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REGULAR MEETING MINUTES

May 6, 2019
Seymour Middle School
7:30 pm.

BOARD MEMBERS IN ATTENDANCE:

Christopher Champagne
Kristen Harmeling
Jay Hatfield
Edward Hendricks
Peter Kubik
Fred Stanek
Ed Strumello
Sukhman Singh, Student Representative
Ashley Sirowich, Student Representative

BOARD MEMBERS ABSENT:

James Garofolo
Jennifer Magri

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
Jim Freund, Principal, SHS
Bernadette Hamad, Principal, SMS
Mary Sue Feige, Principal, BS
David Olechna, Principal, CLS
Eric Brown
Paul Sponheimer
Jennifer Monaco
David Willadsen
Steven George
Lisa Cheney
Emily Spear
Michelle Pinho
Lori Forte
Paul Forte
Karen Studley

I. CALL TO ORDER

A. Pledge of Allegiance

Mr. Strumello called the meeting to order with the Pledge of Allegiance at 7:40 pm

II. BOARD AND ADMINISTRATIVE COMMUNICATIONS

A. Recognitions

1. Congratulations to the CLS Student Ambassadors! Grade 4: Henri Davis, Allie Kevalis, Sasha Marganski, and Kylie Staffieri, Grade 5: Cheyenne Burgess, Daniel DeJarnette, Angelina Riccio, and Ariel Zedek
2. Congratulations to the Seymour Middle School Scholar Leaders, Emma Adams and Devin Cronin! The CAS Scholar Leader Award is presented to students who distinguish themselves in scholarship and leadership in school and community. They will be recognized at a banquet in June.
3. Moment of Silence
 1. Susanne Andrews – Former paraprofessional at Bungay School
 2. Frank Conroy – Former First Selectman

B. Correspondence

1. Email dated March 29, 2019 from Ms. Barbara Junko acknowledging the support that our third grade teachers give to the Seymour Historical Society's program entitled Seymour-Yesterday & Today – Farms, Fields and Factories.

C. Media Coverage

1. Media Links

- <https://www.wtnh.com/news/connecticut/new-haven/police-investigate-after-incident-at-seymour-high-school-sends-students-to-hospital/1899767785>
<https://www.nhregister.com/valley/article/Proposed-Seymour-budget-keeps-lid-on-taxes-for-13733380.php>
<https://www.nhregister.com/valley/article/School-resource-officer-planned-for-Seymour-High-13781295.php>
<https://www.nhregister.com/valley/article/Seymour-board-seeks-nominations-for-community-13745805.php>
https://valley.newhavenindependent.org/archives/entry/Seymour_High_Leaders_Lock_B_athrooms_Direct_Parents_To_Vaping_Talk/

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.

Eric Brown, Attorney for the Administrator's Union – Mr. Brown referenced Item 7G (Athletic Director/Assistant Principal/Dean of Students Ballot Vote on the Three Options Provided by Mr. Michael Wilson) on this agenda and said that the Board would need to negotiate any change. He said negotiations would be required. Mr. Strumello informed him that he planned to table this item on the agenda.

David Willadsen, Social Studies Teacher at Seymour High School – He is the advisor for the Close Up group at Seymour High School. He thanked the Seymour HS administration, Mr. Wilson, and Mrs. Tencza, and the BOE for their support of the CloseUp program that heran in April. He took eight Seymour High School students to Washington D.C. to participate in the CloseUp program, which is a nationwide civic engagement program for high school students. On the trip, students interacted with students from 15 different states and participated in "hands on" civic education for the week. The students all provided positive feedback about the experience and he said he, too, benefitted from professional development opportunities during the week. He was hoping students would have joined him at this meeting, but many of them were preparing for AP exams they are taking this

Paul Forte, 6 Apple Way – He spoke of Mr. Lucke's accomplishments over the years as an Assistant Principal at Seymour High School He felt the list was impressive and urged the Board to reinstate Mr. Forte.

Jim Freund, Vice President of the Seymour Administrator's Association – Asked the Board to uphold the longstanding tradition of having a staff member present the diploma to their family members. Asked that the Assistant Principal be allowed to attend and present the diploma to his brother on June 7.

