

# Seymour Board of Education

## REGULAR MEETING MINUTES

March 2, 2020  
Seymour Middle School  
7:30 pm

COPY RECEIVED  
DATE: 3/11/2020  
TIME: 9:30 AM  
TOWN CLERK'S OFFICE

### BOARD MEMBERS IN ATTENDANCE:

Kristen Bruno  
Christopher Champagne  
James Garofolo  
Kristen Harmeling  
Jay Hatfield  
Peter Kubik  
Beth Nesteriak  
Fred Stanek  
Ed Strumello

Ashley Sirowich, Student Representative  
Zachary Braca, Student Representative  
Michael Wilson, Superintendent of Schools  
Sherry Holmes, Business Manager  
Kris Boyle, Director of Special Services  
Lee-Ann Dauerty, Board Clerk  
Tim Connors, Director of Operations  
Paul Lucke, Assistant Principal, SHS  
Jodie Roden, Principal, SMS  
Kathleen Freimuth, Assistant Principal, SMS  
Mary Sue Feige, Principal, BS  
Lauren Reid, Assistant Principal, BS  
David Olechna, Principal, CLS  
Stacey Albertson, Assistant Principal, CLS

### OTHERS IN ATTENDANCE:

#### I. CALL TO ORDER

##### A. Pledge of Allegiance

Mr. Strumello called the meeting to order with the Pledge of Allegiance at 7:31 p.m.

##### B. Introductions

#### II. **BOARD AND ADMINISTRATIVE COMMUNICATIONS**

##### A. Recognitions

1. Congratulations to the SMS Girls Basketball team for capturing their fourth Junior NVL Championship over City Hill!

Ms. Harmeling congratulated Dion Perkins on being named All NVL and Kyle Harmeling on being named All Copper Division.

### **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.

Ms. Elizabeth Vicidomino, 7 Fawn Hallow Drive, spoke about her concerns concerning class sizes for 5, 6, and 7 year old children at Bungay School. She spoke about the quality of her son's education when they moved to Seymour compared to how it is now. She said there is too much combining of classrooms due to the lack of substitute teachers. Dan Carboni, 5 Terrace Road, asked the Board to hire more bodies. Teachers are taxed by having 35-40 in the classrooms. Students are affected. Assessments show that the kids are doing the same, there are no gains. Jodie Gerstenhauber, 8 Emma Street spoke of her concerns regarding the lack of communication from Bungay School regarding staffing. She said the internet service is poor. She is concerned about the class sizes and the ability of the teachers to be able to teach 35-40 students. She said the MAP scores reflect a problem. There is quite a changeover of staff in the unified arts. Gym class is split because there is no sub or gym teacher. She spoke of the lack of communication between the regular teachers and the substitute teachers. Ron Horowitz, 65 Brookfield Road spoke about administration controlling the communication. He compared how things were at Chatfield-LoPresti to how they are at Bungay. No extracurricular activities at Bungay. He was concerned about the teacher morale and how they are not getting support. Fears we will lose good teachers. Cindy Hannon, 9 French Street noted that there is a substitute problem at Chatfield-LoPresti also.

### **IV. CONSENT AGENDA**

- A. