

# Seymour Board of Education



## REGULAR MEETING MINUTES

October 1, 2018  
Bungay School  
7:30 pm

COPY RECEIVED  
DATE: 10/5/18  
TIME: 12:30pm  
TOWN CLERK'S OFFICE

### BOARD MEMBERS IN ATTENDANCE:

Christopher Champagne  
Kristen Harmeling  
Jay Hatfield  
Edward Hendricks  
Peter Kubik  
Jennifer Magri  
Fred Stanek  
Ed Strumello  
Sukhman Singh, Student Representative  
Ashley Sirowich, Student Representative  
James Garofolo  
Michael Wilson, Superintendent of Schools  
Vonda Tencza, Associate Superintendent  
Rick Belden, Asst. Sup - Finance & Operations  
Lee-Ann Dauerty, Board Clerk  
Rob Dyer, System Technology Coordinator  
Kris Boyle, Director of Special Services  
Cindy Brooks, Director of Nutrition  
Jim Freund, Principal, SHS  
Paul Lucke, Assistant Principal, SHS  
Mary Sue Feige, Principal, BS  
Lauren Reid, Assistant Principal, BS  
David Olechna, Principal, CLS  
Megan Krushinski

### BOARD MEMBERS ABSENT: OTHERS IN ATTENDANCE:

#### I. CALL TO ORDER

Ms. Magri called the meeting to order with the Pledge of Allegiance at 7:37 p.m.

#### II. BOARD AND ADMINISTRATIVE COMMUNICATIONS

##### A. Correspondence

1. Email message dated September 24, 2018 from Ms. Dina Zygmunt to Mr. James Freund acknowledging the unprecedented number of student volunteers from Seymour High School who helped with the Pumpkin Festival

##### B. Recognitions

1. Congratulations to Daniel Bouzolin who has been recognized as a National Merit Scholarship Semifinalist. Certificate presentation – Mr. Mike Wilson, Mr. Jim Freund. This item was tabled to the November 5, 2018 meeting.
2. Congratulations to Mhad Khan and Sukhman Singh who have been identified as National Merit Scholarship Commended Students. Certificate presentation – Mr. Mike Wilson, Mr. Jim Freund. This item was tabled to the November 5, 2018 meeting.
3. Ms. Magri recognized the members of the 2018 Pumpkin Festival Royal Court: King – Dan Rogers, Queen – Anna David, Princess – Claire Losee, Prince – Colt Stanis, Prince Charming – Wyatt DeRosa, and Cinderella – Olivia O'Meara

##### C. Media Coverage

1. <https://www.nhregister.com/valley/article/Seymour-educators-hope-More-You-Know-13221509.php>
2. <https://www.ctpost.com/local/article/Ballot-questions-could-shape-town-s-future-13215378.php>

III. **PUBLIC COMMENT**

None

IV. **CONSENT AGENDA**

A. Approval of Minutes

1. Regular BOE Meeting Minutes – September 10, 2018
2. Special BOE Meeting Minutes – September 10, 2018

B. Financial Management Summary – Ending September 26, 2018

C. Acknowledge the receipt of homeschooling notification and render no opinion as to the appropriateness of the planned program

1. Dunlop, Neo

Ms. Theresa Dunlop has informed the Board of Education of her intent to home school her child, Neo Dunlop for the 2018-2019 school year

D. Staff Hiring – Non Certified

1. Quick, Kelly

- Instructional Paraprofessional
- Bungay School
- Replacing Paige Falbo

2. Roshkind, Julia

- Instructional Paraprofessional
- Chatfield-LoPresti School
- Replacing Jennifer Gagne

**MOTION:** (Dr. Hendricks/sec., Ms. Harmeling) move to approve the consent agenda as presented

**SO VOTED**

**AFFIRMATIVE:** Mr. Champagne, Ms. Harmeling, Mr. Hatfield, Dr. Hendricks, Mr. Kubik, Ms. Magri, Mr. Stanek, Mr. Strumello

