



REGULAR MEETING MINUTES

September 9, 2019
Seymour Middle School
7:30 pm

COPY RECEIVED
DATE: 9/19/19
TIME: 10:30 AM
TOWN CLERK'S OFFICE

BOARD MEMBERS IN ATTENDANCE:

- Christopher Champagne
- James Garofolo
- Jay Hatfield
- Jennifer Magri
- Fred Stanek
- Ed Strumello
- Ashley Sirowich, Student Representative

BOARD MEMBERS ABSENT:

- Kristen Harmeling
- Edward Hendricks
- Peter Kubik

OTHERS IN ATTENDANCE:

- Michael Wilson, Superintendent of Schools
- Vonda Tencza, Associate Superintendent
- Sherry Holmes, Business Manager
- Lee-Ann Dauerty, Board Clerk
- Kris Boyle, Director of Special Services
- Jim Freund, Principal, SHS
- Paul Lucke, Assistant Principal, SHS
- Ernie DiStasi, Assistant Principal, SHS
- Jodie Roden, Principal, SMS
- Kenneth Dunaj, Assistant Principal, SMS
- Mary Sue Feige, Principal, BS
- Lauren Reid, Assistant Principal, BS
- David Olechna, Principal, CLS
- Kathleen Freimuth, Assistant Principal, CLS

I. CALL TO ORDER

- A. Pledge of Allegiance
Ms. Magri called the meeting to order with the Pledge of Allegiance at 7:32 p.m.
- B. Moment of Silence
 - 1. Dr. Philip M. Fallon, Former Seymour Superintendent of Schools
Mr. Stanek spoke fondly of Dr. Fallon who served as Superintendent in Seymour from 1978 to 1984. He said he was a terrific person who the staff enjoyed and he cared about the children.
- C. Introduction of Mr. Kevin Pimpinelli, School Security Officer
Mr. Pimpinelli said he has been welcomed with open arms by both the staff and the children.

II. BOARD AND ADMINISTRATIVE COMMUNICATIONS

- A. Recognitions
 - 1. Congratulations to Mrs. Jennifer Magri and Mr. Jay Hatfield on earning CABE's Certificated Board of Education designation!

- B. Correspondence
1. Letter dated August 7, 2019 to Mr. Wilson, Superintendent from the Derby Historical Society thanking the Seymour Public Schools for the donation in the amount of \$2500.00 Ms. Magri asked about this donation and Mr. Wilson explained that we have been donating for several years to the Derby Historical Society to help offset their expenses. Our students go on a field trip every year to visit the Humphrey's House.
 2. Letter dated August 30, 2019 from Dr. Carol Birks, Superintendent New Haven Schools to Mr. Wilson regarding the proposed tuition charges for Seymour students who attend New Haven Magnet Schools
Ms. Magri asked about the number of students we have attending New Haven Magnet Schools and Mr. Wilson said he would get back with this information and he said if this goes through it will affect us significantly. He said he is not sure where this will end up.
- C. Media Coverage
1. Media Links
 - a. <https://www.ctpost.com/local/article/Former-superintendent-of-schools-in-Seymour-dies-14295512.php>
 - b. https://www.primepublishers.com/voicesnews/news/top_stories/in-seymour-finance-board-okays-funds-for-projects/article_c17ebb08-ce5b-11e9-addb-5fd6e899d420.html
 - c. <https://www.nhregister.com/valley/article/Seymour-school-official-reinstated-following-DUI-14089445.php>
 - d. https://www.gametimect.com/around-the-camps-seymour-focused-on-football-this-preseason/?_ga=2.16775798.1736741518.1567645355-1015000329.1508801278
 - e. <https://www.nhregister.com/valley/article/Seymour-grads-get-boost-from-Citizens-Engine-14374227.php>
 - f. <https://www.nhregister.com/valley/article/DiStasi-named-interim-athletic-director-at-14361941.php>
 - g. <https://www.nhregister.com/valley/article/Seymour-schools-to-hire-more-armed-security-14067518.php>
 - h. https://www.gametimect.com/cunningham-resigns-as-fairfield-warde-coach-takes-same-job-at-seymour/?_ga=2.84333273.1736741518.1567645355-1015000329.1508801278
 - i. https://www.ctinsider.com/valley/nhregister/article/Seymour-Middle-School-gets-new-leadership-team-14064950.php?cmpid=gsa-nhregister-result&_ga=2.88462043.1736741518.1567645355-1015000329.1508801278
 - j. https://www.ctinsider.com/valley/nhregister/article/Seymour-hires-new-school-district-finance-director-14070279.php?cmpid=gsa-nhregister-result&_ga=2.44854756.1736741518.1567645355-1015000329.1508801278
 - k. https://www.ctinsider.com/local/ctpost/article/Former-Seattle-Mariner-now-pitching-school-work-14402961.php?_ga=2.263764042.75164366.1567279030-1633450714.1536684561&fbclid=IwAR2SSNck5poivgFiHDOXh7iit50b5IST_Z8JeD1KJ66HZF9nwd4Z36TgDPc

