

Board of Education Ellington, Connecticut

June 12, 2019

A regular meeting of the Ellington Board of Education was held on Wednesday, June 12, 2019, in the School Administration Building.

Present were: Dr. Young, Mr. Blanchette and Purcaro; Ms. Nord, Dzen, Kupferschmid, Picard-Wambolt and Socha; Dr. Scott Nicol, Superintendent of Schools; Dr. Kristy LaPorte, Director of Special Services; Mr. Brian Greenleaf, Director of Finance & Operations; Mr. John Collins, Director of Technology; and Ms. Amanda Marcus, Student Representative. Dr. Foster, Ms. Kiff-Judson and Mr. Hendrickson were absent.

Also attending were Mr. John Guidry, Principal, Ellington High School; Ms. Sara Varga, Windermere School; Ms. Scarbrough, EHS World Language teacher; Ms. Michele Murray, incoming co-Principal, Ellington Middle School; Ms. Anita Yost, Accounting Coordinator, Central Office; and Ms. Jennifer Brown, Administrative Assistant to the Superintendent/Human Resources Coordinator.

The meeting was called to order at 7:02 p.m. by Mr. Purcaro, Vice Chairperson.

Special Recognition

Recognition of BOE Student Representative 2018 - 2019

Mr. Purcaro noted it was a bittersweet moment to say thank you and farewell to the Board's student representative, Amanda Marcus. He stated that her work as liaison has been outstanding and that she has represented the student body with distinction and insightfulness. On behalf of the entire Board, Mr. Purcaro thanked Amanda for her service and stated she has made a difference in shaping policy for future generations to come. Ms. Marcus thanked the Board and said she was honored to serve as a link between the student body at EHS and the Board of Education.

Presentation of BOE Student Representative 2019 - 2020

Mr. Guidry presented Jaimee DelPiano as the next student representative to the Board of Education. He noted that Ms. DelPiano is a strong academic performer, a scholar/athlete, is involved with the Student Council, a member of the National Honor Society and of OKP, and founder of the Bright Knights competition. She is also incredibly active in community service. Ms. DelPiano thanked the Board and is excited to start in her role.

A motion was made to approve the appointment of Jaimee DeIPiano as the student representative to the Board of Education for the 2019-2020 academic year.

1st. M. Young

2nd. K. Picard-Wambolt

VOTE: Unanimous. The motion passed.

EDUInnovate Grant Recipients

Ms. Dzen introduced John Moser from EDUInnovate. Mr. Moser thanked the Board for working with EDUInnovate as a new foundation in Ellington. He introduced Sarah Whelan, vice president, and Joy Zahner, treasurer, of EDUInnovate. Mr. Moser stated he was honored to be handing out the first grants awarded. The grant recipients were: Christine Cannon, John Chaves, James Matroni, Julie Varney, and Sheri Winchell-LaPlaca. Mr. Moser stated the foundation plans to hand out another round of grants in September/October 2019.

Mr. Purcaro thanked the group and Ms. Dzen for their meaningful work. He called for a recess at 7:15 p.m. The meeting resumed at 7:20 p.m.

CITIZENS AND STAFF FORUM

No one addressed the Board.

CONSENT AGENDA

Mr. Purcaro asked if anyone wished to remove any item from the Consent Agenda. Consent Agenda items one through eighteen were adopted.

1. Approval of the Minutes of the May 20, 2019 Special Meeting.
2. Approval of the Minutes of the May 22, 2019 Regular Meeting.
3. Approval of the Minutes of the May 29, 2019 Special Meeting.
4. Approval of the Minutes of the June 3, 2019 Special Meeting.
5. Approval of the employment of Jack Desrocher as a part-time Special Education Aide at Windermere School, effective May 20, 2019.
6. Approval of the employment of Lori Goodin as a full-time Administrative Assistant at Center School, effective May 31, 2019.