Motion Passed: 8-0

**MOTION:** (Mr. Strumello/sec., Mr. Kubik) to add to the agenda the hiring of Ashley Nazzaro as a Monitor Paraprofessional for Seymour High School

**SO VOTED**

**AFFIRMATIVE:** Mr. Champagne, Ms. Harmeling, Mr. Hatfield, Dr. Hendricks, Mr. Kubik, Ms. Magri, Mr. Stanek, Mr. Strumello

Motion Passed: 8-0

**MOTION:** (Dr. Hendricks/sec., Ms. Harmeling) to approve the hiring of Ashley Nazzaro as a Monitor Paraprofessional for Seymour High School

**SO VOTED**

**AFFIRMATIVE:** Mr. Champagne, Ms. Harmeling, Mr. Hatfield, Dr. Hendricks, Mr. Kubik, Ms. Magri, Mr. Stanek, Mr. Strumello

Motion Passed: 8-0

**MOTION:** (Mr. Strumello/sec., Mr. Kubik) to add to the agenda the addition of an instructional paraprofessional position at Seymour High School as requested by Dr. Kris Boyle

**SO VOTED**

**AFFIRMATIVE:** Mr. Champagne, Ms. Harmeling, Mr. Hatfield, Dr. Hendricks, Mr. Kubik, Ms. Magri, Mr. Stanek, Mr. Strumello

Motion Passed: 8-0

**MOTION:** (Mr. Strumello/sec., Ms. Harmeling) to approve the addition of an instructional paraprofessional position at Seymour High School as requested by Dr. Kris Boyle

**SO VOTED**

**AFFIRMATIVE:** Mr. Champagne, Ms. Harmeling, Mr. Hatfield, Dr. Hendricks, Mr. Kubik, Ms. Magri, Mr. Stanek, Mr. Strumello

Motion Passed: 8-0

Dr. Boyle explained that this is a necessary position as there is a student who is moving to the high school that needs supervision from the morning bus throughout the day and afternoon bus.

V. **ITEMS REMOVED FROM CONSENT AGENDA**

None

## **VI. INFORMATION**

- A. Activities and Recognitions
  - 1. Seymour Middle School (Not submitted)
  - 2. Bungay Elementary School
  - 3. Chatfield-LoPresti School
- B. Special BOE Meeting Minutes (Revised) – July 12, 2108
- C. Special Education Monthly Enrollment Update – Dr. Kris Boyle
- D. Staff Resignation – Non Certified
  - 1. Baxter, Kyle
    - Part time Custodian
    - District
    - Effective: August 17, 2018
  - 2. Brown, Alissa
    - School Nurse
    - Chatfield-LoPresti School
    - Effective: September 19, 2018
  - 3. Esposito, Tommaso
    - Part time Custodian
    - District
    - Effective: August 16, 2018
  - 4. Guzman, Joe
    - Part time Custodian
    - District
    - Effective: August 17, 2018
  - 5. Kick, Christopher
    - Part time Custodian
    - District
    - Effective: August 17, 2018
- E. Staff Resignation – Appendix E
  - 1. Aldrich, Allen
    - Assistant Coach, Boys Basketball
    - Seymour High School
    - Effective: August 26, 2018

## **VII. REPORTS and DISCUSSION**

- A. HS Student Representative Report – Mr. Sukhman Singh, Miss Ashley Sirowich

Mr. Singh reported that it is still the beginning of the school year so there is not much to report. He said there was a debate on Saturday and a car show. The proceeds went to the Electrathon Car Club and the performing arts. Meet the Teacher was held on September 26 and the Link Crew served a guides. Parents were happy. On October 10, the PSAT test will be administered. Miss Sirowich reported that we had a very high number of high school students volunteer at the Pumpkin Festival. The National Honor Society went on a field trip to the Harvest House in Shelton. On Friday, the Seymour Football game against Holy Cross was covered by Channel 3 News. Ms. Singh invited the Board members to attend the last meet for the cross country team. Mr. Strumello asked who had the idea to have a car show and Mr. Lucke said this was the second year for it and it was put on by the Masonic Lodge.
- B. Committee Reports
  - 1. Athletic Committee Meeting Minutes (Revised) – August 20, 2018
  - 2. Finance Committee Meeting Minutes – September 10, 2018
  - 3. Transportation Committee Meeting Minutes – September 17, 2018