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. Regular BOE Meeting – August 5, 2019
- B. Financial Management Summer ending June 30, 2019
- C. Financial Management Summary ending August 31, 2019
- D. Nutrition Services Financial Report - Year End
- E. Acknowledge the receipt of homeschooling notification and render no opinion as to the appropriateness of the planned program
 - 1. Gardecki, Nicole and Gardecki, Samantha
Ms. Kathy Gardecki has informed the Board of Education of her intent to home school her children, Nicole Gardecki and Samatha Gardecki for the 2019-2020 school year
 - 2. Kostick, John A.
Mr. and Mrs. John Kostick have informed the Board of Education of their intent to home school their child, John Kostick V, for the 2019-2020 school year
 - 3. Pignataro, Anthony
Ms. Holly Syrotiak has informed the Board of Education of her intent to home school her child, Anthony Pignataro for the 2019-2020 school year
 - 4. Zagrabski, Hazel
Ms. Dian Zagrabski has informed the Board of Education of her intent to home school her child, Hazel Zagrabski, for the 2019-2020 school year
- F. Child Nutrition Programs Authorized Signatures – Change to Sherry Holmes
- H. Staff Hiring – Non Certified
 - 1. Gallo, David
 - Night Custodian
 - Seymour High School
 - Replacing Jeremy Yustin (transfer)
- I. Staff Appointment – Volunteer
 - 1. Cleveland, Brian
 - Volunteer Assistant Coach
 - Boys Soccer
 - Seymour High School
 - 2. Dempsey, Patrick
 - Volunteer Assistant Coach
 - Football
 - Seymour High School

MOTION: (Mr. Garofolo/sec., Mr. Champagne) move to approve the consent agenda with Item G removed

SO VOTED

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

MOTION PASSES: 6-0

V. ITEMS REMOVED FROM CONSENT AGENDA

- G. Seymour High School Sports Hall of Fame Resolution
Mr. Stanek asked that this item be removed from the Consent Agenda as he would like to speak about it. He read the resolution:

SEYMOUR BOARD OF EDUCATION

RESOLUTION

HONORING THE CLASS OF 2019 INDUCTEES OF
THE SEYMOUR HIGH SCHOOL SPORTS HALL OF FAME

WHEREAS, The Seymour High School Sports Hall of Fame has been established to recognize outstanding athletes and coaches who have graduated from Seymour High School or coached Seymour High School athletes; and

WHEREAS, The Seymour High School Sports Hall of Fame is inducting its Class of 2019 members; and

WHEREAS, the Seymour Board of Education is proud to recognize the athletic accomplishments of the Class of 2019 inductees to The Seymour High School Sports Hall of Fame and the Special Recognition to be bestowed upon Robert Lang.

NOW, THEREFORE, BE IT RESOLVED that we, the Members of the Seymour Board of Education, hereby offer our sincerest congratulations and extend our very best wishes on this memorable occasion to the Class of 2019 inductees of The Seymour High School Sports Hall of Fame, to wit:

Robby Moir
Christa Gottshalk Ventura
Jim Hummel
Dan Heffernan, Jr.
Debbie Kelo
Joe Perucci

BE IT FURTHER RESOLVED that we, the Members of the Seymour Board Education, greatly appreciate and acknowledge the special contributions of Robert Lang in supporting the Seymour School District's athletic and academic programs and offer our sincerest congratulations to Robert Lang.

Dated at Seymour, Connecticut and adopted by the Seymour Board of Education on this day of September, 2019.

SEYMOUR BOARD OF EDUCATION

Jennifer Magri, Chairperson
Edward Strumello, Vice-Chairperson
Schools
Jay Hatfield, Secretary
Christopher Champagne
James Garofolo
Kristen Harmeling
Edward Hendricks
Peter Kubik
Frederick D. Stanek

Michael Wilson, Superintendent of Schools
Vonda Tencza, Associate Superintendent of

Mr. Stanek said there would be a special recognition for Mr. Lang.

