

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

DECEMBER 13, 2018

The regular meeting of the Southington Board of Education (Committee of the Whole – Operations) was held on Thursday, December 13, 2018 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 6:40 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, Mr. Zaya Oshana, and Mrs. Patricia Queen.

Administration present: Mr. Timothy Connellan, Superintendent of Schools, and Mr. Steven Madancy, Assistant Superintendent.

2. EXECUTIVE SESSION ~ STUDENT MATTERS AND UNAFFILIATED EMPLOYEES

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

"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 7:13 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, 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 and Ms. Margaret Walsh, Director of Special Services.

Student representatives present were Trevor Messina, Bianca Spataro and Nicholas Mangene.

4. PLEDGE OF ALLEGIANCE

Student Representatives led in reciting the Pledge of Allegiance.

Mr. Goralski called for a moment of silence in memory of Nancy Deprey, former Food Service Employee at the high school for 22 years; Jim Williamson, a strong supporter of the Southington Public Schools; and former President George H. W. Bush who all recently passed away.

5. CELEBRATION OF EXCELLENCE

In Celebration of Excellence, the Board recognized Abhiram Bhamdipati and Aliya Sarris, seniors at Southington High School, who were selected as the 2018-2019 recipients of the Connecticut Association of Public School Superintendents (CAPSS) Superintendent / Student Recognition Award for leadership, service to the school, academics, and service to the community.

Mr. Goralski called for a recess at 7:20 p.m.

Mr. Goralski reconvened the regular meeting at 7:30 p.m.

6. APPROVAL OF MINUTES ~ November 8, 2018

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

“Move to approve the regular Board of Education minutes of November 8, 2018, as submitted.”

Motion carried unanimously by voice vote.

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

“Move Agenda Item 11.e ‘Approval of Out of State / Overnight Field Trips’ to Agenda 7.e.”

Motion carried unanimously by voice vote.

7. PUBLIC COMMUNICATIONS

a. Communications from Public

There was no public communication.

b. Communications from Board of Education

Board members discussed the following:

- The Town/Board of Education Breakfast was held on Friday, December 7, 2018 in the Municipal Center Public Assembly Room organized by Michelle Passamano, Human Resource Manager, who did a wonderful job.
- Mr. Brown encouraged everyone to approach the world with love and kindness this holiday season. He was grateful to the community, school system and all its employees along with his Board colleagues.
- As the 2019-2020 budget preparations start, Mr. Brown asked the public to speak to the Board members or administration if they thought there was waste in the budget. The Board would then be able to address it instead of the public posting on social media and spreading inaccurate information.
- The recent Southington Education Foundation (SEF) reception was attended by several Board members and administrators with grants awarded to teachers for classroom and other programs.
- Mrs. Queen, Mr. Madancy and the three student representatives attended a program at Goodwin College called the “High School Reimagined Project”, which was leadership-based.
- With the Board’s approval, Mr. Goralski plans to send the traditional holiday letter via email to all staff.

c. Communication from Administration

Administration reported on the following:

1. Parental Volunteer Recognition Recipient: Ms. Walsh reported that Southington nominated Mrs. Carrie Foligno for this national recognition of parental involvement for work in the community and supporting and advocating for students with special needs. Mrs. Foligno helped to create the EASE and ACHIEVE programs at the middle schools and high school for children with significant developmental disabilities, along with many other programs.
2. State Advisory Committee: Ms. Walsh reported that Southington hosted the State Advisory Committee on special education on Wednesday, December 5, 2018. The committee is comprised of 35 people who are appointed by elected officials and includes state agencies, parents, and advocacy groups with the goal to advise the Governor and legislators regarding special education services for children. Ms. Walsh represents all the Pupil Personnel Service Directors in the state of Connecticut. They are working on four goals.
3. School Security Grant: Mr. Connellan reported that the School Security Grant was submitted to the state. This is a reimbursement grant.
4. Safety Meeting Report: The Interagency School Safety Committee monthly meeting was held on November 28, 2018. They will not be meeting in December. The Southington Police Department has been conducting unannounced Lockdown drills. The Southington Fire Department has recently started doing unannounced fire drills.

