANS / MAINTENANCE NEGOTIATIONS UPDATE, COMPENSATION FOR SUPERINTENDENT OF SCHOOLS, AND COMPENSATION FOR UNAFFILIATED EMPLOYEES ~ 6:30 p.m.**

**MOTION:** by Mr. Derynoski, seconded by Mrs. Carmody:

**"Move to go into Executive Session, excluding the public and the press, for the purpose of discussing AFSCME Custodians / Maintenance Negotiations Update, Compensation for Superintendent of Schools, and Compensation for Unaffiliated Employees, and upon conclusion reconvene to public session."**

**Motion carried unanimously by voice vote.**

*Mr. Goralski recessed Executive Session at 7:07 p.m. to return later.*

#### **3. RECONVENE MEETING ~ REGULAR SESSION**

*Mr. Goralski, Chairperson, reconvened the regular session at 7:12 p.m.*

Board members present: Mrs. Terri Carmody, Mr. Robert Brown, Mrs. Juanita Champagne, Mrs. Colleen Clark (*arrived 7:14 p.m.*), Mr. David Derynoski, Mr. Brian Goralski, Mrs. Terry Lombardi, Mr. Zaya Oshana, and Mrs. Patricia Queen.

Administration present: Mr. Timothy Connellan, Superintendent of Schools; Mr. Steven Madancy, Assistant Superintendent; Mrs. Sherri DiNello, Director of Business and Finance; Mr. Peter Romano, Director of Operations, and Ms. Margaret Walsh, Director of Special Services (*left meeting at 7:45 p.m.*).

Student Representatives present were Joseph Martin and Bianca Spataro.

**4. PLEDGE OF ALLEGIANCE**

The student representatives led in reciting the Pledge of Allegiance.

Mr. Goralski called for a moment of silence in memory of Barbara Andres who was employed by the Southington Public Schools as a school nurse and nurse’s aide instructor starting in 1965 until her retirement in 1979. She passed away on October 23, 2017.

**5. CELEBRATION OF EXCELLENCE**

a. In Celebration of Excellence, the Board of Education and administration recognized the following retirees of the Southington Board of Education who were in attendance:

<b>Employee</b>	<b>Position / Facility</b>	<b>Years of Service</b>
Carol Aylward	Physical Education & Health Teacher / SHS	18
Barbara Borofsky	Special Education Paraeducator / Strong	16
Nancy Garry	Mathematics Teacher / SHS	36
Patti Goldberg	Special Education Paraeducator / DES	8
Michelle Hair	Preschool Paraeducator / Hatton	10.5
Susan Hart	Mathematics Teacher / SHS	36
Noreen Heath	Crossing Guard / District	12
Petra Jenkinsen	Special Education Teacher / SHS	17
Jennifer Kelly	Special Education Teacher / DES	29
Marguerite Maddalena	Physical Education Teacher / SHS	38
Patricia Mazzarella	Principal / Flanders	36
Deb Miller	Lead Tech Analyst / District	15
Leann Miller	Guidance Counselor / SHS	19
Beth Ozkan	Special Education Coordinator / SHS	6
Renate Ringstad	German Teacher / SHS	20
LouAnn Sieruta	Grade 3 Teacher / Kelley	38

b. Juanita Champagne and Terry G. Lombardi ~ Board of Education Members

Mrs. Champagne (served on the Board from 2015-2017) and Mrs. Lombardi (2011-2017), who are not running for re-election in November, were recognized for their outstanding leadership and dedication to the Southington Board of Education.

The celebration concluded at 7:35 p.m. and Mr. Goralski, Chair, called for a recess.

*Mr. Goralski, Chair, reconvened the regular meeting at 7:49 p.m.*

**6. APPROVAL OF MINUTES ~ October 12, 2017**

**MOTION:** by Mr. Derynoski, seconded by Mrs. Carmody:

**“Move to approve the Regular Board of Education minutes of October 12, 2017, as submitted.”**

**Motion carried unanimously by voice vote with Mrs. Lombardi and Mr. Oshana abstaining.**

## **7. COMMUNICATIONS**

### **a. Communications from Audience:**

There was no audience communication.