Paul Sponheimer, 25 Falcon Way – He pointed out that Mr. Lucke has been on administrative leave for 137 days and he belongs back with the kids.

IV. CONSENT AGENDA

- A. Approval of Minutes
 - 1. Regular BOE Meeting Minutes – April 1, 2019
 - 2. Special BOE Meeting 1 – April 23, 2019
 - 3. Special BOE Meeting 3 – April 23, 2019
 - 4. Special BOE Meeting 4 – April 23, 2019
 - 5. Special BOE Meeting 1 – April 24, 2019
 - 6. Special BOE Meeting 2 – April 24, 2019
- B. Financial Management Summary - ending April 29, 2019
- C. Nutritional Services Financial Report – March, 2019
- D. Staff Hiring – Certified
 - 1. Morales, Alexander Casasola
 - World Language Teacher
 - Seymour High School
 - Replacing Fatima Silva
- E. Staff Hiring – Appendix E
 - 1. Mordowanec, Stephanie
 - Assistant Coach, Dance Team
 - Seymour High School
 - New Position

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

SO VOTED

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

MOTION PASSES: 7-0

V. ITEMS REMOVED FROM CONSENT AGENDA

None

VI. RECOMMENDED ACTIONS

- A. Memorandum of Agreement – Sandy Hook Promise
Mr. Hatfield expressed his concern about the length of the Memorandum of Understanding and is concerned about them using our name/situation for publicity. Dr. Hendricks he attended the informational session about the app and was impressed. The attorney has reviewed the Memorandum of Understanding and has signed off on it. This comes at no cost to the town and is a way for people to anonymously leave a tip. This is the next step. He also said they cannot speak in open session about the ongoing investigation. Ms. Harmeling pointed out that if we had reported our situation on the app they would have been unable to talk about it but they did talk about it because it was not reported on the app. Mr. Hatfield was uncomfortable with the way they used our personnel. Mr. Stanek said the question is does this app help with security?

MOTION: (Dr. Hendricks/sec., Mr. Champagne) to approve the recommendation of the Nutrition, Health, & Safety Committee to enter into a memorandum of agreement with Sandy Hook Promise to implement the See Something say Something Anonymous Report App

SO VOTED

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

OPPOSED: Mr. Hatfield

MOTION PASSES: 6-1

- B. Remove Richard Belden as Signer of all Liberty Bank Accounts
MOTION: (Mr. Hatfield/sec., Mr. Champagne) to approve the recommendation of the Superintendent to remove Richard Belden as an account signer for all Liberty Bank accounts for the Seymour Board of Education
SO VOTED
AFFIRMATIVE: Mr. Champagne, Ms. Harmeling, Mr. Hatfield, Dr. Hendricks, Mr. Kubik, Mr. Stanek, Mr. Strumello
MOTION PASSES: 7-0
- C. Appoint Signer of all Liberty Bank Accounts
MOTION: (Dr. Hendricks/sec., Mr. Kubik) to approve the appointment of Superintendent Michael Wilson as an account signer for all Liberty Bank Accounts for the Seymour Board of Education until a new business manager is hired
SO VOTED
AFFIRMATIVE: Mr. Champagne, Ms. Harmeling, Mr. Hatfield, Dr. Hendricks, Mr. Kubik, Mr. Stanek, Mr. Strumello
MOTION PASSES: 7-0
- D. Awards Advisory Committee Recommendations
1. 2019 David A. Brumer Excellence in Education Award
MOTION: (Mr. Stanek/sec., Dr. Hendricks) to accept the recommendation of the Awards Advisory Committee to award the 2019 David A. Brumer Excellence in Education Award to Rebecca Bennett
SO VOTED
AFFIRMATIVE: Mr. Champagne, Ms. Harmeling, Mr. Hatfield, Dr. Hendricks, Mr. Kubik, Mr. Stanek, Mr. Strumello
MOTION PASSES: 7-0
 2. 2019 John J. Gallagher Memorial Athletic Award
MOTION: (Mr. Stanek/sec., Mr. Kubik) to accept the recommendation of the Awards Advisory Committee to award the 2019 John J. Gallagher Memorial Athletic Award to Alfred Bruno
SO VOTED
AFFIRMATIVE: Mr. Champagne, Ms. Harmeling, Mr. Hatfield, Dr. Hendricks, Mr. Kubik, Mr. Stanek, Mr. Strumello
MOTION PASSES: 7-0
 3. 2019 Vincentena Kobasa Excellence in Teaching Award
MOTION: (Dr. Hendricks/sec., Mr. Hatfield) to accept the recommendation of the Awards Advisory Committee to award the 2019 Vincentena Kobasa Excellence in Teaching Award to Karen Stanek
SO VOTED
AFFIRMATIVE: Mr. Champagne, Ms. Harmeling, Mr. Hatfield, Dr. Hendricks, Mr. Kubik, Mr. Strumello
RECUSE: Mr. Stanek
MOTION PASSES: 6-0-1
 4. 2019 Thomas J. Petruny Memorial Education and Environmental Award
MOTION: (Mr. Stanek/sec., Mr. Kubik) to accept the recommendation of the Awards Advisory Committee to award the 2019 Thomas J. Petruny Memorial Education and Environmental Award to Caroline Kyrytschenko
SO VOTED
AFFIRMATIVE: Mr. Champagne, Ms. Harmeling, Mr. Hatfield, Dr. Hendricks, Mr. Kubik, Mr. Stanek, Mr. Strumello
MOTION PASSES: 7-0

