

# Seymour Board of Education



## REGULAR MEETING MINUTES

December 10, 2018  
Seymour High School  
7:30 pm

### BOARD MEMBERS IN ATTENDANCE:

Christopher Champagne  
James Garofolo  
Jay Hatfield  
Edward Hendricks  
Jennifer Magri  
Fred Stanek  
Ed Strumello  
Sukhman Singh, Student Representative  
Ashley Sirowich, Student Representative

### BOARD MEMBERS ABSENT:

Kristen Harmeling  
Peter Kubik

### OTHERS IN ATTENDANCE:

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  
Tim Connors, Director of Operations  
Jim Freund, Principal, SHS  
Mary Sue Feige, Principal, BS  
David Olechna, Principal, CLS  
Kathleen Freimuth, Assistant Principal, CLS

### I. CALL TO ORDER

Ms. Magri called the meeting to order with the Pledge of Allegiance at 7:31 p.m. A moment of silence was observed for Mr. Bruce Baker, former Board of Education Chairman and Ms. Lois Peck, former reading teacher for 35 years in Seymour. Ms. Magri asked the Board to introduce themselves to the audience. Dr. Hendricks said a memorial service for Mr. Baker will be held on December 22, 2018 at the Seymour Congregational Church.

### II. BOARD AND ADMINISTRATIVE COMMUNICATIONS

#### A. Correspondence

1. Letter to the Seymour Middle School Parent Council from Michael Wilson on behalf of the Seymour Board of Education thanking them for their donation of a monitor/television and accessories for the Seymour Middle School cafeteria.

#### B. Recognitions

1. Congratulations to Josh Magri and Zach Saracino as the recipients of the National School Development Council Award for Academic Growth and Student Leadership. – Mr. Jim Freund, Mr. Mike Wilson

#### C. Media Coverage

1. <https://www.nhregister.com/valley/article/Bungay-School-in-Seymour-to-get-new-playground-13435127.php>
2. <https://www.nhregister.com/valley/article/Seymour-Middle-School-honored-for-work-with-13364729.php>

### III. PUBLIC COMMENT

Mr. Paul Roy, 80 Washington Avenue, Seymour – As president of the Seymour High School Sports Hall of Fame Committee, he wanted to let the Board know that nomination forms are available for next year's honorees. The banquet will be held on 11/2/19 at Villa Bianca. The honorees receive a plaque and a statement from the State of Connecticut and up until this year, a resolution from the Board of Education. They were disappointed about this and hope more BOE members can attend this year's banquet.

Mr. Paul Sponheimer, 25 Falcon Drive, Seymour – Reminded the Board that last month he asked who would be held accountable for the girls soccer team having to forfeit the game. This has not happened in the past 85 years of history at Seymour High School. He also talked about the three display cases that were purchased by the SHSSHOF and delivered to Seymour High School and are now missing. He asked the Board to look into where they are.

Mr. Tony LoPresti, 35 Kathy Drive, Seymour – Former principal of LoPresti School, feels there is a lack of communication between the Board of Education and the community. Not issuing certificates to the SHSSHOF recipients this year was disappointing and he feels the Board needs to investigate why this happened.

Mr. Josh Magri, 16 Union Street, Seymour and Miss Molly Adamo, 4 Cross Creek Lane, Seymour - spoke about the longstanding issues with the bathrooms at Seymour High School. Students need to know what bathrooms are open on a daily basis. They said they understand that is hard to control the situation but feel the current solution is not working. Kids who actually need to use the bathroom cannot because of the kids who are being destructive. It sometimes is a 2-3 minute walk to the bathroom. They feel we can better use the hall monitors. Suggest closing the bathrooms during passing time and have them open during class time so we have a better understanding on who is being destructive. The student council strongly supports the purchase of vape detectors and feel it will also help with the bullying situation.

Ms. Christina Kowalczyk, 260 Pearl Street, Seymour – wanted to talk about the policy at Chatfield-LoPresti School that gives a detention for any student who is tardy three times. She feels this is not right and her child was scared because she had to go to the principal's office. She said she is not ok with detention and to override her as a parent is wrong. She has a six year old who is scared to go to school. She doesn't understand why DCF would be involved. She has concerns and wants this policy to be looked into.