### **b. Communication from Board Members**

The Board members discussed the upcoming election, the recent Wall of Honor Ceremony, the Music of the Knight event, community/parent partnerships, Veterans Partnership including plans for Veterans Day, and the November 2, 2017 Kelley School 50th year celebration. This was the last meeting before elections on November 7, 2017 and the bipartisan Board thanked each other for serving and working together in the best interests of the students.

### **c. Communication from Administration**

1. **First Responders Collaboration:** Mr. Romano explained that he is putting together a First Responders Collaborative with the police and fire departments, school custodians and members of the maintenance staff. On Professional Development Days, they will walk through the schools identifying locations of the main utilities and the safety and security systems in place and review procedures and locations for emergency plans. They will visit one school for each Professional Development Day.
2. **State Advisory Council on Special Education Appointment:** Mr. Connellan announced that Ms. Meg Walsh was nominated and accepted an appointment to the State Advisory Council for Special Education. Mr. Connellan explained in detail what this appointment entails.
3. **Bread for Life Soup Night:** Mr. Connellan read for the record an email that he received from Donna Ayer, Executive Director of Bread for Life. *“Tim, many thanks for all the support from the Board of Education for Bread for Life’s Soup Night. This event would not be possible without your support. We had over 600 guests and raised \$7,000. This was amazing and we owe a great deal of thanks to you and your staff. The Culinary team at Southington High School is amazing and the volunteers from the Interact Club, as well as the leaders of Kennedy and DePaolo Middle Schools were terrific. I am sure that you are proud of all those students and faculty who gave of their time to improve the lives of those who are hungry in our town. We are truly grateful for the amazing relationship that we share with the Board of Education. Many thanks for your support. Donna.”*
4. **CAPSS Student Leadership Awards:** The administration will be bringing the recipients of the 2017 Connecticut Association of Public Schools Superintendent’s Award to the December 14, 2017 Board of Education meeting. The students from Southington High School who were selected are seniors Evan Bender and Lydia Yu. The

students will also be attending the Farmington Valley Superintendent's Association luncheon on December 1, 2017.

**d. Communication from Student Representatives**

Bianca Spataro reported on the following:

- Tuesday, October 17 was Bus Driver Appreciation Day and Apple Cider and Apple Fritters were given to the bus drivers.
- Soup Night was held on Wednesday, October 18 and the Key Club helped.
- A Flu Clinic was held in the auditorium on Wednesday, October 25
- The end of the first quarter is on Friday, November 3.

Joseph Martin reported on the following:

- The Wall of Honor Induction Ceremony was held on Monday, October 20.
- On Tuesday, October 24, the Symphonic Band and high school Orchestra held their fall concert.
- A home football game against New Britain was held Friday, October 17, which also was a fundraiser for Ryan Caitlin with the proceeds going for his recovery.
- Music of the Knight was held on Saturday, October 21. The Southington High School Marching Band will be competing in the state competition in New Britain on Saturday, October 28. On November 8, the high school marching band will be participating in the Annual Veterans Day Concert.

Mr. Goralski stated that the Board would be going back into Executive Session later in the meeting; therefore, he will be moving around agenda items.

**8. COMMITTEE REPORTS**

**a. Curriculum & Instruction Committee Meeting ~ October 17, 2017**

Mrs. Carmody reported that the committee reviewed new courses and some revised course/level changes and changes to course names in the following departments: World Language, Business, English, Family and Consumer Science, Agriculture Science and Technology, Music, and Technology and Engineering Education Departments. Some of these new courses are on this agenda for approval. Noting that the school district is in a soft freeze, the proposed new courses that the Curriculum and Instruction Committee approved are at no cost to the school district. These courses are proposed for the next school year. The Board discussed courses that cost money and moving forward with them if budget money becomes available.

**9. OLD BUSINESS**

**a. Town Government Communications**

Mr. Goralski reported that at the last Board meeting the Board approved the concept of him inviting representatives of the Town Council and Board of Finance to this Board meeting. However, those Boards are at a forum this evening; therefore, Mr. Goralski did not send out an invitation. The State Senate and House of Representatives actually passed a budget today that should be veto-proof and Southington will now know how much money they have to work with.

Mr. Goralski praised the Southington Board of Finance for their foresight and collaboration and the way they handled the town budget with a \$3 million contingency fund.

**b. Compensation for Superintendent of Schools – Tabled on September 28, 2017**

Mr. Goralski moved this agenda item to the end of the agenda after Executive Session.

