



## REGULAR MEETING MINUTES

April 1, 2019  
Bungay Elementary School  
7:30 pm

COPY RECEIVED  
DATE: 4/10/2019  
TIME: 9:01 AM  
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

### BOARD MEMBERS ABSENT:

### OTHERS IN ATTENDANCE:

Michael Wilson, Superintendent of Schools  
Vonda Tencza, Associate Superintendent  
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  
Bernadette Hamad, Principal, SMS  
Kathleen Freimuth, Assistant Principal, CLS  
Cathy Federowicz  
Jenna Stepleman  
Joshua Magri  
Dominick Violano  
Thomas Revere  
Carol Revere  
Michelle Pinho  
Karen Studley

## I. CALL TO ORDER

### A. Pledge of Allegiance

Ms. Magri called the meeting to order with the Pledge of Allegiance at 7:36 p.m. Introductions were made. Mr. Stanek took a moment to thank the Board of Education, the Public, Central Office and everyone who have been so supportive of him and his family during this very difficult time. Mr. Stanek said Karen truly believed "once a Wildcat, always a Wildcat" and he has witnessed this with all the cards, contributions, food and prayers. He was especially appreciative of the \$7601 contributed toward the scholarship fund. Scholarships will be awarded to students who aspire to be a Social Studies teacher. He acknowledged Karen who thought of this scholarship fund ahead of time.

- A. Recognitions
1. Congratulations to the Seymour High School cheerleaders for being named Connecticut's Team of the Year
  2. Congratulations to students who participated in the Tee Shirt Logo Design Contest. Kudos to Alexa Michaud for designing the winning logo and to runners up Sydnie Drezek, Ashlyn Holland, and Sarah Gagaza. All the students who participated did an amazing job and choosing just one was very difficult!
  3. Thank you to Ernie Distasi and all of the participants for another successful and entertaining RiseUp performance
  4. Congratulations to the SHS Performing Arts students for their wonderful 70's musical show held on March 15th
  5. Thank you to our Middle School students and staff along with Rich Kearns and the Seymour PD for their swift and appropriate action recently regarding a reported incident post the See Something Say Something training that was presented in February.
  6. Mr. Strumello congratulated the middle school girls basketball team on their third straight victory in the Junior NVL's.
- B. Correspondence
1. Email dated March 6, 2019 to the Board of Education from Ms. Rhonda Geffert voicing her support of Mr. Paul Lucke
  2. Letter dated February 23, 2019 from Dr. Joseph Olzacki, Superintendent of Schools, Region 14 explaining their procedure on days where Region 14 schools have have a late arrival or early dismissal due to inclement weather.
- C. Media Coverage
1. Media Links  
<https://www.nhregister.com/valley/article/Seymour-teen-wins-logo-design-contest-13718300.php>  
<https://valley.newhavenindependent.org/archives/entry/seymour-student-charged-in-connection-to-school-threat/>  
<https://www.nhregister.com/valley/article/Seymour-schools-praised-by-Sandy-Hook-Promise-13715596.php>  
<https://www.nhregister.com/valley/article/Former-Seymour-educator-and-selectman-Karen-13689159.php>  
<https://www.nhregister.com/valley/article/Seymour-cheerleaders-named-Connecticut-s-13692165.php>

### III. PUBLIC COMMENT

**Public Comment provides the opportunity for the public to make a comment. It is not a dialogue between the Board and the public. Based upon what is heard during Public Comment, the Board may choose to add a topic to the agenda. If questions are posed that the Chairman is able to answer, those questions may be addressed under the Chairmen's Report portion of the agenda. The Board will not discuss personnel matters. Comments should be respectful and be no longer than two minutes in length so that all who wish to comment may have the opportunity to do so. All public wanting to comment will need to state their name and address for the record prior to addressing the Board.**

None

### IV. CONSENT AGENDA

- A. Approval of Minutes
1. Special BOE Meeting Minutes (Makeup of Regular Meeting) – March 11, 2019
  2. Special BOE Meeting Minutes (Student Council) – March 11, 2019
  3. Special BOE Meeting Minutes (Grievance) – March 11, 2019
- B. Financial Management Summary - ending March 25, 2019
- C. Nutritional Services Financial Report – February, 2019
- D. Staff Hiring – Non Certified
1. Haste, Barbara
    - Instructional Paraprofessional
    - Bungay School
    - New Position (BOE Approval: December 10, 2019)