Mr. Champagne said they had a parent who was concerned about their child's bus stop so he and Ms. Magri went on a "field trip" to observe the bus stops in question. They came to the conclusion that they did not see anything concerning and therefore, no changes were needed.
  - 4. Nutrition, Health & Safety Committee Meeting Minutes – September 18, 2018

Dr. Hendricks said there was a discussion during the meeting regarding the lunch unpaid balances. More will be discussed later in the meeting.

- C. Purchase of TI84 Graphing Calculators – Mr. Michael Wilson, Mr. Jim Freund  
Mr. Magri said there is a write up in the agenda from Mr. Wilson and Mr. Freund. Mr. Wilson thanked Sukhman for his input on this issue. He said the bottom line is it is a good idea for the students to purchase the calculator but it is not required to do so. There are calculators available to be loaned to the students for anyone who asks for one.
- D. Update on Strategic Plan – Mr. Michael Wilson  
Strategic Planning took place this year and a plan was drafted and reviewed by the BOE. The team of stakeholders worked hard to create this plan. This draft was then reviewed with Administrators at our summer retreat and we began our work on an implementation plan. We will again meet as a group in early October to finalize this plan. Mr. Wilson will then call a small sub-group of our original committee in order to review this implementation outline and to once again gain any input or recommendations from them before it is shared with the full BOE by December. This new strategic plan will be used as a road map (along with other core documents) to move our district forward in making its Mission/Vision a reality for all our children and will be completed and placed into action for the 2018-2019 school year. It will also be utilized with our budgetary planning process.
- E. Unpaid Meal Balances, Proposed Procedure – Dr. Edward Hendricks, Mr. Michael Wilson  
Dr. Hendricks distributed two proposed letters that would go home to parents. They said they wanted to do something that would notify the parents but not embarrass the child. They no longer want to shame a child by giving them a cheese sandwich. Mr. Wilson thanked the committee for the work they have put into this resolution, he said he really appreciated the commitment to not shame the students. He said he was happy to see this moving forward as Mrs. Brooks has been waiting for this for quite some time. Ms. Magri suggested that a letter go to all parents letting them know this will be the procedure going forward. Ms. Harmeling expressed some concern with the fact that a fee is charged if the parents use a credit card to pay through our cafeteria system. Mr. Hatfield wanted to know if it replenishes automatically like EZPass does. Mrs. Brooks said it does not but parents can set up to have low balance notifications. Mr. Hatfield wondered if there were other systems out there that didn't charge a fee. Mrs. Brooks said this system was installed in the late 80's and it cost \$10,000. She felt changing systems would be too costly and reminded Mr. Hatfield that parents can send in a check or cash to replenish their child's account. More regarding this will be discussed during Recommended Actions on this agenda.
- F. CAFE Summer Leadership Conference – Mr. Jay Hatfield, Mr. Edward Strumello  
Mr. Strumello talked about the CAFE Summer Leadership Conference that he and Mr. Hatfield attended on August 13, 2018. He said Commissioner Wentzell was in attendance and talked about how Connecticut is still behind in math. There was some discussion about if enough time was spent on math in the classroom and that Massachusetts is doing better than Connecticut. Mr. Strumello pointed out that Massachusetts increased their funding, gave more authority to local boards, and gave more power to superintendents. Mr. Strumello said there was some discussion on shared services. Mr. Hatfield said he hoped that we would continue the conversation on shared services because more participation means savings which would mean more money for students. He said he notices that the big city districts got very emotional about topics such as struggling to hire and diversity.
- G. High School Updates – Mr. Jim Freund
1. NEASC  
Mr. Freund reported that he just submitted the two year report today, noting that it was a lengthy report. He said there was lots of language stating not completed but that was because things like curriculum were always evolving. He will be doing the five year report in three years and then two years after that, we will start the process all over again. Dr. Hendricks asked if we had made significant progress and Mr. Freund said we are on track.
  2. Capstone  
Capstone was approved by the Board and the first class to be required to participate will be the class of 2022 (our current 9<sup>th</sup> grade class). The program involves multiyear lessons working toward completion. Ms. Harmeling asked how the program was introduced to the students and Mr. Freund said it discussed in Advisory. He said Capstone is closely associated with Naviance and it is important in the progress of NEASC. Capstone must be successful in order to meet the goals of NEASC.