Mr. Connellan and Mr. Madancy crafted a statement that Mr. Connellan read for the record in response to a recent racist social media posting by a high school student (*Attachment #1*).

d. Communication from Students Representatives

Miss Bianca Spataro reported on the following:

- The Board Student Representatives attended the CAPSS High School Reimagine Project on Monday and intend to use what they learned by facilitating student group discussions at the high school. They plan to form a panel to acquire the educational views, issues, and opinions of all the students that they represent, not just a small population, to bring to the Board members attention. Mr. Madancy addressed in detail the expectations of this panel. The purpose of this project was to engage approximately 25 school districts in a discussion of the transformation of Connecticut high schools.
- November 10th, the World Language Honor Society presented in Spanish the Disney movie “Coco”.
- November 16 was the Homecoming Dance with 500-plus students attending. Breathalyzers were used and there were no problems.
- The Course Fair will be held on January 9, 2019 with DePaolo Middle School arriving at 6:00 p.m. and Kennedy Middle School at 6:45 p.m.

Mr. Nick Mangene reported on the following:

- He thanked the Board for the opportunity to attend the High School Reimagine Project and explained some of the activities.
- Students were encouraged to wear pajamas to school one day during Spirit Week.
- They also had Senior Superlatives, which was a nice way to relax.
- In November, Parent/Teacher Conferences were rescheduled because of snow.
- Mrs. Kari Peschel-Luise was recognized at The Bushnell for being selected the Southington 2018-2019 Teacher of the Year.

Mr. Trevor Messina reported on the following:

- He also thanked the Board for the amazing opportunity afforded the student representatives to attend the High School Reimagine Conference and addressed the leadership activity that determined what kind of leader that they were.
- The Veterans Day concert was held on November 14, 2018 with 300 people attending. Mr. Baczewski addressed the touching voiceover narration that Mr. Messina gave regarding the “Greatest Generation” while the band played behind him.
- Knight on the Stage was held on November 30, which raised \$748 for the Drama Club.
- The SHS Music Concert will be held on Wednesday, December 19 featuring the Jazz and Chorus first with a second concert at 7:00 p.m. featuring the Concert Band, Symphonic Band and Wind Ensemble.
- January 3, 2019 is the Marching Band Banquet at the Aqua Turf.

e. Approval of Out of State / Overnight Field Trips (formerly Agenda Item 11.e)

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

“Move that the Board of Education approve the field trip requests for the Southington High School Wrestling Team to Massachusetts and New Hampshire, as presented by the administration.”

The Wrestling Coach addressed the itinerary, tournaments, experience, and parent involvement for the high school wrestling team. The transportation is provided by the booster club.

Motion carried unanimously by voice vote.

8. COMMITTEE REPORTS

a. Board of Education Curriculum & Instruction Committee Meeting ~ December 4, 2018

Mrs. Carmody reported and discussed in detail the following: 1) A proposed change in the Advanced Agriculture schedule to include alternating single and double periods; 2) Earth Science Unit 2, Grade 5 Next Generation Science Standards Units; 3) Seal of Bi-literacy for the Class of 2019; 4) Changing the names of World Language courses to levels of proficiency; 5) The Latin CP level Course, Foundations of Language, to be included in the program of study to assist students who may struggle to meet the new World Language graduation requirements mandated by the state; 6) Graduate Requirement Policy for Class of 2023 and years beyond that would require 25 credits instead of the current 22 credits (*Attachment #2*); 7) Academic Support Course for credit; and 8) Chronicle Advisor stipend. The Board members and student representatives had many questions and discussed these items at length.

b. Board of Education Policy Committee Meeting ~ December 4, 2018

Mrs. Queen reported that the committee discussed the final review of the revised 1000 Series policies. They will be focusing on the mandated policies and leaving the optional policies as they currently are for now in order to move through all the series. Once the mandated policies are in place, the committee will address the optional policies. There are many policies on this Board agenda for a first read. The committee also discussed the revised Graduate Requirement policy. Mrs. Queen explained the policies at length. The committee will be bringing the 2000 and 3000 policy series as a first read to the January 26 Board meeting.