**c. Compensation for Unaffiliated Employees – Tabled on September 28, 2017**

Mr. Goralski moved this agenda item to the end of the agenda after Executive Session.

**d. 2016-2017 School Resource Officer Annual Report – Tabled on September 28, 2017**

Mr. Goralski stated that Officer Kevin Naranjo was not available to give his report.

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

**“Move to table to a future Board of Education meeting.”**

**Motion carried unanimously by voice vote.**

**10. NEW BUSINESS**

**a. Smarter Balanced Assessment Report**

Mr. Madancy explained that the results shown this evening are only a “snapshot” in time, one test on one day, and is not the measure of the Southington Public Schools because there is a lot of work that happens beyond standardized testing. Southington is a school district that keeps Smarter Balanced in prospective but does not teach to the test.

Mrs. Stephanie Lawlor, Language Arts Coordinator, and Mrs. Amy Zappone, Math Coordinator, gave a PowerPoint presentation on Smarter Balanced Assessment Results for 2016-2017. The coordinators presented and spoke in detail on the scale scores and achievement levels, background information on the Summative Assessment, the results, district growth over time, district high needs subgroup performance, and next steps moving forward. The Board had many questions throughout the presentation that included discussion on the Common Core State Standards, Comparisons with the state and DRG (District Reference Group), educating parents/community on the new Common Core Math, which is taught differently than how parents learned math, and all the student mandatory testing required.

It was noted that Southington also uses other forms of assessment to monitor student learning, in real time, to adjust instruction, address student needs and provide supports as needed.

**b. Vision of a Graduate**

Mr. Connellan stated that the district has been working with other school districts across the state and the country and with Ed Leader 21, a national organization to reframe and reform teaching and learning with an emphasis on 21<sup>st</sup> Century Skills. A Community Engagement

session was held in September to begin the task of defining the Vision of a Graduate of the Southington Public Schools.

Mr. Madancy gave a PowerPoint presentation on the Vision of a Southington High School Graduate, which is a work in progress. This vision is a Community Engagement Group effort involving school administrators, appointed and elected officials, parents, teachers and Board members to identify the future graduate and what students should know and be able to do when they graduate from the Southington Public Schools. This vision will be the foundation for the building blocks of what the curriculum would be based on and far beyond the content-based days that people are currently used to.

Mr. Madancy discussed Vision 2020, the challenges, education reform, current mission statement, important skills and attributes (determined by the community group) that Southington students need to acquire to be successfully prepared for life, learning and work beyond school. The Community Engagement Group created the following Vision statement of a future graduate: *“A life, career, and college ready graduate will master the knowledge and skills necessary to communicate effectively, think creatively and critically, and contribute to the global community.”*

Mr. Madancy discussed the indicators of success (critical thinking, collaboration, creative thinking, communication, content mastery, citizenship and global community), forward planning over three years (Year 1-Vision & Plan; Year 2-Learn & Expand; Year 3-Spread & Scale) and the seven steps for education leaders over three years. He stated that in reality it would probably take longer than three years.

Mr. Goralski explained that in June, the Board approved a new process for the Board meetings and this meeting was supposed to be an “Educational” meeting; however, it was important that this information was public because it is tied into the next agenda item “Superintendent’s goals”. The next Board meeting will be an “Operational” meeting.

### **c. Superintendent’s Proposed Goals for 2017-2018**

The Board members discussed under “Facilities, Part A”, adding a fourth item “to begin developing a model for redistricting.” Mr. Connellan stated that in March, Milone and McBroom would come back to the Board with the results of Phase II and explain what they see as the use of the buildings and what they would recommend for proposed redistricting. He explained that last year the General Assembly passed a law for universal preschool in all communities for ages three and four. Mr. Derynoski stated that with the housing development in town and enrollment, it would be a good time to look at the distribution of children and that as a goal the superintendent and his staff should get a jumpstart in putting together a plan for future redistricting. Mr. Connellan will add #4 to his 2017-2018 Facilities goals and ask Milone and McBroom if they can accelerate the Phase II study.

The Board members discussed the “Budget – Fiscal” goals and sharing services with the Town. Mr. Connellan explained that the functions of the school system are very different from the functions of the Town. The Southington Public Schools has more in common with other town school districts in shared services. Mrs. DiNello described the school district’s work through CREC in a cooperative purchasing agreement with numerous districts that have online buying power such as with oil. Mr. Connellan will add a “Part B” under “Budget-Fiscal” that is

to state, “To continue to share services with other school districts.” The Board also discussed Learning Management Systems and efficiencies.