3. Discipline  
Mr. Lucke compared the discipline record of last year to this year. He said he was hopeful that the addition of hallway monitors will help with the problem of students skipping classes. He spoke briefly about something he has not seen before which is students giving false statements. This has happened twice and he finds it highly concerning. Ms. Magri asked about the problem with vaping and Mr. Lucke said this problem is being addressed by installing sensors in the restrooms. He said hallway monitors will also be responsible for the restrooms which should provide for better coverage. Mr. Lucke and Mr. Freund said we have really good students and there is only a small group of kids that have discipline issues.
  4. Boot Camp Program  
Mr. Lucke said the Boot Camp Program will not be continued. There is no SRO this year to help with the program and Mr. Lucke was not certified. This causes liability issues. Ms. Harmeling asked if the program made a difference and Mr. Lucke said the only students who benefitted from the program were the ones whose parents supported it. He said they had maybe 15 or 20 students in the entire year.
- H. OCR Facilities Work Update – Mr. Rick Belden  
Mr. Belden explained that we were selected for a random audit in 2010 or 2011. This was done by the Office of Civil Rights. Some of the items that were sighted were shocking to us. We have completed a lot of good work, we have made many accommodations in the area of the football field. He feels we are in pretty good shape. He said one big area is the locker room renovations and the recommended handicap assessable door in the pool area. If after 10 years things are not completed, we will apply for an extension. Mr. Belden said he sends the report every year with what we have accomplished that year.
- I. Board of Education Report
1. Chairman's Comments  
Ms. Magri reminded the Board Members of the Debate on October 13. She said it is very interesting to watch the process and encouraged some of them to possibly come and judge. If not, she said she recommended those who would like to observe to come around mid-afternoon, which she felt is a good time to observe.
  2. Board Member Comments  
Mr. Stanek said he notices several part time custodians quit and wondered if there was something the Board should know about. Mr. Belden said they were all kids who were returning to college. Mr. Strumello wanted to thank Mr. Wilson for his support with the mentoring program. He said he has gotten some new mentors and will be visiting Basement Systems to recruit them for some mentor volunteers. He also wanted to thank Rob Dyer for his help with the application.
- J. Superintendent Report  
Mr. Wilson reported that all schools just completed all of our Fall NWEA testing. These results will be shared at our November meeting. Our High School and Middle School are getting ready for the PSAT on October 10. He said he was very happy to report that as of this afternoon, we have just over 1200 followers on our new Facebook page. He said he would like to have more and asked our student representatives to get the word out. Miss Sirowich suggested we post it around the school, remind parents in the newsletters, and possibly put it on report cards. Mrs. Tencza, Mr. Belden, and Mr. Wilson have continued to be visible in our schools in order to witness all of the hard work and dedication of both our teachers and our students. Strategic Planning took place this year and a plan was drafted and reviewed by the BOE. The team of stakeholders worked hard to create this plan. This draft was then reviewed with Administrators at our Summer Retreat and we began our work on an implementation plan. We will again meet as a group in early October to finalize this plan. I will then call a small sub-group of our original committee in order to review this implementation and to once again gain any input or recommendations from them before I share it with the full BOE by December. This new strategic plan will be used as a road map (along with other core documents) to move our district forward in making its Mission/Vision a reality for all our children and will be completed and placed into action for the 2018-2019 school year. It will also be utilized with our budgetary planning process.