9. SUPERINTENDENT'S REPORT

a. Personnel Report

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

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

Motion carried unanimously by voice vote.

10. OLD BUSINESS

a. Science Curriculum ~ Second Reading

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

“Move to approve the Science Curriculum units as recommended by the Curriculum and Instruction Committee.”

Motion carried unanimously by voice vote.

b. Capital Improvement Plan 2019-2020 to 2023-2024 ~ Second Reading

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

“Move to approve the Capital Improvement Plan 2019-2020 to 2023-2024 as presented by administration.”

Mrs. DiNello pointed out that on page two of the plan, there was a change to the Phase III (Derynoski, Flanders & Kelley building projects) with \$50,000 added for the 2019-2020 school year for the architect plans. She thanked Mrs. Mellitt, Accounting Manager, for putting together this document. Mr. Derynoski pointed out that a big part of the \$2,780,260 Capital Improvement Plan was from the Referendums that the people of Southington already approved.

Motion carried unanimously by voice vote.

c. Town Government Communication

Mrs. Carmody explained that she serves on the Tax Relief Committee and that they are looking into educating Southington residents who might be eligible for the tax relief based on a certain percentage of their income. Mr. Baczewski had questions regarding how the tax relief works including liens on the property. He felt that it should be called a deferment, instead of tax relief.

Mr. Goralski attended a Farm Heritage Committee, which was Mr. John Myers, former YMCA Executive Director, last meeting. Mr. Goralski wanted to thank Mr. Myers publicly for all that he has done over the years for the town of Southington and stated that he will be missed by the community and school system. The Farm Heritage Committee adopted the Master Plan at their last meeting and will be presenting the plan to the Town Council. Mr. Goralski spoke at length on the plan and its phases.

11. NEW BUSINESS

a. Proposed 2019-2020 School Calendar ~ First Reading

Mr. Connellan explained that the 2019-2020 school calendar was built on the model of the current school calendar. It will be sent to the unions and parent groups for their comments.

b. Ratification of Southington Education Association (SEA) Contract

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

“Move to approve the 2019-2022 contract agreement between the Southington Board of Education and the Southington Education Association, as presented.”

Mr. Goralski praised Mrs. DiNello and the whole committee for the time and lengthy process of negotiations. Mr. Baczewski thanked the committee and had questions regarding negotiating structure and the limitations the Board has as a municipality to make changes. He stated that it is not run like a business and does not incentivize the extraordinary young teachers in the district and reimburses people based on tenure, instead of merit. He encouraged the public to speak to the Board members or Mrs. DiNello to understand the limitations and parameters that the BOE Negotiating Committee must work with. Mr. Goralski added that there are a lot of rules governing the process of collective bargaining that they must follow. Mr. Brown explained that he was a teacher many years ago when Southington teachers went out on strike, which he hated. There was no way to negotiate. He did not want to return to the day of strikes. The current collective bargaining is not perfect, but it

forces both sides to come together to find a middle ground and come up with a solution. He pointed out that 30-years ago they talked about merit pay and that they could not find a way to make it work because it is fraught with a lot of problems. He noted that there currently is a very rigorous teacher evaluation plan in place. He stated that if anyone has suggestions on how to improve the current collective bargaining then they should talk about it with the state legislators.

As a businessman, Mr. Oshana commented on the negotiating process for businesses versus the collective bargaining agreement process for a municipality. He also noted that the Southington teachers' salaries are at the middle to low end for teachers in the state of Connecticut. Mrs. Queen praised the Negotiating Committee for coming to an agreement without expensive arbitration.

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

Motion carried unanimously.