VII. REPORTS and DISCUSSION/POSSIBLE ACTION

- A. HS Student Representative Report – Mr. Sukhman Singh, Miss Ashley Sirowich
Mr. Singh reported that Seymour High School was part of a 20/20 story on cell phones by Diane Sawyer. He said the majority of students feel the cell phone ban is a positive thing. College T-Shirt Day was on May 1. There will be a food drive. Ms. Sirowich reported that the Art Club has painted a bathroom and it came out really nice. There was a reality fair which included a simulation of real life. It was a great way for kids to learn how to manage their funds and cope with real life finances. The prom was last weekend and it was really fun. Mr. Singh reported that the performing arts plays will take place on Thursday and Saturday at 7:00 pm, tickets can be purchased at the door. The Mr. Seymour contest is coming up and the tentative date is May 17. Both student representatives congratulated Mrs. Brown on becoming the Seymour Teacher of the Year, they said they are really happy for her.
- B. Committee Reports
 - 1. Finance Committee Meeting – April 1, 2019
Mr. Hatfield reported that we are in a really tight spot this year with 17% remaining of the budget. Mr. Wilson will share Q&A with the Board.
- C. NEASC Update Letter, March 8, 2019 – Mr. Jim Freund
Mr. Freund shared the letter from NEASC which was an update of our two year progress report. Seymour High School received 23 commendations including revised rubrics, completion of curriculum work, and increased professional development. However, they also issued a warning for the lack of a full time library media specialist. By 9/1/19 a progress report will be due regarding this warning. Accreditation will continue. This is a warning but they cannot tell us what to do. Bottom line is we would love to have a full time library media specialists but it comes down to money. Ms. Harmeling asked if other valley high schools have full time library media specialist and Mr. Freund confirmed that they do. Mr. Stanek suggested that this should be established as a priority during the next budget session. Mr. Strumello asked about alternative education and if there had been any discussion about regionalizing an alternative high school. Mr. Wilson confirmed that ACES has been talking about this but the talk is only preliminary.

MOTION: (Mr. Stanek/sec., Mr. Kubik) to add to the agenda approval on a Board of Education resolution prohibiting the sale of vaping supplies to people under the age of 21

SO VOTED

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

MOTION PASSES: 7-0

MOTION: (Dr. Hendricks/sec., Ms. Harmeling) to approve a Board of Education resolution prohibiting the sale of vaping supplies to people under the age of 21 in the Town of Seymour

SO VOTED

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

MOTION PASSES: 7-0

MOTION: (Mr. Stanek/sec., Mr. Champagne) to move the second public comment up on the agenda

SO VOTED

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

MOTION PASSES: 7-0

VIII. PUBLIC COMMENT

None

IX. EXECUTIVE SESSION

*A. SRO's and High School Discipline

MOTION: (Dr. Hendricks/sec., Mr. Champagne) move that the board enter Executive Session to discuss Matters concerning security strategy or the deployment of security personnel, or devices affecting school and public security. Only those invited by the Board may be present in the Executive session. The Board invites the following individuals into the executive session: Mr. Wilson, Mr. Miller, Deputy Chief Roberto Rinaldi, and Chief Satkowski