## VIII. RECOMMENDED ACTIONS

### A. Agreement for Child Nutrition Programs

It was explained that this is a requirement of the program.

**MOTION:** (Dr. Hendricks/sec., Mr. Kubik) to approve the Agreement for Child Nutrition Programs for the 2018-2019 School year

**SO VOTED**

**AFFIRMATIVE:** Mr. Champagne, Ms. Harmeling, Mr. Hatfield, Dr. Hendricks, Mr. Kubik, Ms. Magri, Mr. Stanek, Mr. Strumello

Motion Passed: 8-0

### B. District School Physician

There was a discussion on what this was and Mr. Belden explained that it is a requirement of the state statute that we have a district physician to assist our school nurses. Mr. Wilson explained that it is very similar to having an attorney on retainer. The doctor is available to take calls from the nurses and will on occasion go to sporting events to assist the trainers. Mr. Strumello said he feels safe knowing the nurses can call on the doctor for additional information and support. Mr. Hatfield wanted to know if there is a contract or agreement available for the Board to review; Mr. Belden said he could share the confirmation letter from Dr. Curtiss with the Board. Mr. Champagne asked about a list of duties and Mr. Wilson explained that he is there for support and advice.

**MOTION:** (Mr. Strumello/sec., Mr. Stanek) to approve the recommendation of the Superintendent of Schools to appoint Dr. Douglas Curtiss and his designated associates as the school physician(s) for the Seymour Public Schools for the three year period of 2018-19, 2019-20 and 2020-21 at an annual rate of \$12,000 per year

**SO VOTED**

**AFFIRMATIVE:** Mr. Champagne, Ms. Harmeling, Mr. Hatfield, Dr. Hendricks, Mr. Kubik, Ms. Magri, Mr. Stanek, Mr. Strumello

**OPPOSED:** Mr. Hatfield

Motion Passed: 7-1

### C. Nurses Contract

Ms. Harmeling asked if the GWI included the paid holidays. Mr. Belden said it did not and the holidays were equivalent to ½ percent. Ms. Magri explained that the contract has been ratified by the nurses.

**MOTION:** (Dr. Hendricks/sec., Mr. Kubik) to ratify the collective bargaining agreement between the Seymour Board of Education and the Seymour School Nurses, UPSEU Local 424-Unit 93 for the period July 1, 2018 to June 30, 2022 as negotiated by the Seymour Board of Education Liaison Committee

**SO VOTED**

**AFFIRMATIVE:** Mr. Champagne, Ms. Harmeling, Mr. Hatfield, Dr. Hendricks, Mr. Kubik, Ms. Magri, Mr. Stanek, Mr. Strumello

Motion Passed: 8-0

### D. Superintendent Goals

Mr. Wilson presented each of his goals to the Board for review. **1. When we communicate effectively, all staff and stakeholders will feel informed.** Ms. Magri would like to increase parental involvement. Mr. Strumello asked about the letters that Mr. Wilson sends to parents. Mr. Wilson explained he sends letters such as welcome back to school, holiday letters, end of winter, and end of school year. These are the standard ones but he may send others to communicate issues or events in the district. Mr. Champagne commented that he likes the idea of a parent survey and wondered if the results will be shared with the Board. Mr. Wilson confirmed that they would be. **2. When we provide and create a rigorous curriculum that aligns and adheres with the Common Core State Standards, our student will achieve and show growth through multiple assessments.** Mr. Hatfield expressed some concern with the SPI since it seems to be late a lot of the time. Mr. Wilson agreed that the reports are tardy but feels they are very necessary to measure and show growth. Mr. Wilson said he will continue to work closely with Mrs. Tencza to evaluate the long-range curriculum objectives in order to challenge the academic skills of all students in the district. **3. When the Board and I collaborate and work together toward our district's success, organizational leadership will be evident to see.** Mr. Wilson took this time to thank Mr. Belden and all of the Administrators on their "bare bones" attitudes when it comes to