7. Acceptance of the resignation of Angela Peretto as a part-time Kindergarten Aide at Windermere School, effective June 14, 2019.
8. Acceptance of the resignation of Monica Sackandy as a part-time Kindergarten Aide at Windermere School, effective June 14, 2019.
9. Acceptance of the resignation of Amy Bernabe as a World Language Teacher at Ellington High School, effective June 14, 2019.
10. Approval of the employment of Timothy Bifolck as a Business Teacher at Ellington High School, effective August 26, 2019.
11. Approval of the employment of Melissa Bochman as a Special Education Teacher at Ellington High School, effective August 26, 2019.
12. Approval of the employment of Emily Burg as a Physical Education and Health Teacher at Ellington Middle School, effective August 26, 2019.
13. Approval of the employment of Steven Donahue as a Chemistry Teacher at Ellington High School, effective August 26, 2019.
14. Approval of the employment of Kristopher Doyon as a Physics Teacher at Ellington High School, effective August 26, 2019.
15. Approval of the employment of Delvine McKenzie-Coachman as a 6th Grade Teacher at Crystal Lake School, effective August 26, 2019.
16. Approval of the employment of Ellen Nichols as an American Sign Language Teacher at Ellington High School, effective August 26, 2019.
17. Approval of the employment of Andrea Sias as a Science Teacher at Ellington Middle School, effective August 26, 2019.
18. Approval of the employment of Daniel Spada as an Instructional Technology Specialist, Systemwide, effective August 26, 2019.

REPORT AND DISCUSSION ITEMS

Special Reports

Field Trip Europe

Mr. Guidry, with Melissa Scarbrough, EHS World Language Teacher, stated this planned trip is building on the success of the 2018 EHS Paris and Madrid field trip. The World Language staff, in collaboration with the English Department, are planning a trip to Italy and Greece with a departure date of April 2021. Mr. Purcaro inquired about student accident insurance, and Mr. Greenleaf reported that for the last trip to Europe, many students purchased private insurance through the tour company and no-cost student travel insurance was available as well.

District Improvement Plan Update

Dr. Nicol stated that Board members received the plan in their packets. Ms. Murray, Dr. LaPorte, Mr. Greenleaf and Mr. Collins presented an update on the District Improvement Plan (DIP). Ms. Murray provided a general update and highlights on progress towards goals, identified challenges, and recommendations going forward.

The plan is divided into the areas of Equity (Mastery Based Learning, Equitable Opportunities); Innovation (Personalized Learning); and Efficient Operations.

The report touched on Student Outcome/Performance Goals; the district has begun the process of studying data systems to increase our instructional and operational efficiency across all schools and departments. Challenges include disruptive student behavior, social-emotional concerns, and space constraints. The plan also includes recommendations; because of the social-emotional needs of students and the changing demographics of students in Ellington, a systematic approach to training on all aspects of implicit bias and wellness are important. Specific strategies to assist with the changes in demographics and wellness will need to be more uniform across all schools next year and clearly articulated in School Improvement Plans.

Regular Board Committee Reports

Finance Committee

The Finance Committee met on April 18. Agenda items included a proposed donation of \$25,000 to the Ellington High School Track and Field program. A motion was made and the motion was passed to recommend that the Board accept with gratitude the donation of \$25,000. The committee also discussed health care in relation to Passage Plan Rates. A motion was made, and the motion passed, to recommend that the Board adopt a model of 2% reduction in employee's share of the health care premium and a 10% contribution toward the deductible.

The committee also reviewed the Federal Paid Lunch Equity rule requiring that paid lunch prices are on par with the subsidies received from USDA. A motion was made, and the motion passed, to recommend that the Board approve a 25 cent increase in lunch prices for the 2019-2020 school year.

Next, the committee reviewed the CSDE Healthy Food Certification Program. Three motions were made, and all three motions passed. The first motion was to recommend that the Board participate in the Healthy Food Certification program. The second motion was made to recommend that the Board approve the sale to students of food items not listed on the state statute provided the following conditions are met: 1. The sale is in connection with an event occurring after the end of the regular school day or on the weekend; 2. The sale is at the location of the event; 3. The food items are not sold from a vending machine or school store. The third motion was to recommend that the Board approve the sale to students of beverages not listed on the state statute provided the following conditions are met: 1. The sale is in connection with an event occurring after the end of the regular school day or on the weekend; 2. The sale is at the location of the event; 3. The beverages are not sold from a vending machine or school store.

Lastly, the committee reviewed the 2018-2019 Whitson's Financials to-date and Whitson's Projected Budget for 2019-2020.

Mr. Greenleaf reported that the Finance Committee met on May 29. Agenda Items included a discussion of unaffiliated salaries. The Board entered Executive Session at 7:03 p.m. and came out of Executive Session at 9:16 p.m. The committee also Reviewed Student Activity Accounts, IT Systems, and the 2018-2019 Budget.

Curriculum Committee

Dr. Young reported the Curriculum Committee met on June 5. The committee was updated on the Student Information System (SIS) (Action Item 11) and then reviewed and discussed summer Curriculum & Instructional planning work.

Policy Committee

Ms. Picard-Wambolt reported that the Policy Committee met on June 3. They continued discussion of Policy 9325.21 – Consent Agenda and Policy 5118 – Nonresident Attendance.