MOTION: (Mr. Stanek/sec., Mr. Champagne) to adopt the Resolution as presented to induct Robby Moir, Christa Gottshalk Ventura, Jim Hummel, Dan Heffernan, Jr., Debbie Kelo, and Joe Perucci to the Class of 2019 Seymour High School Sports Hall of Fame

SO VOTED

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

MOTION PASSES: 6-0

MOTION: (Mr. Strumello/sec., Mr. Hatfield) to move item 7E out of order of the agenda

SO VOTED

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

MOTION PASSES: 6-0

VIII. REPORTS AND DISCUSSION/POSSIBLE ACTION

E. Falls Sports Update – Mr. Ernie DiStasi

Mr. DiStasi said the fall sports are the largest group of teams at the high school. High School sports have been happening for a couple of weeks. He reported the Current Participation Numbers; Volleyball-21, Cross Country-28 (20 boys/8 girls), Girls' Soccer-26, Boys' Soccer-39, Swimming/Diving-31, Football-50, Cheer-13, and Dance- 13. This week's home events are: Tuesday-Boys/Girls Cross Country, Thursday-Girls Soccer Home/Boys Soccer Away (Ansonia), Friday-Football Home (St. Paul), Volleyball Home (Kennedy), and Saturday-Froshmore Football Home (St. Paul). He reported that the SMS Fall Tryouts begin today. He also had an update for the Unified Cheer team. Mrs. Federowicz has corresponded with the coach from North Haven who reported that working with the Unified Teams is the most rewarding part of her career. He said Seymour is ready to move forward. Participants are age 5 and older. The teams perform at football and basketball games and do a simple competition routine. If interested, other teams can join as a Team of One. Mr. DiStasi also wanted to address some of the concerns that were voiced by Board members regarding the Athletic Director position. Ms. Magri had asked if Mr. DiStasi had the proper coaching certification and Mr. DiStasi was pleased to announce that he has taken all of the appropriate classes and had applied for his coaching certification which should arrive this week. Mr. Hatfield had asked about Roles/Responsibilities for the Athletic Director and the Assistant Athletic Director. Mr. DiStasi reported that they have already established a working relationship and they meet daily to check-in/make plans. Mr. Wilson has created a chart outlining each of our roles. Mr. Strumello wondered about Mr. DiStasi's AP Duties and it was reported that Mr. Freund and Mr. Lucke are very supportive and they work very well collaboratively and on decision making. Mr. DiStasi said he has sent an email to all Seymour staff inviting them to attend a sporting event. He said it was well received and he is hoping to expand the fan base.

MOTION: (Mr. Hatfield/sec., Mr. Strumello) to move item VI C Out of State Field Trip out of order of the agenda

SO VOTED

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

MOTION PASSES: 6-0

C. Out of State Field Trip

1. CLOSEUP Program - Washington, DC

Mr. David Willadsen would like to take grade 10, 11, 12 AP United States Government & Politics students to the CLOSEUP Program in Washington DC on April 5 through April 10, 2020. Mr. Willadsen explained that usually has under 10 students participate in this field trip and because of that he is the only chaperone. The cost is \$1600 which includes transportation (Amtrak), hotel, and tuition. Students work with CLOSEUP representatives and Mr. Willadsen attends professional development. They work almost all of the time with the exception of the day that they meet our legislators and visit the Library of Congress and the Supreme Court. Mr. Garofolo asked if there were any follow up requirements for the students and Mr. Willadsen explained there are not but these students will share with other students what they have learned. We have found that the AP Test scores improve of those who attend. Mr. Willadsen said he also collects feedback from the students (and the students' parents regarding the trip. Mr. Garofolo said he would love to hear from the students and would like to have Mr. Willadsen set something up for the BOE meeting in May.

MOTION: (Mr. Hatfield/sec., Mr. Strumello) to acknowledge the recommendation of the Superintendent to approve the request of Mr. David Willadsen to take grade 10, 11, 12 AP United States Government & Politics students to the CLOSEUP Program in Washington DC on April 5 through April 10, 2020

SO VOTED

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

MOTION PASSES: 6-0

VI. RECOMMENDED ACTIONS

A. Educational Specifications – Johnson Controls

1. **MOTION:** (Mr. Garofolo/sec., Mr. Stanek) to approve the educational specifications for roof replacement and solar panel installation at Bungay Elementary School

SO VOTED

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

MOTION PASSES: 6-0

2. **MOTION:** (Mr. Garofolo/sec., Mr. Champagne) to approve the educational specifications for solar panel installation at Seymour Middle School

SO VOTED

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

MOTION PASSES: 6-0

3. **MOTION:** (Mr. Garofolo/sec., Mr. Stanek) to approve the educational specifications for roof replacement and solar panel installation at Seymour High School

SO VOTED

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

MOTION PASSES: 6-0

Mr. Hatfield said he remembered a piece of turf was placed on the roof so that it would fade at the same rate as the field and he wanted to make sure that this did not get dumped during the work. Ms. Magri suggested Mr. Connors be made aware of this.