- E. Staff Hiring – Appendix E
1. Els, Courtney
    - Assistant Coach, Outdoor Track
    - Seymour High School
    - Replacing Chris Pagliaro

**MOTION:** (Mr. Harmeling/sec., Mr. Strumello) move to approve the consent agenda as presented  
 Mr. Stanek reminded Board members that they do not have to abstain from voting on the minutes because they did not attend the last meeting. He said as long as they familiarize themselves with the minutes they can vote. Mr. Hatfield asked what the protocol was when a coaching applicant did not have a coaching certificate because they were waiting to receive it from the State. Mr. Strumello reminded the Board that the Superintendent can apply for an emergency coaching permit. Mr. Wilson said since the application has been sent to the State the applicant is able to begin coaching. (Note: After checking with the State it was confirmed that a coaching certificate has been issued to the applicant.)

**SO VOTED**

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

**OPPOSED:** Mr. Hatfield

**MOTION PASSES:** 7-1

**V. ITEMS REMOVED FROM CONSENT AGENDA**

None

**VI. RECOMMENDED ACTIONS**

**MOTION TO ADD:** (Mr. Strumello/sec., Mr. Champagne) move to add to the agenda a discussion and possible action on the request of Ms. Michelle Esteves-Pinho for an Out of State Field Trip to New York City, NY to volunteer at a soup kitchen at Holy Apostles and to visit the World Trade Center Observatory on May 24, 2019

**SO VOTED**

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

**MOTION PASSES:** 8-0

**MOTION:** (Mr. Strumello/sec., Mr. Champagne) to accept the recommendation of the Superintendent of Schools to approve the field trip request of Ms. Michelle Esteves-Pinho to take the Valley United Way Council students on an out of state field trip to New York City, NY on Friday, May 24, 2019.

**SO VOTED**

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

**MOTION PASSES:** 8-0

Dr. Hendricks suggested this group of students attend a Board meeting and report on this trip. This was confirmed for the June 3, 2019 Board of Education meeting by Ms. Esteves-Pinho.

**A. Last Day of School for 2018-19 School Year**

**MOTION:** (Mr. Strumello/sec., Dr. Hendricks) approve the recommendation of the Superintendent to set the last day of school for students as June 7, 2019, provided there are no further school closings

**SO VOTED**

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

**MOTION PASSES:** 8-0

Ms. Magri noted that the kids will love this long summer but the parents maybe not so much!

**B. Set Graduation Date for Class of 2019**

**MOTION:** (Dr. Hendricks/sec., Ms. Harmeling) approve the recommendation of the Superintendent to set the 2019 Seymour High School graduation date as June 7, 2019, provided there are no further school closings

**SO VOTED**

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

**MOTION PASSES:** 8-0

C. Policies to Adopt – Approved Regular BOE Meeting, March 11, 2019

1. Policy #1312 – Public Complaints

**MOTION:** (Ms. Harmeling/sec., Mr. Kubik) to adopt Policy #1312 Public Complaints which was approved by the Board of Education on March 11, 2019

**SO VOTED**

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

**OPPOSED:** Mr. Hatfield

**MOTION PASSES:** 7-1

2. Policy #6163.5 Physical Education (6-12)

**MOTION:** (Mr. Hatfield/sec., Mr. Kubik) to adopt Policy #6163.5 Physical Education (6-12) which was approved by the Board of Education on March 11, 2019

**SO VOTED**

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

**MOTION PASSES:** 8-0

**VII. REPORTS and DISCUSSION/POSSIBLE ACTION**

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

Mr. Singh and Miss Sirowich reported that SAT testing has concluded. The 3<sup>rd</sup> quarter has ended and all of the underclassmen have picked their schedules. Spring sports have officially begun. The performing arts show was awesome; the 70s music was great. The Rise Up event was pretty cool and this was the first year the high school was involved. The EMT class went to the Body Exhibit in Hartford and tomorrow is a field trip to the College Fair in Hartford. Seniors are hearing back from colleges and prom “season” has officially begun.