Ms. Susan DeRosa, 1 Evening Star Drive, Seymour – is upset by the policy that gives detention to students in a K-5 school. Being tardy in elementary school is beyond the control of the child and is the fault of the parent. She feels it is ridiculous to hold a small child to the same standard as an older student. The parents need to be involved and the child should not be punished. No where is it suggested that punishment is warranted. An attendance review team can be established. She feels this needs to be on the next Board meeting agenda. She also has concerns that DCF is being called for tardiness which she feels is not a legitimate reason to get them involved. She feels the Board needs to address this and if they don't, she has already contacted the media and they are just waiting for her go ahead.

Ms. Susan DeRosa, 1 Evening Star Drive, Seymour – feels it is absolutely appalling that the Board does not support the Seymour High School Sports Hall of Fame recipients and does not go to the banquet that honors the kids and coaches.

### IV. CONSENT AGENDA

#### A. Approval of Minutes

1. Regular BOE Meeting Minutes – November 5, 2018
2. Special BOE Meeting Minutes – November 5, 2018
3. Special BOE Meeting 1 Minutes – November 6, 2018
4. Special BOE Meeting 2 Minutes – November 6, 2018

#### B. Financial Management Summary – Ending November 30, 2018

#### C. Nutritional Services Financial Report – Ending October 31, 2018

#### D. Staff Hiring – Appendix E

1. Vartelas, James
  - Assistant Coach, Boys Basketball
  - High School
  - Replacing Aldrich, Allen

- E. Staff Appointment – Sports Volunteer
1. Jachimowski, Mark
    - Assistant Coach, Boys Basketball
    - High School

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

**SO VOTED**

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

**MOTION PASSED:** 7-0

**V. ITEMS REMOVED FROM CONSENT AGENDA**

None

**MOTION:** (Mr. Strumello/sec., Dr. Hendricks) to move Item VIII A 1 up on the agenda

**SO VOTED**

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

**MOTION PASSED:** 7-0

VIII A. Out of State Field Trip

1. Mr. David Willadsen would like to take the Grade 10 – 12 AP US Government & Politics Class to Washington, DC on a field trip from April 7 to April 12, 2019.

**MOTION:** (Mr. Hatfield/sec., Dr. Hendricks) to accept the recommendation of the Superintendent of Schools to approve the field trip request of Mr. David Willadsen to take grade 10-12 AP US Government & Politics students on an out of state field trip to Washington, DC on April 7, 2019 through April 12, 2019

**SO VOTED**

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

**MOTION PASSED:** 7-0

**VI. INFORMATION**

A. Activities and Recognitions

1. Seymour Middle School
2. Bungay Elementary School
3. Chatfield-LoPresti School

B. Special Education Monthly Enrollment Update – Dr. Kris Boyle

C. Staff Hiring – Appendix E

1. Goldstein, Zachary (Teacher)
  - Head Coach, Boys Basketball
  - Seymour Middle School
  - Replacing Dan Sorge

D. Staff Retirement – Certified

1. Perez, Carol
  - Physical Education Teacher
  - Bungay School
  - Effective: June 30, 2019

E. Staff Retirement – Non Certified

1. Cyr, David
  - Custodian
  - Bungay School
  - Effective: January 7, 2019

F. Staff Resignation – Certified

1. Belden, Rick
  - Assistant Superintendent, Finance & Operations
  - Central Office
  - Effective: January 25, 2019

- G. Staff Resignation – Non Certified
  - 1. Palumbo, Renee
    - Instructional Paraprofessional
    - Chatfield-LoPresti School
    - Effective: November 30, 2018