the budget. Their proposals are very well thought out and they don't ask for more than what they need. Ms. Magri said she would like to see more work on the policies since several of them are out of date and need to be addressed. She acknowledged the fact that this is a hard goal to achieve and it will mean many more Policy Committee meetings but feels it is something that is necessary. **4. When we provide a challenging learning environment that motivates all of our students, then each student will achieve his/her maximum individual potential.** Mr. Wilson said this is the way to recognize growth and all growth should be recognized whether or not it reaches the goal. Ms. Harmeling said she thought goals #2 and #4 overlap and asked Mr. Wilson for a little more distinction between the two. **5. When we create a Strategic Plan with a vested group of stakeholders, our district will gain a new mission and direction which benefits all students.** Mr. Wilson thanked all of the members of the Strategic Planning Committee who attended every meeting to accomplish the proposed Strategic Plan. He said the plan will be presented to the Board in December. Ms. Harmeling said she would like to have more concrete goals such as 1. Complete the plan. Ms. Magri reminded the Board that the Strategic Plan is constantly changing.

\* E. Union Grievance

**MOTION:** (Mr. Strumello/sec., Dr. Hendricks) to enter executive session to discuss a matter of litigation which is protected under attorney client privilege. Only those invited by the Board can enter Executive Session; the Board invites Mr. Michael Wilson into the Executive Session

**SO VOTED**

**AFFIRMATIVE:** Mr. Champagne, Ms. Harmeling, Mr. Hatfield, Dr. Hendricks, Mr. Kubik, Ms. Magri, Mr. Stanek, Mr. Strumello

\* *It is anticipated that the asterisked items will be discussed in Executive Session from which the public will be excluded.*

Into Executive Session: 9:43 pm

Exit Executive Session: 10:01 pm

1. Grievance #1 - Does not maintain the present practice of assigning the equivalent of five (5) teaching periods to Seymour High School Unified Arts and World Language teachers and increases the number of teaching periods assigned to such teachers to six (6) periods.

**MOTION:** (Ms. Harmeling/sec., Dr. Hendricks) the Board of Education denies the grievance as presented

**SO VOTED**

**AFFIRMATIVE:** Mr. Champagne, Ms. Harmeling, Mr. Hatfield, Dr. Hendricks, Mr. Kubik, Ms. Magri, Mr. Stanek, Mr. Strumello

Motion Passes: 8-0

2. Grievance #2 - Does not provide Seymour High School faculty members at least one preparation period each day during which they shall not ordinarily be assigned to any other duties.

**MOTION:** (Ms. Harmeling/sec., Dr. Hendricks) the Board of Education denies the grievance as presented

**SO VOTED**

**AFFIRMATIVE:** Mr. Champagne, Ms. Harmeling, Mr. Hatfield, Dr. Hendricks, Mr. Kubik, Ms. Magri, Mr. Strumello

**OPPOSED:** Mr. Stanek

Motion Passes: 7-1

## IX. PUBLIC COMMENT

Megan Krushinski, 3 Hockanum Glen Drive, Beacon Falls (SEA President) – spoke about teachers who do not have the supplies they need because there is not enough staff to distribute the supplies, she is asking for help and feels having the clerical paras return would help solve the problem. She also spoke about the new math program saying everyone is working hard but the issue is the supplier's delay in getting the supplies.

X. **ADJOURNMENT**

**MOTION:** (Dr. Hendricks/sec., Mr. Kubik) to adjourn

**SO VOTED**

**AFFIRMATIVE:** Mr. Champagne, Ms. Harmeling, Mr. Hatfield, Dr. Hendricks, Mr. Kubik, Ms. Magri, Mr. Stanek, Mr. Strumello

Motion Passes: 8-0

The meeting adjourned at 10:08 pm

Submitted by:  
Lee-Ann Dauerty  
Board Clerk