B. Committee Reports

1. Finance Committee Meeting – March 11, 2019

2. Curriculum and Technology Committee Meeting – March 12, 2019

Mr. Strumello reported this was a well done meeting with many staff members participating. There was a discussion on changing from 4 to 3 marking periods at the elementary level and a good explanation was given. The committee went on a “field trip” to a classroom to view the reading materials. Mr. Strumello said he wished all the Board members could have participated in this meeting. Ms. Harmeling said Mr. Garofolo said he gained more visibility into what we do in the classrooms. Mr. Strumello said the staff is very pleased with the professional development content. Ms. Harmeling said they received differentiated instruction with the opportunity to receive more individualized training.

C. Strategic Plan – Final Review before Publication

Mr. Wilson and Ms. Harmeling presented the final draft of the Strategic Plan which had no substantive changes. They noted that they received no comments other than those from Ms. Magri. He said he will bring the mission statement to the Policy Committee for review and possible action. Mr. Wilson said the format was changed so it would align with the format of the Town’s Strategic Plan. Mr. Strumello said he loved the idea of an Academic Alumni Hall of Fame and was hoping that may open more doors for mentors to become involved. Mr. Wilson thanked Ms. Harmeling for all of her work with the Strategic Plan. A couple of minor edits will be done before it is sent to the Town.

**MOTION:** (Dr. Hendricks/sec., Ms. Harmeling) to approve the moving forward of the Board of Education Strategic Plan to the Town Wide Strategic Plan

**SO VOTED**

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

**MOTION PASSES:** 8-0

- D. Bathroom and Locker Room Facilities Update – Mr. Tim Connors  
Mr. Wilson acknowledged Mr. Connors for the work that has been accomplished since becoming our Facilities Manager. Mr. Connors understands that while some of our facilities are older, it doesn't mean that should not be clean. He noted that the high school is 58 years old and some parts of the building still have the original fixtures. Custodians are doing work on the weekends when they come in to unlock the doors; there is a list of things that they are asked to work on while they are there. They are currently cleaning the schools from one end to the other from top to bottom. Dr. Hendricks asked about the vaping situation and Mr. Dyer said they have tested a few of the detectors and they have found that for the money they do not do what we want them to. Ms. Harmeling said she felt that vaping is not a good reason to keep the bathrooms closed since students can vape just about anywhere because of the ability to hide them. Mr. Freund confirmed that two bathrooms on the first floor and two on the second floor are open as well as the one near the auditorium.
- E. Grant Narratives and Expenditures – Mr. Michael Wilson  
Ms. Magri thanked Mr. Wilson for the information on the grants but asked for more detail. She wanted a better understanding of how the federal grants worked. Mr. Wilson said grants were overseen by the Business Manager and they must be spent down during the year. He highlighted the fact that grant money is not found money; that it is designated to supplement programs. The School Readiness Grant is managed by TEAM. When the money comes in and we give it to them to manage their program and it covers things such as home visits and consultations; it gives them the ability to cast a wide net to help as many kids as possible. TEAM is the fiduciary agent and cannot take the money in directly. They run the preschool for high needs children; they hire the staff, and we provide the facility. The program also includes peer models.
- F. Athletic Director Position – Mr. Michael Wilson  
Mr. Wilson sent his latest proposal for the Athletic Director position to the Board for review and asked for input before the meeting. Questions were addressed and shared with the Board. Mr. Wilson said he listened to feedback from the Board at the last meeting and the result was the document he shared. They talked about the need for secretarial support for this position noting that this was something our former AD did not have. Ms. Harmeling said she did not mind the evaluation piece but had a problem with the discipline piece. There was talk about how to manage the discipline and the evening activities. In this model, the person would be responsible for discipline A-Z and Ms. Harmeling said she felt this would not work and wondered why we would shift the discipline responsibilities to one person. She felt this would be a huge load and did not understand how this model would free up time. She said she would not approve this as one position but would rather see two half time positions and would also like to see all of the job descriptions for principal and assistant principal. Ms. Magri thanked Mr. Wilson for his response. She said we are trying to accomplish a whole lot of stuff and said the Athletic Director is a very important role in a town like ours that highly values our athletics. Mr. Strumello suggested we survey surrounding towns on how they handle their Athletic Director positions, maybe this will allow us to come up with a different solution. Ms. Magri said we need to set this position up for success and emphasized that we need to get this done by our next meeting. Ms. Harmeling said she would like to see the Assistant Principal/AD and the Dean of Students job descriptions side by side.
- G. Board of Education Report
1. Chairman's Comments  
Ms. Magri Chairman Magri shared that she had attended the Performing Arts Show at the high school along with Mrs. Harmeling. It was a wonderful showcase of student talent. Another Facebook Live segment was filmed today with First Selectman Miller covering our agenda for this evening. A thank you note from the Stanek family was passed to each board member thanking them for the flowers and support in recognition of Karen Stanek's passing. Mrs. Magri also inquired as to the status of nominations for Teacher of the Year and the Distinguished Alumni (both have plenty of nominations).