**VII. REPORTS and DISCUSSION**

- A. HS Student Representative Report – Mr. Sukhman Singh, Miss Ashley Sirowich  
 Mr. Singh and Miss Sirowich reported that Seymour High School has the highest number of AP Scholars this year with 23 and the highest number of AP Scholars with Distinction with 12. The alumni fair was a success. Alumni returned to school to answer questions from the current students. Mr. Singh felt it was "pretty beneficial". They reported that the Seymour High School Volleyball team won the State championship. The HOPE club wanted to thank everyone for the donations of toiletries for the Veterans and wanted to get the word out that they will be having a coat drive. Information will be in the Weekly Bulletin. CMEA held choir tryouts and seven Seymour Students will be a part of it. The concert will be on December 11 and 12. They reported on the Debate Team and talked about the Middle School hosting a debate competition. Mr. Singh said it was very successful and a great experience. Miss Sirowich reported that the PSAT scores have been received and winter sports have started. When asked by Ms. Magri what their thoughts were on the students who spoke during public comment, Mr. Singh said he does not use the bathrooms unless it is an emergency and Miss Sirowich said she feels Vape Detectors would be a good thing to have. Mr. Freund reported that they have had their first Vape Detector demonstration and was not incredibly impressed. It was a prototype and costs \$999. They will be investigating other ones.
- B. Committee Reports
  - 1. Finance Committee – November 5, 2018
- C. CABE/CAPSS Conference Reports
  - 1. Ms. Jen Magri
    - Keynote Speaker - Mark Brackett
    - Mood Meter and Ruler - social-emotional learning
    - Effectively being used in BPT
    - Responding to Allegations of Child Abuse in Schools: Do's and Don'ts for BOE's
    - DCF is not staffed appropriately
    - 4 hour wait times not uncommon
    - Many cases are not accepted
    - How long do you have as a mandated reporter to file initial report?
    - 320 calls per day - max of 23 agents on any given shift
    - 15 minute calls with 30 minute wrap ups
    - Collaborative Governance and Community Engagement - Powerful Strategies for School District Reform - Case Study Hartford Public Schools
    - Interesting presentation on how they went through the process of planning to consolidate schools. Many, many parent and community meetings and visits. Feed them and they will come. Well thought out desired outcomes and paths to get there. Getting kids into the best facilities, coop of space with magnets, etc.
    - True collaboration across school system and city politicians allowed for success
    - Exhausted just listening to their passion and hearing about their timelines and schedules to make this work.
    - Mindfulness and Purpose: Bringing a Focus on the Whole Child to Life
    - Key takeaway - the importance of play in early childhood/Kindergarten settings
    - Simple Strategies for Improving Your School Public Relations
    - I shared some of our uses of Social Media (MYKM series)
    - Newsletters encouraged, multiple modes of communication, but need to ensure that parents and community know where to go for what information
    - Getting Community Partnerships Right!
    - Concept of Collective Impact - how to take the silos that exist in schools and communities to establish effective partnerships to improve outcomes

Bridge to Success Program in Waterbury (David Morgan from TEAM on board - can we bring to Valley region as well?)

VCF - Community Index work leads to opportunities for Collective Impact - focus on early childhood poverty in coming years

2. Mr. Ed Strumello

A1 – The Policy Implications of Recent Legislative Action

There are numerous policies impacted by the State Legislature recent sessions. Some highlighted are School Counselors, Mandated Reporters, Holocaust & Genocide Education, Minority Teacher Recruitment, Department of Education Recommendations, etc.

I would suggest that I attend a Policy Committee meeting to share more information.

B6 – Responding to Hate and Bias Incidents

Presenters suggested that School Districts develop specific protocols and policies for hate and bias incidents. They explained the big difference between hate crimes (criminal act with law enforcement involved) and bias incidents.

D4 - Real Case Studies in Crisis Communication

The presenter was questionable with her talking points.

E2 – Alone We Can Do So Little, Together We Can Do So Much

Presenters were from Town of Preston – Superintendent, Board of Education Chair, and First Selectman. They have a Board of Finance liaison that attends Board of education budget meetings. One suggestion is to build the budget together with Board, Administrators, and Superintendent.