B. End of Year Finance Report – Mrs. Sherry Holmes

Ms. Magri asked Ms. Holmes to do a quick walk through of the end of year report. Ms. Holmes reported that the year ended with a zero balance and this was a favorable outcome. This was possible because of a credit from CIGNA which was applied to reduce the claims which in turn balanced the budget. This amount will have to be paid back to the Town on this year's budget. We also received a rebate on the excise tax on propane. Ms. Holmes said she was grateful for several things that come into play to balance the budget. Mr. Stanek asked if the CIGNA credit is something we can count on from year to year. Ms. Holmes said it happens twice a year. Mr. Stanek asked if the auditors are ok with how the budget was balanced and Ms. Holmes said yes they are.

VII. REPORTS and DISCUSSION/POSSIBLE ACTION

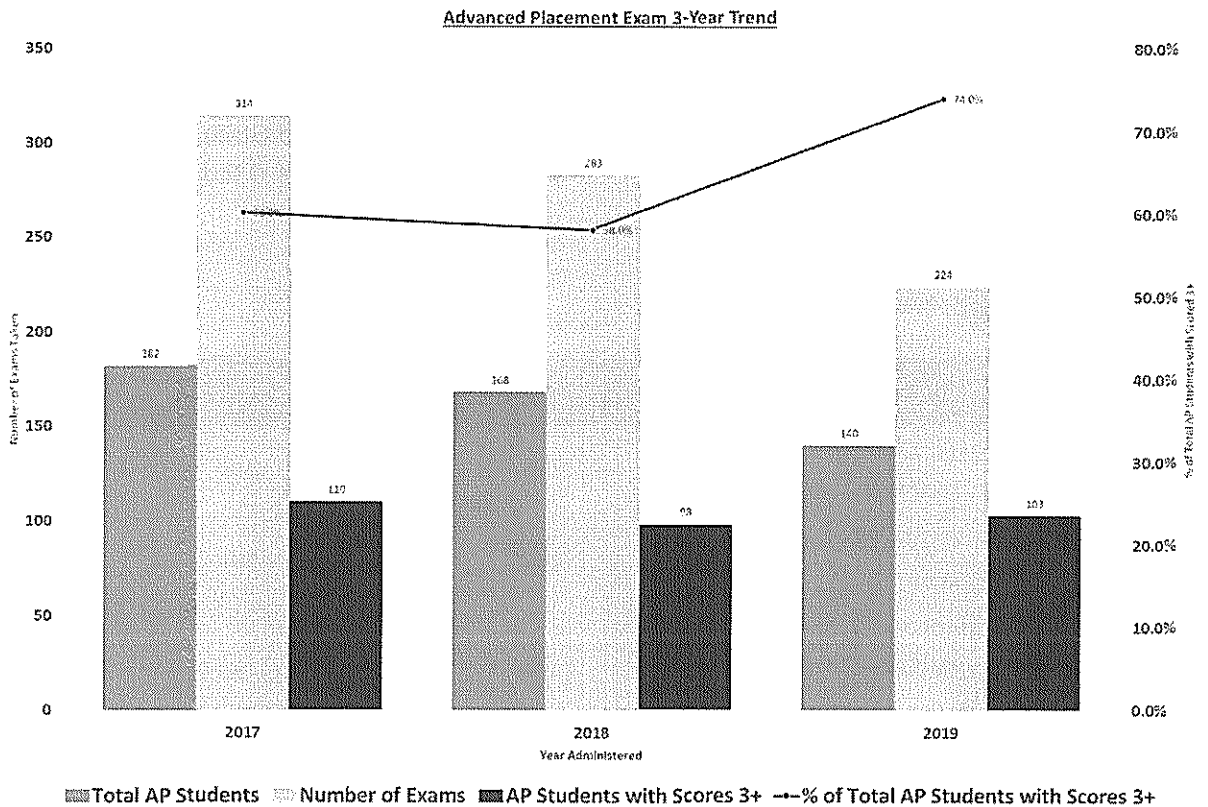
A. Committee Reports

1. Finance Committee Meeting – August 5, 2019

B. Spring AP Test Scores – Mr. Jim Freund

Seymour High School Advanced Placement Exam Performance 2019

The chart below depicts Seymour High School's three-year trend in AP performance.