Next, the committee discussed CAFE's Civility Policy position. Dr. Nicol shared with the committee CAFE's policy position regarding civility and proposed new Policy 1316.2 – Civility. A motion was made, and the motion passed, to recommend to the full Board acceptance of new Policy 1316.2 – Civility, as presented.

Superintendent's Reports

Convocation - June 13, 2019

Dr. Nicol reminded Board members of the invitation to the end of the year staff celebration with special guest Ian Hockley - Dylan's Wings of Change. Dr. Nicol also noted that at convocation, Ms. Picard-Wambolt would be recognized for 10 years of service on the Board of Education and Mr. Blanchette for 25 years of service.

Regular BOE Meeting - July 24, 2019

Dr. Nicol stated that it will be necessary to have a short July Board meeting.

Administrator/BOE Retreat Workshop - August 14, 2019

Dr. Nicol stated that Board members are invited to spend a half of day in the a.m. with the administrative team. The focus will be for the Board and administrative team (which has new members) get to know one another better. This will be accomplished by Patrick Flynn from Revision Learning facilitating the DISC Profile.

Board of Education Workshop - September 11, 2019

Dr. Nicol reported that, in keeping with tradition established by Erin McGurk and as aligned with our DIP / SIP and Board Governance work for 2019 - 2020, he will present two books the administrative team has selected for summer reading. Board members will be provided the following two books: *A Fearless Organization* by Amy Edmonson and *Waking Up White* by Debby Irving.

Directors' Reports

Wellness Committee Report

Mr. Greenleaf reported that the district Wellness Committee met on June 3 and reviewed progress towards goals. Agenda items included:

- Increase enrollment of students eligible for free and reduced lunch - currently 471 students are enrolled in the free and reduced lunch program, up from 288 on October 1, 2017. A significant factor in this increase is CSDE's changes to the direct certification program and eligibility guidelines.
- Increase percentage of students eating breakfast - growth in average daily participation for breakfast increased 38% from a relatively low base of 98 to 136 as of the end of May.
- Review of State Review & updated Wellness Policy.
- Review of Wellness related survey items in Panorama feedback survey.
- Discuss Goal/s for 2019-2020 (TBD based on stakeholder feedback).

- Next Steps & Recommendations - Align Wellness Committee goals and strategies to District and School Improvement Plans.

Board Liaison Reports

Student Representative Report

Ms. Marcus reported on the Senior Farewell Walk and upcoming graduation on June 14. She thanked the Board and Dr. Nicol for their support.

CABE

Mr. Purcaro updated the Board on a recent legislative update. Dr. Nicol stated he would be writing a letter to the governor's office on behalf of the Board, urging him to sign the Graduation Bill. It will also be sent to all superintendents.

ACTION ITEMS

1. A motion was made that upon the recommendation of the Policy Committee, the Board hold a second and final vote to adopt the Ellington Public Schools Revised Policy 1312 - Citizen Concerns, as presented.

1st. K. Picard-Wambolt 2nd. M. Young

DISCUSSION: Ms. Picard-Wambolt corrected the wording to replace "Citizen Complaints" with "Citizen Concerns." Ms. Nord wanted to inform the Board that the Town has a Code of Ethics, which has a format for people to make a complaint. The complaint may be about someone in the schools or on the Board. Ms. Nord was unsure how this Code related to the BOE policy. Dr. Nicol stated that the Town's codes/policies have no bearing on BOE policies. Mr. Purcaro stated that the BOE, to work in collaboration and alignment with the Town, should share a copy of this BOE policy with the Town.

VOTE: Ayes: K. Picard-Wambolt, M. Young, M. Purcaro, K. Socha, M. Kupferschmid, J. Dzen, G. Blanchette. Abstain: L. Nord. The motion passed.

2. A motion was made that upon the recommendation of the Policy Committee, the Board hold a second and final vote to adopt the Ellington Public Schools Revised Policy 1312.2 – Complaints about Policies, as presented.

1st. K. Picard-Wambolt 2nd. M. Kupferschmid

VOTE: Unanimous. The motion passed.

3. A motion was made that upon the recommendation of the Policy Committee, the Board hold a second and final vote to adopt the Ellington Public Schools Policy 1312.3 - Anonymous Complaints, as presented

1st. K. Picard-Wambolt 2nd. J. Dzen

VOTE: Unanimous. The motion passed.

4. A motion was made that upon the recommendation of the Policy Committee, the Board hold a second and final vote to adopt the Ellington Public Schools Revised Policy 2133 - Principals/Co-Principals, as presented.