Summary of Delegate Assembly

- a) CAFE urges State of CT to vigorously enforce the laws concerning the sale, use and possession of drugs, tobacco, alcohol, and other substances to minors.
- b) CAFE to establish a Committee to examine scheduling of student instruction through the removal of state barriers to flexibility in teacher work day, work week, and work year. (180 days, 900 hours, etc.)
- c) CAFE advocates against the legalization of recreational use of marijuana because of the negative impact on children, their education and development. Big discussion – 18 Yes, 8 No, 3 Abstentions

3. Mr. Jay Hatfield

Mr. Hatfield attended a session entitled Designing our Districts with the End in Mind: Leveraging a Portrait of the Graduate which he found very interesting. It was a discussion on what should students have when they are ready to leave the district and how does the district meet the needs of each student. He said creating this portrait is a long journey. He also attended a session on bias and anti-bias work. The goal is to get a better understanding of attitudes and words that are used before negative incidents occur. They looked at when bias develops in a person and how to change bias in a person.

4. Dr. Ed Hendricks

A5 – Revisiting School Safety

Case law is still unsettled with regard to the coverage of audio and video recordings under FERPA so the use of audio monitoring equipment in bathrooms etc. needs to be carefully controlled. BOEs need to have clear Memorandum of Understanding (MOU) with Police Department regarding the use of body camera footage for disciplinary actions that are not law enforcement matters, and that PD use of surveillance camera footage in criminal investigations does not violate FERPA

B1 – Roles and Responsibilities of Board Members

BOE members (especially new members) should meet with representatives and board members from police, fire, EMS, Public Works, and Emergency Management etc. and have walk through of each other's facilities to learn how to work together, who's who, who's in charge in different situations, etc. BOE might consider putting together and distributing an Executive Summary of the budget to show residents how budget is developed, etc.

Montville School District offered to share a copy of its Summary upon request. BOE could consider inviting State Legislators and Senators as well as Town Selectmen and Chair of Town Finance to a meeting early on in the process at which the Supt would introduce a preliminary budget and respond to questions. This could be followed by the BOE Business Manager meeting with the town finance director and chair of town finance committee to develop final budget. In many communities this has resulted in a smoother budgetary process.

D1 – Collective Bargaining Trends

Health Benefits have been a major point of contention in many districts this year. Some districts are exploring Regional Purchasing Coalitions to try to negotiate better prices with insurance carriers.

F3 – Are We Really Educating the Whole Child - SEL the Missing Link

This session stressed the importance of culturally responsive education and aligning Social Emotional Learning and Culturally Responsive Pedagogy. The icebreakers took too long and the content of the session was rushed.

D. Set Date for Budget Meeting

Mr. Wilson proposed that Central Office will send out a poll to determine the best date in January for the Budget meeting.

E. Board of Education Report

1. Chairman's Comments

Ms. Magri said she did not have any comments tonight other than to wish everyone a safe and happy Holiday season and she said she is very thankful for everything that the staff does.

2. Board Member Comments

Mr. Garofolo asked for information on the K-5 Policy on Tardiness, he would like to author of the policy as well as the administrators attend the next BOE meeting to provide further information. Mr. Stanek said he is a member of the Christmas Parade Committee and wanted to recognize Mr. Bob Lang who has served on the committee for 47 years. He is stepping away at this time. He also reported that there were three units in the parade: the Teacher of the Year, Mrs. McAuliffe, Mrs. Feige and some of her student marched in the parade, the Middle School Band marched, and the Seymour High School Dance Team. He said it displays our excellence of the Seymour Public Schools system. He was sorry Mr. Wilson and Mrs. Tencza were unable to participate due to family obligations. Mr. Stanek said the Seymour High School Sports Hall of Fame committee does a great job and he said at the Board of Selectman meeting there were some complaints about the condition of the pool locker room and that it needs some attention. Mr. Hatfield said he wanted to recognize Mr. Belden who has been an instrumental member of the team and has participated in several school building projects and the turf field projects. He applauds the time Mr. Belden put in.