Findings:

- The total number of students taking AP exams has declined over the past three years.
- The total number of AP exams has declined over the past three years.
- The number of students who have scored 3 or higher on AP Exams has remained approximately the same.
- The percentage of students who have scored 3 or higher on AP Exams has increased.

Detailed information: 140 Students took AP Exams

- Number of students who scored 3 or higher on AP Exam
 - 4 students earned 3 or higher on 4 exams
 - 15 students earned 3 or higher on 3 exams
 - 19 students earned 3 or higher on 2 exams
 - 65 students earned 3 or higher on 1 exam
 - 37 students did not earn 3 or higher on an exam
- Number of students who scored 4 or higher on AP Exams
 - 2 students earned 4 or higher on 4 exams
 - 5 students earned 4 or higher on 3 exams
 - 12 students earned 4 or higher on 2 exams
 - 45 students earned 4 or higher on 1 exam
 - 76 students did not earn 4 or higher on an exam

2019 Seymour High School AP Scholars

- AP Scholar - Granted to students who receive scores of 3 or higher on three or more AP Exams – **13 students**

- AP Scholar with Honor – Granted to students who receive an average score of at least 3.25 on all AP Exams taken, and scores of 3 or higher on four or more of these exams – **6 students**
- AP Scholar with Distinction – Granted to students who receive an average score of at least 3.5 on all AP Exams taken, and scores of 3 or higher on five or more of these exams – **15 students**
- National AP Scholar – Granted to students in the United States who receive an average score of at least 4 on all AP Exams taken, and scores of 4 or higher on eight or more of these exams – **2 students**

 SCHOOL SUMMARY

	2015	2016	2017	2018	2019
Total AP Students	149	168	182	168	140
Number of Exams	225	268	314	289	234
AP Students with Scores 3+	88	105	110	98	103
% of Total AP Students with Scores 3+	59.1	62.5	60.4	58.3	73.6

Course-Specific Information

Course performance, percentage of students scoring 3 or higher over the past five years.

Course	2016	2017	2018	2019	2019 Global
Biology	8/13 = 61.5%	23/34 = 67.6%	NA	14/16 = 87.5%	64.6%
Calculus AB	9/13 = 69.2%	8/14 = 57.1%	6/16 = 37.5%	11/18 = 61.1%	58.3%
English Lit and Comp	8/9 = 88.9%	19/32 = 59.4%	NA	11/14 = 78.6%	50.1%
Environmental Science	12/17 = 70.6%	13/34 = 38.2%	20/58 = 34.5%	11/22 = 50.0%	49.6%
European History	NA	5/12 = 41.7%	NA	10/18 = 55.6%	58.4%
Psychology	42/61 = 68.9%	37/49 = 75.5%	38/65 = 58.5%	47/61 = 77.0%	64.4%
Statistics	5/7 = 71.4%	13/23 = 56.5%	NA	23/26 = 88.5%	59.2%
US Gov. an Politics	28/42 = 66.7%	23/33 = 69.7%	25/32 = 78.1%	18/18 = 100%	55.2%
US History	21/43 = 48.8%	30/60 = 50%	24/42 = 57.1%	17/28 = 60.7%	54.3%

Mr. Strumello asked how these students are honored. Mr. Lucke said Mrs. Shelinsky and he are working an Academic Hall of Fame which is in the early stages of development and this would be a perfect addition to the Academic Wall of Fame. Ms. Sirowich said they get acknowledged by the College Board also. Ms. Magri said she loves the idea of an Academic Hall of Fame.

C. Legislative Updates and Board Impact – Mrs. Jen Magri

Ms. Magri shared a chart that she developed of Legislative Updates and Board Impact. She voiced her frustration that every year there are approximately 20 things that has to be dealt with and many of the items are unfunded. She noted that Jay is listed as a committee member in the book regarding Legislation. She said there will be policy work that will need to be done to make sure we are in compliance. Ms. Magri's chart is attached.

D. Summer Work/Initial Professional Development Prior of Start of School – Mrs. Vonda Tencza

Ms. Tencza sent the Board the information on Summer Work and Initial Professional Development that was done prior to the start of school. She wanted to give a shout out to the teachers who worked in the summer time to work on curriculum. Curriculum is completely voluntary and these teachers stepped in to help. Ms. Tencza reported that the professional development presented at the start of the school year was highly received and she got positive feedback from the teachers. The Board members did not have any questions for Mrs. Tencza.