SO VOTED

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

MOTION PASSES: 7-0

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

Into Executive Session: 8:42 pm

Out of Executive Session: 9:50 pm

X. DISCUSSION AND POSSIBLE ACTION

- A. Staff Member on Administrative Leave Present Diploma to a Relative during Graduation

MOTION: (Mr. Stanek/sec., Mr. Champagne) add to the agenda a motion to entertain Mr. Freund's request to allow a staff member who is on administrative leave to present a diploma to a relative during graduation

SO VOTED

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

MOTION PASSES: 7-0

Board members acknowledged that this would mean that the administrator—who is currently not allowed to attend school functions per the Superintendent's letter from December, 2018—would be allowed to be on school grounds. Dr. Hendricks shared that he felt the letter should stand and that once a decision is made by the superintendent that an exception to a disciplinary decision should not be made. Mrs. Harmeling shared a concern about audience reaction to having the administrator on the podium and handing out the diploma to his relative. She expressed that there would likely be a significant amount of cheering that would result in the spotlight being on the administrator, which would be unfair to the broader graduating student body and that it should be the students who are in the spotlight on graduation day. Mr. Champagne expressed agreement with this perspective. Mr. Wilson shared that students who are expelled are not allowed to attend graduation. Mr. Stanek shared that in his work for a neighboring district, a student was allowed to attend their graduation. Discussion was to whether this decision would set a precedent. Mrs. Harmeling expressed that she feels board decisions can all be decided on its own merits, given the circumstances of a given situation.

MOTION: (Mr. Stanek/sec., Mr. Hatfield) to allow an administrator who is on administrative leave to present a diploma to a relative during graduation

SO VOTED

AFFIRMATIVE: Mr. Hatfield, Mr. Kubik, Mr. Stanek

OPPOSED: Mr. Champagne, Ms. Harmeling, Dr. Hendricks, Mr. Strumello

MOTION FAILS: 3-4

MOTION: (Mr. Stanek/sec., Mr. Champagne) to allow an administrator who is on administrative leave to attend high school graduation

SO VOTED

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

OPPOSED: Dr. Hendricks

MOTION PASSES: 6-1

- B. HR Director Update

Mr. Wilson said the town has made a decision on an HR Director hire and the person would be focused on the town for the immediate future, working with the BOE to potentially adopt some of its practices. The hire does not impact the BOE budget and the person would not have BOE responsibilities at this time.

- C. Professional Development Change – Ms. Vonda Tencza

Mr. Wilson asked for a date change to the school calendar which came from the teachers on the PDEC Committee so that students had an early dismissal day that better corresponded to the PSAT

MOTION: (Ms. Harmeling/sec., Mr. Champagne) to change the school calendar and move an early release PD day from October 17, 2019 to October 16, 2019

SO VOTED

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

MOTION PASSES: 7-0

D. Hiring Update – Mr. Wilson

Mr. Wilson shared that there were 16 applicants for the business manager position and that the interviews had happened with Mrs. Magri and First Selectman Miller in attendance. There were 185 applications for the Middle School Assistant Principal position. There were 45 applicants for the Middle School principal position. Mr. Wilson stated that the positive response to the job postings means that people see Seymour as a school district where they would like to work. Mr. Strumello pointed out that among the principal applications were people who were serving as principals in other school districts, reinforcing the idea that Seymour is a place where people want to work. Mr. Wilson said the hiring committees were a good cross representation of teachers, administrators, and Board members. Mrs. Harmeling asked who on the Board was on the committees. Mr. Wilson shared that Mr. Strumello is the only Board member who is on either the assistant principal or principal committee for the middle school. Mrs. Harmeling acknowledged that Mr. Strumello was an excellent member of any hiring committee, yet because of the time of the meeting—all of which start at 2:30 in the afternoon—prevents many Board members who work from being able to attend or participate in these committees. Mr. Wilson shared that many schedules have to be considered. Mrs. Harmeling agreed, yet noted that Board members are the only volunteers and are directly accountable to the public. Mr. Kubik expressed his concern and displeasure at the time selected for the committee work as well.