F. Superintendent Report

Mr. Wilson thanked Mr. Fred Stanek for inviting the Teacher of the Year to march in the annual Christmas Parade. The school district was very excited and happy that he reached out and she was honored to take part in such a special event. Last week, Mr. Wilson had the pleasure and honor of escorting the Teacher of the Year, Angelique McAuliffe to Hartford for her formal recognition at this year's Teacher of the Year ceremony. He attended this year's Holiday Rise-Up event at which \$500 was donated to each school for their giving tree. Today, First Selectman and Mr. Wilson toured each of the four buildings in order to show him all of the wonderful things that happen within our schools. Mrs. Tencza, Mr. Belden, and Mr. Wilson continue to be visible in our schools in order to witness all of the hard work and dedication of both our teachers and our students. Mr. Wilson gave a brief summary of his CABE Conference experience. Mr. Marc Brackett gave a workshop on the importance of Social Emotional Learning within the schools. He placed an emphasis on the students being prepared to learn in terms of their emotional state. He also referenced that we need to be aware of the adults in schools in terms of their social emotional state from being an educator, administrator, and even our Board members. The next

workshop he attended was on the Pre-K to 3 Learning Continuum. The key takeaway here was that when at all possible, pre-K education should take place. There also needs to be more vertical articulation between our respective teachers of these grade levels. The next workshop was on Unsocial Media. I am happy to say that we are ahead of other districts in terms of knowing what to post and what not post. We also seem to have a stronger grasp on the dangers of Social media as opposed to other districts in attendance. The last workshop that Mr. Wilson attended was on Getting Community Partnerships Right which Board Chair Magri reported on already this evening.

### VIII. RECOMMENDED ACTIONS

A. Out of State Field Trip (moved up on this agenda)

B. Addition of New Positions to the Budget

Dr. Kris Boyle seeks approval to add three new positions to the budget.

1. Bungay Elementary School (two positions) and Chatfield LoPresti School (one position)

a. Instructional Paraprofessionals (3 positions)

Dr. Boyle said this request is driven by students moving into the districts who already have IEP's set and by another student being placed in the Reach Classroom. Mr. Hatfield asked if we are reaching out to the paraprofessionals that left our employ last year when an opportunity comes available. Mr. Wilson confirmed that we have a list to reach out.

**MOTION:** (Dr. Hendricks/sec., Mr. Strumello) to approve the addition of two instructional paraprofessionals at Bungay Elementary School and one instructional paraprofessional at Chatfield-LoPresti School

**SO VOTED**

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

**ABSTAIN:** Mr. Garofolo

**MOTION PASSED:** 6-1-0

C. Policy Additions and Revisions Recommended by the Policy Committee

1. Policy #3543.31 Electronic Communications Use and Retention

Ms. Magri said this is best practice and is a cleanup item. This is recommended by CABE.

**MOTION:** (Mr. Garofolo/sec., Dr. Hendricks) to approve the recommendation of the Policy Committee to revise policy #3543.31 Electronic Communications Use and Retention as presented

Mr. Hatfield asked if this is in line with what the town does. He said he was thinking about the shared positions. Mr. Wilson said he was not sure but that all shared employees use our email and would then be covered under our policy. Mr. Wilson said he would check into this. Mr. Hatfield said he felt this item should be tabled.

**MOTION TO WITHDRAW:** (Mr. Garofolo/sec., Dr. Hendricks)

**MOTION:** (Mr. Hatfield/sec., Mr. Stanek) to table Item VIII C 1 to the January meeting

**SO VOTED**

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

**OPPOSED:** Mr. Garofolo

**MOTION PASSED:** 6-1

2. Policy #5144.1 (a-f) Use of Physical Force

Ms. Magri said this policy is recommended by CABE.

**MOTION:** (Mr. Garofolo/sec., Mr. Strumello) to approve the recommendation of the Policy Committee to add policy #5144.1 (a-f) as presented

**SO VOTED**

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

**MOTION PASSED:** 7-0

### IX. PUBLIC COMMENT

Mr. Paul Sponheimer, 25 Falcon Drive, Seymour – He wanted to thank Mr. Belden for his service.

X. **ADJOURNMENT**

**MOTION:** (Mr. Strumello/sec., Mr. Garofolo) to adjourn

**SO VOTED**

**AFFIRMATIVE:** Mr. Champagne, Mr. Garofolo, Mr. Hatfield, Mr. Hendricks, Ms. Magri, Mr. Stanek, Mr. Strumello

The meeting adjourned at 9:17 pm

Submitted by:  
Lee-Ann Dauerty  
Board Clerk