MOTION: to add to the agenda the report from the High School Student Representatives

SO VOTED

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

MOTION PASSES: 6-0

E. Student Representative Report

Ms. Ashley Sirowich, Senior BOE Student Representative reported that it is only the 8th day of school. She said sports are starting and there will be a school wide election for Student Council (this is new). Class rankings came out for seniors. The Car Show will be on the last Saturday of September (September 28). The performing arts clubs will perform all day. This is a fundraiser for the Electrathon Car Club.

F. Summer Hiring Report – Mr. Michael Wilson

Mr. Wilson reported that we had a busy summer of hiring. We have a few positions still open including some long term substitute teachers, instructional paraprofessionals, and one additional armed security officer. The good news is we have received several applications for this position and we are actively working to fill these positions. Mr. Strumello asked how Bungay School is being covered until the Armed Security Officer is hired and Mr. Wilson responded that Mr. Kearns and the police have a plan in place to come to Bungay School. Every building is covered.

G. Board of Education Report

1. Chairman's Comments

Chairman Magri shared that she attended Convocation. Her remarks which included survey responses from former Seymour students were shared with the staff and those staff members that were noted as being impactful were given hand painted rocks with the word used to describe them along with a note containing the student's remarks. It was well received. The speech was shared in its entirety via an email to all board members. She also attended the first day of school visits with Superintendent Wilson and Mr. Strumello. All went very well. She shared that negotiations for the Administrators and Secretaries bargaining units have begun. Finally she informed the board that 3 Seymour High graduates who had the opportunity to take part in the HOBY Leadership Seminar during their sophomore year in high school have been named to the planning committee for this year's CT seminar. This seminar brings in students from across the state with Seymour High being one of the most involved schools. All students who have attended in the past have shared how impactful it has been on their lives and this is something we should continue to support. Monica Mordowanec and Paulina Karwowski, both former BOE student reps and Josh Magri were named to the CT Planning Committee.

2. Board Member Comments
Mr. Strumello said he enjoyed reading Ms. Magri's speech and was unhappy that he was unable to attend convocation. Mr. Strumello also voiced his continuing disappointment in the lack of press our Seymour Schools get.

H. Superintendent Report

1. ACES – Seeking a Board Member to represent Seymour
Mr. Wilson told the Board that CABA is looking for a Board Member to represent Seymour at their meetings and asked if anyone was interested to let him know.
2. The teacher grievance situation that we had is moving to arbitration.
3. As this Board is aware, we had our convocation on August 26 and it went very well. Here are some of the comments that several people have shared with me about it:
"In my 34 years of education, this was truly the BEST convocation that I have ever attended."
"I just wanted to say thank you for today. I really felt like I walked away with a positive attitude and I feel ready for the first day! Also, I loved the lunch...great idea!"
"It is so nice to have a superintendent that is present and available. It is wonderful to see both you and Vonda around our buildings. Seeing you often helps all of us feel comfortable, and shows us that you are dedicated to both our students and all of us!"
"I feel these were the BEST first two days we have had in my 17 years of teaching. It was meaningful and exciting which is exactly what is needed on these two days prior to the first day of school. The overall vibe was extremely warm and positive which is all I could ask for after a nice, long summer vacation with having to come back to work."
"Thank you for all that you and your CO team do for not only the students in our district, but the teachers as well."
"It was truly a great convocation"
"Thank you for being so motivating and inspirational"
"Thank you so much for starting our year on such a positive, fun note!"
"Everyone walked away feeling excited"
"Thanks for starting the year off in such a positive way"
4. On Tuesday, August 27th, Vonda and I went around to all of the buildings to check in on the PD activities that were taking place.
5. On Wednesday, August 28th, Mrs. Magri, Mr. Strumello, and I went to all of the buildings in order to greet the students off of the bus as well as to walk around to say hello to the staff. It was a great opening.
6. Sherry has worked with all of the schools as well as with All-Star in order to ensure that our pick-up and drop-off procedures are going well.
7. Vonda and I have been in all of the buildings last week visiting with teachers and staff. We will continue to visit the buildings in order to witness the great things taking place within our schools.