She further mentioned that we will need to discuss the NEASC follow-up letter that was received during our May meeting and suggested that we apply and look to send students to the CBE conference for either a student performance or an exhibit perhaps of our Electrathon car.

2. Board Member Comments

Mr. Hatfield thanked Mr. Wilson for the school tours on Friday. He said lots of wonderful things are going on in our schools and on Friday it seemed to be the day for lots of math. He said we have great people who are always doing something new.

H. Superintendent Report

1. Update on the education budget
2. Hiring Update - All positions have been posted in terms of resignations and retirements and all coaching positions have been posted
3. Congratulations to the logo contest finalists and winners
4. Judge for SCASA scholarship given to high school students that want to become an educator
5. Facebook update

VIII. **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

IX. **PUBLIC COMMENT**

Carol Revere, 6 Elmwood Drive – wanted to know if the position being eliminated was Mr. Lucke's position. Asked about policy #1312 and if it is available on the website. Wanted to know how to go about making a complaint against the Board of Education.

Michelle Esteves-Pinho - spoke about the elimination of the assistant principal position.

Ms. Magri clarified that the Board did not indicate that there would be an elimination of a position. The Board is looking at restructuring the position previously held by Ms. Yusko. There will be three administrators at the high school and at no time did the Board say it was eliminating a position. Policy #1312 will be posted on the district website within a week.

X. **EXECUTIVE SESSION**

\*A. Contract/Salary – Director of Technology and District Computer Technician

**MOTION:** (Mr. Strumello/sec., Dr. Hendricks) move that the Board enter Executive Session for discussion and possible action on the contracts of the Director of Technology and the District Computer Technician. The Board invites Michael Wilson into the Executive Session

**SO VOTED**

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

**MOTION PASSES:** 8-0

**ENTER EXECUTIVE SESSION:** 9:31 pm

**OUT OF EXECUTIVE SESSION:** 9:53 pm

**MOTION:** (Mr. Ed Strumello/sec., Ms. Harmeling) approve the contract of David Moktan, District Computer Technician as proposed.

**SO VOTED**

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

**MOTION PASSES:** 8-0

**MOTION:** (Mr. Ed Strumello/sec., Dr. Hendricks) approve the contract of Robert Dyer, Districtwide Technology Coordinator as proposed.

**SO VOTED**

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

**MOTION PASSES:** 8-0

- \*B. Deliberation on Grievance from March 11, 2019  
**MOTION:** (Mr. Strumello/sec., Ms. Harmeling) move that the Board enter Executive Session for deliberation and possible action on the grievance heard at the Special BOE meeting on March 11, 2019

**SO VOTED**

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

**MOTION PASSES:** 8-0

**ENTER EXECUTIVE SESSION:** 9:56 pm

**OUT OF EXECUTIVE SESSION:** 10:14 pm

**MOTION:** (Ms. Harmeling/sec., Mr. Strumello) direct the Superintendent to use the modified letter as presented in the teacher's personnel file

**SO VOTED**

**AFFIRMATIVE:** Ms. Harmeling, Ms. Magri, Mr. Strumello

**OPPOSED:** Mr. Champagne, Mr. Hatfield

**RECUSED:** Dr. Hendricks, Mr. Kubik, Mr. Stanek

**MOTION PASSES:** 3-2-3

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

XI. **ADJOURNMENT**

**MOTION:** (Ms. Harmeling/sec., Dr. Hendricks) to adjourn

**SO VOTED**

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

**MOTION PASSES:** 8-0

The meeting adjourned at 10:18 pm

Submitted by:  
Lee-Ann Dauerty  
Board Clerk