1st. K. Picard-Wambolt 2nd. J. Dzen

5. A motion was made that upon the recommendation of the Policy Committee the Board of Education hold a first vote to adopt the Ellington Public Schools Revised Policy 4118.233 - Weapons and Dangerous Instruments, as presented.

1st. K. Picard-Wambolt 2nd. J. Dzen

6. A motion was made that upon the recommendation of the Policy Committee, the Board of Education hold a first vote to adopt the Ellington Public Schools Revised Policy 1700 - Otherwise Lawful Possession of Firearms on School Property, as presented.

1st. K. Picard-Wambolt 2nd. M. Young

VOTE: Unanimous. The motion passed.

7. A motion was made to rescind the non-renewal motion passed at the March 27, 2019 Board of Education meeting, which motion included all the teachers set forth in Appendix A.

1st. M. Kupferschmid 2nd. L. Nord

VOTE: Unanimous. The motion passed.

8. A motion was made that the Board of Education ratify the contract between the Ellington Educational Support Staff and the Ellington Board of Education for the period of July 1, 2019 – June 30, 2024, as negotiated.

1st. J. Dzen 2nd. K. Picard-Wambolt

DISCUSSION: Dr. Nicol distributed a memo and copy of the contract to Board members. Dr. Young asked to review the contract before voting.

VOTE: Unanimous. The motion passed.

9. A motion was made that that the Board of Education approve the Ellington High School World Language field trip to Italy and Greece from April 1, 2021 - April 8, 2021, subject to the conditions as outlined in Board Policy #6153.

1st. K. Socha

2nd. M. Kupferschmid

VOTE: Unanimous. The motion passed.

10. A motion was made that the Board of Education approve the administration to enter into a contract with Tyler Technologies for the procurement and implementation of the Infinitive Visions finance, human resources, and payroll system.

1st. M. Young

2nd. K. Socha

VOTE: Unanimous. The motion passed.

11. A motion was made that the Board of Education approve the administration to enter into a contract with Infinite Campus for the procurement and implementation of their Student Information System.

1st. M. Young

2nd. J. Dzen

VOTE: Unanimous. The motion passed.

12. A motion was made that that the Board of Education approve the administration to accept the Connecticut State Department of Education, Bureau of Special Education's stipends in the amount of \$12,000.

1st. K. Socha

2nd. J. Dzen

VOTE: Unanimous. The motion passed.

At 8:52 p.m., a motion was made to enter into Executive Sessions for the purpose of discussing Non-Representative Salary Notifications and the Negotiated Support Staff Contract and to invite Dr. Scott Nicol, Superintendent of Schools, and Mr. Brian Greenleaf, Director of Finance and Operations, into the sessions.

1st. L. Nord

2nd. K. Picard-Wambolt

VOTE: Unanimous. The motion passed.

The Board came out of Executive Session at 9:03 p.m.

A motion was made to approve the salary notifications of unaffiliated employees with salaries or hourly rates listed with the schedule enclosed as Exhibit A.

1st. L. Nord

2nd. M. Kupferschmid

A motion to adjourn was made at 9:05 p.m.

1st. M. Kupferschmid

2nd. M. Young

VOTE: Unanimous. The motion passed.

Respectfully submitted,

Michael Purcaro
Vice Chair

MP/ad

Exhibit A

		2019-2020	2020-2021
Registered Nurses		\$39.07	\$40.05
Nurse Supervisor		\$7,545	\$7,734
Substitute Nurses		\$29.00	\$29.00
Brian Greenleaf	Director of Finance and Operations	\$124,570	\$130,672
John Collins	Director of Technology	\$101,000	\$103,525
Rebecca Gonzalez	Director of Facilities	\$85,158	\$87,287
Anita Yost	Accounting Coordinator	\$80,846	\$82,867
Brett Schwartz	Network Supervisor	\$80,846	\$82,867
Leslie Wolfenden	Occupational Therapist	\$72,333	\$74,141
Jennifer Brown	Administrative Assistant to the Superintendent/HR Coordinator	\$64,176	\$65,781
Aaron Fliss	Database Coordinator	\$63,099	\$64,676
Alexander DeCicco	Technology Technician	\$45,325	\$46,458
Denese Sterling	Technology Technician	\$47,758	\$48,952
Michelle Landry	School Security Officer	\$46,170	\$47,324
Rostislav Omelchenko	Technology Technician	\$41,040	\$42,066
At-Will New		\$13.00	\$13.50
At-Will 1+ Years		\$14.00	\$14.50
At-Will 10+ Years		\$15.25	\$15.75