VIII. INFORMATION

- A. Staff Resignations – Non Certified
 1. Ali, Alexander
 - Instructional Paraprofessional
 - Chatfield-LoPresti School
 - Effective August 23, 2019
 2. Bonanzio, Laurie
 - Monitor Paraprofessional
 - Bungay School
 - Effective September 3, 2019

3. Kirpas, Rebecca
 - Instructional Paraprofessional
 - Chatfield-LoPresti School
 - Effective August 23, 2019

IX. 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

X. EXECUTIVE SESSION

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

*A. Security Update – Mr. Rich Kearns

MOTION: (Mr. Hatfield/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. Kearns, and Mr. Pimpinelli

SO VOTED

AFFIRMATIVE: Mr. Champagne, Mr. Garofolo, Mr. Hatfield, Ms. Magri, Mr. Stanek, Mr. Strumello
MOTION PASSES: 6-0

Into Executive Session: 8:44 pm

Out of Executive Session: 9:34 pm

*B. Security and Employment

MOTION: (Mr. Strumello/sec., Mr. Garofolo) move that the Board enter Executive Session to discuss school security and the employment of the Director of Security. Only those invited by the Board can enter Executive Session; the Board invites Mr. Michael Wilson and Mr. Rich Kearns into the Executive Session

SO VOTED

AFFIRMATIVE: Mr. Champagne, Mr. Garofolo, Mr. Hatfield, Ms. Magri, Mr. Stanek, Mr. Strumello
MOTION PASSES: 6-0

Into Executive Session: 9:37 pm

Out of Executive Session: 9:40 pm

XI. DISCUSSION AND POSSIBLE RECOMMENDED ACTION

A. Security Update

MOTION: (Mr. Stanek/sec., Mr. Champagne) move to direct the superintendent to utilize the SSO and Director of Security to cover school events and Board Meetings as directed

SO VOTED

AFFIRMATIVE: Mr. Champagne, Mr. Garofolo, Mr. Hatfield, Ms. Magri, Mr. Stanek, Mr. Strumello
MOTION PASSES: 6-0

B. Security and Employment

MOTION: (Mr. Strumello/sec., Mr. Stanek) that the Board of Education allow the Superintendent in collaboration with the Seymour Chief of Police to authorize Rich Kearns, Director of Security to carry a firearm on school grounds through the end of the 2019-2020 school year. This arrangement will be reviewed and may be reauthorized prior to the beginning of each school year.

SO VOTED

AFFIRMATIVE: Mr. Champagne, Mr. Garofolo, Mr. Hatfield, Ms. Magri, Mr. Stanek, Mr. Strumello
MOTION PASSES: 6-0

C. Administrator Grievances

Ms. Magri asked Mr. Freund and Mr. Lucke to rejoin the meeting after the Executive Session and reviewed the motions that were passed before they entered the room. She explained that there were two grievances and asked Mr. Lucke to present his position on them. When asked if this should be in Executive Session, Ms. Magri said she consulted with Attorney Fred Dorsey and it does not have to be in Executive Session however, they can request it if they choose. Mr. Lucke explained that he requested a personal day and it was neither approved nor denied so he did not take the day. He said the Superintendent did not discuss the grievance in a timely manner with him. He said he was ok with the response but the Superintendent talked to the head of the union instead of him. He also found it curious that a memo was sent to all administrators regarding the taking of personal days and how they should contact the Superintendent's office if they have not received a response to their request. This grievance and the previous grievance timelines were not met. Would like to move on the grievance IC and then wrap around to this grievance. Mr. Hatfield said he did not see the paperwork on the second grievance. Mr. Lucke said he had a question regarding the Board decision on the prior grievance. He wanted to know what was said regarding his return to work. Mr. Lucke said he came back the next day as this is what he and the 50+ people in the audience heard. Mrs. Magri said she said she believed the motion said Mr. Lucke should return to work as soon as the financial agreement was worked out or something similar to that. Mr. Lucke said he came back the next day, Thursday, Friday, and part of Monday and the financial impact of the suspension was supposed to be spread out over the 26 pays. Mr. Hatfield was upset that he didn't have the grievance paperwork to read and is irked that he is not prepared. Mr. Lucke said the rationale was to spread the impact over 26 pays which would be the entire year which was a contradiction to what was negotiated here. He said this is one example of how negotiations were broken down. He said he was disappointed that it was not spread out so he could return to work ASAP. Mr. Lucke spoke of the suspension he received. He said he received 22 days suspension from Mr. Wilson and the Board of Education issued a suspension of 20 days. He asked for an explanation on how it was calculated. Mr. Freund asked for a breakdown of the days Mr. Lucke would be working. He got one week off and that week fell during the Administrative Retreat so Mr. Lucke missed it. He said Mr. Wilson met with him after the retreat to bring him up to date on what was discussed. He was excluded from the retreat. Mr. Lucke indicated that he was later reimbursed for two days suspension. Mr. Wilson met and discussed this with Mr. Freund. Mr. Lucke said he was hired 15 or 16 years ago and has done extremely well. He cited several accomplishments. He asked the Board if he was going to keep paying the price. He said he wants to move on and doesn't want to continuously look over his shoulder. He wants to get on with the education of kids. He said he did try to talk to the Superintendent. He said he is not leaving unless he is forced out or fired. He said he wants to go to work and be happy every day. He doesn't want to be looking over his shoulder all the time. He wants to get back to the educating this community's kids. He said he feels he is doing a darn good job. He pointed out that throughout his administrative career he has had no grievances. We need to work together. Seymour High School is the flagship of the district and he feels this nonsense needs to stop; let me do my job the best way I know how. Mr. Wilson responded that Mr. Lucke put in a personal day while he was out of state. He did not deny the request. Mr. Lucke did not call or ask as a follow up on the status of his request. In essence, upholding the grievance. His request was not denied and eventually the day was given back to him in AESOP since he did not take it. Mr. Hatfield asked about the process and Mr. Wilson confirmed the requests are approved or denied by the building administrator and then if approved come to the Superintendent for approval or denial. Mr. Hatfield asked why the Associate Superintendent did not approve it. Mr. Wilson explained that the Associate Superintendent does not see the requests in AESOP so she could not approve/deny it. Mr. Stanek asked if the Associate Superintendent is the acting superintendent when the Superintendent is out of state. Mr. Wilson confirmed she is but the system does not allow for an additional approver. Ms. Magri explained that there is no ability in the system but if Mr. Lucke had called, she could have verbally approved the day and had it approved in the system upon Mr. Wilson's return. She said she felt what we are seeing here is maybe a little bit of nick picking because people are not happy with the way things turned out.