**MOTION:** by Mrs. Carmody, seconded Mr. Derynoski:

**“Move to approve the Superintendent’s goals for 2017-2018 as discussed.”**

**Motion carried unanimously by voice vote.**

**d. Textbook Adoption ~ Print Reading for Industry**

**MOTION:** by Mrs. Carmody, seconded by Mrs. Queen:

**“Move to approve the adoption of the new textbook Print Reading for Industry as recommended by the Curriculum and Instruction Committee.”**

This textbook is paid for by a grant.

**Motion carried unanimously by voice vote.**

**e. Proposed Course Approvals**

**1. World Language (Latin) ~ Classical Languages for English Reading Skills**

**MOTION:** by Mrs. Carmody, seconded by Mr. Brown:

**“Move to approve the World Language course, Classical Languages for English Reading Skills, as recommended by the Curriculum and Instruction Committee.”**

**Motion carried unanimously by voice vote.**

**2. English ~ War and Literature**

**MOTION:** by Mrs. Carmody, seconded by Mr. Brown:

**“Move to approve the English course, War and Literature, as recommended by the Curriculum and Instruction Committee.”**

**Motion carried unanimously by voice vote.**

**3. Agriculture Science and Technology ~ Agricultural Technology and Society (UConn Early College Experience)**

**MOTION:** by Mrs. Carmody, seconded by Mrs. Queen:

**“Move to approve the Agriculture Science and Technology course, Agricultural Technology and Society, as recommended by the Curriculum and Instruction Committee.”**

**Motion carried unanimously by voice vote.**

*At 9:55 p.m., Mr. Goralski, Chair, declared a recess from regular session and for the Board to reconvene into Executive Session.*

Board members present: Mrs. Terri Carmody, Mr. Robert Brown, Mrs. Colleen Clark, Mrs. Juanita Champagne, Mr. David Derynoski, Mr. Brian Goralski, Mrs. Terry Lombardi, Mr. Zaya Oshana, and Mrs. Patricia Queen.

Administration present: Mr. Timothy Connellan, Superintendent of Schools (*left at 10:30 p.m.*); Mrs. Sherri DiNello, Director of Business and Finance (*left at 10:05 p.m.*)

*At 10:36 p.m., the Board ended Executive Session and reconvened the Regular Board meeting.*

**f. Compensation for Unaffiliated Employees – Tabled on September 28, 2017**  
(*Moved from Agenda Item 9.c*)

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

**“Move to approve unaffiliated salaries and wages, as recommended by the Superintendent and discussed in Executive Session, effective December 1, 2017 to June 30, 2019.”**

Mr. Goralski explained that the document will be produced in the very near future having the salaries becoming effective December 1 and go through the next fiscal year (*Attachment #1*). For 2018-2019, there will be a zero salary increase for those individuals.

ROLL CALL VOTE: YES – Mrs. Carmody, Mrs. Clark, Mr. Derynoski, Mr. Brown, Mrs. Lombardi, Mrs. Champagne, Mr. Oshana, Mrs. Queen and Mr. Goralski. **Motion carried unanimously.**

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

**“Move to approve a renewal of the contract for the Assistant Superintendent effective July 1, 2017 through June 30, 2020.”**

**Motion carried unanimously by voice vote.**

**g. Compensation for Superintendent of Schools – Tabled on September 28, 2017**  
(*Moved from Agenda Item 9.b*)

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

**“Move to approve compensation for the Superintendent for the 2017-2018 and 2018-2019 school years at \$195,000 effective December 1, 2017.”**

Mr. Goralski explained that there would be a zero salary increase for the 2018-2019 school year.



ROLL CALL VOTE: YES – Mr. Brown, Mrs. Carmody, Mrs. Clark, Mr. Derynoski, Mrs. Lombardi, Mrs. Champagne, Mr. Oshana, Mrs. Queen and Mr. Goralski. **Motion carried unanimously.**

**MOTION:** by Mrs. Queen, seconded by Mr. Oshana:

**“Move to approve a renewal of the Superintendent’s contract effective July 1, 2017 through June 30, 2020.”**

**Motion carried unanimously by voice vote.**

Mr. Goralski thanked Mrs. Champagne and Mrs. Lombardi for their service as Board members, Mrs. Blanchard for recording and transcribing the Board’s minutes, Ms. Brunoli for videotaping the meetings, and hoped that the Board members currently serving and running for re-election return after the November 7<sup>th</sup> elections.