E. Athletic Director/Assistant Principal/Dean of Students Ballot Vote on the Three Options Provided by Mr. Michael Wilson

MOTION: (Dr. Hendricks/sec., Ms. Harmeling) to table this item to the next regularly scheduled meeting of June 3, 2019

SO VOTED

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

MOTION PASSES: 7-0

F. Board of Education Report

1. Chairman's Comments

None

2. Board Member Comments

a. Mrs. Harmeling noted that the budget vote is this Thursday. Mr. Wilson noted that while the central office cannot promote the budget, the PTOs have been encouraged to do so in their respective schools.

b. Mr. Strumello asked about the two resignations from the split position soccer position(s). Mr. Wilson shared that this was necessary because the positions would no longer be split positions moving forward and that in order to be hired as full-time coaches, the positions would need to be posted. He is not aware of the individuals deciding not to apply for those positions and hopes that they will.

c. Mr. Strumello spoke about the need to keep Mrs. Cathy Federowicz in her current role as a part-time, interim athletic director because scheduling for the fall season will be coming up. Mr. Strumello recommends an extension of the contract from June 8 to August 8 and Mr. Wilson said he would be speaking with Mrs. Federowicz as early as Tuesday, May 7. It is our hope that she will agree to another contract and stay on for in the role after the school year ends. Mr. Hatfield requested that the superintendent be aware of the challenge we will be faced with if the AD position is not staffed by the start of the school year since Mrs. Federowicz also serves as the girls volley ball coach.

- d. Mr. Strumello noted that additional information was available in Board member documents.

H. Superintendent's Report

1. The Superintendent shared that Heather Brown was formally announced as the Seymour Teacher of the Year. Mr. Wilson also shared that Suzanne O'Hara was named Seymour Paraprofessional of the Year. She is a paraprofessional at Bungay Elementary School.
2. Mr. Wilson talked about the presentation on vaping at the high school that was held on April 29th. Mrs. Harmeling shared that she attended that meeting and agreed with Mr. Freund's earlier assessment that stressing the health harms of vaping and especially the oils that remain in the lungs is something that should be stressed with students. She also shared that the TRUTH campaign was successful in reducing teenage smoking because they made the point of letting students know that they were being taken advantage of and lied to by companies and corporations, similar to what is happening now with vaping labelling.
3. The Read Across the Valley breakfast was well attended and thanks was given to Mrs. Feige for promoting this program. There were 175 readers.
4. The reading event at CLS was also well attended. Mr. Wilson and Mr. Strumello expressed their enjoyment of the event.
5. There will be a state visit to CLS during the SBAC testing period for observational purposes.
6. Mr. Wilson stated that our Facebook pages continue to grow and administrators are continually sharing photos and events from their respective schools.
7. Mr. Wilson also noted that Mr. Kearns was asked to speak in Washington DC at the Promise Champions Gala and shared that this is quite an honor. Unfortunately, Mr. Kearns will not be able to attend that event since he will be out of town at the time but it is quite an honor nonetheless.

XI. 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 Resignations – Non Certified
 1. Parsons, Courtney
 - Instructional Paraprofessional
 - Seymour High School
 - Effective April 12, 2019
 2. Quick, Tiffany
 - Instructional Paraprofessional
 - Bungay Elementary School
 - Effective March 27, 2019
 3. Ragaini, Cheryl
 - Nutrition Services Team Member
 - Chatfield-LoPresti School
 - Effective June 7, 2019
 4. Roshkind, Julia
 - Instructional Paraprofessional
 - Chatfield-LoPresti Elementary School
 - Effective April 23, 2019
 5. Salcido, Autumn
 - Nutrition Services Team Member
 - Chatfield-LoPresti Elementary School
 - Effective June 7, 2019

D. Staff Resignations – Appendix E

1. Pawluk, Aaron
 - Head Coach, Boys Soccer (Split Position)
 - Seymour High School
 - Effective April 2, 2019
2. Slie, Stephanie
 - Head Coach, Girls Soccer (Split Position)
 - Seymour High School
 - Effective April 2, 2019

XII. **ADJOURNMENT**

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

SO VOTED

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

MOTION PASSES: 7-0

The meeting adjourned at 10:25 pm.

Submitted by:
Lee-Ann Dauerty
Board Clerk