Mr. Hatfield said he thought that was not fair as they are talking about the same issue. Mr. Stanek said he felt there is too much dependency on technology and no one wants to pick up a phone and talk. Ms. Magri reminded the Board that the question here is this a grievable offense? Mr. Hatfield said there is a problem with the process and he spoke about a similar situation he had at his school where a day he requested was denied. Ms. Magri reiterated that Mr. Lucke's day was not denied. Mr. Hatfield said the process needs to be corrected and Mr. Strumello said that would have to be done through negotiations to change the contract language. Mr. Wilson said the teachers have the same requirement to follow up on requests by a phone call. There was some talk about the contract language regarding time off for Administrators. Mr. Wilson reminded the Board that they need to know when anyone is going to be out of district. Mr. Hatfield said again he felt the contract language needs to be changed during the next round of negotiations. Mr. Hatfield said due to the fact that he did not receive the grievance paperwork he should not be asked to read it now and make a decision. Ms. Magri asked Mr. Freund if they would make an agreement to waive the 10 day window to give the Board more time to meet again to make their decision. Mr. Freund asked how many days it would be if the 10 day window was waived and Ms. Magri said that would be dependent on whether the Board could meet for a special meeting. Mr. Hatfield said he wanted it on the record that he did not receive the supporting paperwork in a timely manner and that if he had, this would not be happening. Mr. Hatfield questioned whose fault this is. Mr. Garofolo said he is not in favor of waiting for the next meeting and he feels an attempt should be made to get a quorum for a special meeting. Ms. Magri agreed and said if this is not possible then it would go to the October meeting. Mr. Wilson said that here is no ill will or no animosity here. He stated that he does not understand why a presentation to the Board was necessary since the grievance was in essence upheld. Mr. Garofolo was upset because the grievance was not in the packet and wondered who checks the documents for the agenda. Mr. Wilson said the Board chair, the Vice Board Chair and the Superintendent check the agenda and he could not offer a reason why the document was not included. Mr. Garofolo said the evidence was not included so the Board was not prepared. He told Mr. Wilson the buck stops here. Mr. Wilson responded that this is a Board agenda. Ms. Magri attempted to provide clarification by saying that she gets the complete agenda at the same time everyone else on the Board does and she apologized for not checking it. Mr. Garofolo said he felt it was not her job to do so.

XII. ADJOURNMENT

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

SO VOTED

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

MOTION PASSES: 6-0

The meeting adjourned at 10:37 pm

Submitted by:
Lee-Ann Dauerty
Board Clerk