## **11. ADJOURNMENT**

**MOTION:** by Mrs. Lombardi, seconded by Mrs. Champagne:

**“Move to adjourn.”**

**Motion carried unanimously by voice vote.**

The meeting adjourned at 10:55 p.m.

Respectfully submitted,  
*Linda Blanchard*  
Recording Secretary

POSITIONS	2017-18* ADOPTED	2018-19 ADOPTED
<b>CERTIFIED ADMINISTRATORS</b>		
ASSISTANT SUPERINTENDENT	\$165,100	\$165,100
DIRECTOR OF PUPIL SERVICES	\$149,750	\$149,750
DIRECTOR OF BUSINESS AND FINANCE	\$146,950	\$146,950
CLASSIFIED ADMINISTRATORS		
OPERATIONS DIRECTOR	\$115,925	\$115,925
TECHNOLOGY DIRECTOR	\$134,150	\$134,150
SUPERVISOR of BLDG & GRDS	\$90,475	\$90,475
ACCOUNTING MANAGER	\$76,950	\$76,950
PERSONNEL MANAGER	\$82,050	\$82,050
OTHER STAFF		
TECHNOLOGY ANALYSTS Range	\$51,403-\$69,531	\$51,403-\$69,531
LEAD THERAPIST OT/PT	\$87,550	\$87,550
SOFTWARE SPECIALIST	29.51	29.51
TECHNOLOGY ASSISTANT	14.71	14.71
AUDIO VISUAL TECHNICIAN	\$57,014	\$57,014
PAYROLL SUPERVISOR	31.34	31.34
MAINTENANCE FOREMAN	\$75,148	\$75,148
EXECUTIVE ASSISTANTS		
EXEC ASSISTANT SUPERINTENDENT	37.28	37.28
EXEC ASST ASST. SUPERINTENDENT	32.30	32.30
EXECUTIVE ASSISTANT DIR BUS & FIN.	30.32	30.32
PART TIME CERTIFIED STAFF		
SUMMER SCHOOL DIRECTOR	\$6,505	\$6,505
JUMP START DIRECTOR	\$4,739	\$4,739
CONT. EDUCATION DIRECTOR	\$13,482	\$13,482
OTHER STAFF		
PT. TIME CUSTODIAN	\$15.02-\$15.89	\$15.02-\$15.90
SCHOOL PHYSICIAN	\$13,010	\$13,010
MATRONS	16.91	16.91
CROSSING GUARDS	\$17.00/shift	\$17.00/shift
PART TIME CLERKS	\$15.97-\$20.26	\$15.97-\$20.27
ESY/ JUMPSTART AIDES	\$9.23-\$9.83	\$9.23-\$9.84
ESY/JUMPSTART PARAS (non union)	\$11.83-\$14.11	\$11.83-\$14.12
SUBSTITUTE PARAS	10.88	10.88
SUBSTITUTE CUSTODIANS	14.69	14.69
SUBSTITUTE NURSES	20.70	20.70
SUBSTITUTE SECRETARIES	13.06	13.06
TUTORS- MATH & LITERACY	20.12	20.12
HALL MONITORS DES	11.32	11.32
SUBSTITUTE TEACHERS	\$85-\$100/day	\$85-\$100/day
NON UNION LPN	22.76	22.76
MEETING VIDEOGRAPHER	\$100/Meeting	\$100/Meeting
ABA PROGRAM		
BCBA	\$88,770	\$88,770
BCBA Assistant	\$64,170	\$64,170
FUNDED OUTSIDE OPERATING BUDGET		
FOOD SERVICE DIRECTOR	\$70,336	\$70,336
SECY/BOOKEEPER LUNCH	26.43	26.43
FOOD SERVICE CLERK	15.66	15.66
EARLY CHILDHOOD COLL. - DIRECTOR	\$42,032	\$42,032
EARLY CHILDHOOD COLL. - PROGRAM COORD.	19.09	19.09

Approved 10-26-17 \* effective 12/1/2017 not retro to 7/1/17