- c. **First Reading of the following policies:**
 - a. **Policy 1212, School Volunteers, Student Interns and Other Non-Employees**
 - b. **Policy 1250, Visitors and Observations in Schools**
 - c. **Policy 1313, Non-Discrimination (Community)**
 - d. **Policy 1350, Possession of Deadly Weapons or Firearms**
 - e. **Policy 3516, School Security and Safety**
 - f. **Policy 3518, Policy Regarding Green Cleaning Programs**
 - g. **Policy 3519, Policy Regarding Automatic External Defibrillators**
 - h. **Policy 6146, Graduation Requirements**

Mrs. Queen thanked Mr. Madancy and Mrs. Teresa Colegrove, Executive Assistant, for all their work on putting these policies together. These policies will come before the Board at their next meeting for approval.

- d. **Science Curriculum, Grade 5 ~ First Reading**

There was no discussion.

12. **ADJOURNMENT**

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

“Move to adjourn.”

Motion carried unanimously by voice vote.

The meeting adjourned at 9:10 p.m.

Respectfully submitted,
Linda Blanchard
 Recording Secretary

***SOUTHINGTON PUBLIC
SCHOOL DISTRICT***

Attachment #1

Office of the Superintendent

Board of Education Meeting - December 13, 2018

Superintendent's Statement

Good evening,

It is with a heavy heart that I read this statement to you this evening. A recent event in our community, garnering much media attention, has brought a level of sadness, embarrassment and hurt to our high school family, the community and to me personally.

I am especially concerned for our children and families of color, who were the targets of hate in this incident. I truly believe that the diversity that exists within our community is one of the things that makes Southington a wonderful place, one in which my wife and I have lived proudly over these past 39 years and raised our own children, all graduates of the Southington Public Schools.

While we will never be able to control the words, beliefs or actions of one, we can applaud the reactions of others during times of divide.

The response by our student body, both through appropriate comments and responses within social media, as well as the volume of students and families that became upstanders in bringing this event to the attention of the administration, should be applauded and is the real representation of the school community that exists within Southington High School.

The Southington Public Schools will not condone, support or tolerate behavior such as that demonstrated in the video that we have all seen. We will continue to do our utmost to protect our students, physically and emotionally and to teach a message of kindness, caring and acceptance.

Thank you,

Tim Connellan

Graduation Requirements

Graduating classes <u>2019 - 2022</u> Requirement: 22 credits		Graduating classes <u>2023 and beyond</u> Requirement: 25 credits	
Course	Credits	Course	Credits
English	4	Humanities - 10 credits	1: English I 1: English II 1: English III 1: Senior English/Elective
Social Studies (Including US History and Civics)	3		1: Modern US History 1: Citizenship 1: Additional Social Studies Elective(s)
Mathematics	3		1: World Language (3 years of same language recommended)
Science	2		2: Humanities Electives (AgSci, Art, Business, English, FCS, Music, Social Studies and WL)
Physical Education	1	STEM - 9 credits	1: Algebra 1 1: Geometry 1: Additional Math
Health	1		1: Earth Science 1: Biology 1: Physical Science
Art, Music, or Voc. Ed	1		3: STEM Electives (AgSci, Art, Business, FCS, Math, Music, Science, or Tech)
Other (Electives)	7	Physical Education	1
		Health	1
		Mastery Based Diploma Assessment/ Capstone	1
		Personal Interest Electives	3
		Courses taken in Middle School *passing HS exam	1: Algebra 1

HUMANITIES AND STEM COURSE INFORMATION

Humanities and STEM courses both incorporate

- Collaboration,
- Communication,
- Creative Thinking,
- Critical Thinking,
- And the application and mastery of content

Through the above skills, courses in the Humanities study people, places, cultures, and ideas to understand, appreciate, and evaluate the diverse human experience.

Through the above skills, courses in STEM study the world through the integrated application of science, technology, engineering and math to analyze, predict, and understand the world in which we live.

Humanities and STEM are studied so that we can connect with other communities, cultures, and ideas to develop students' intercultural competence.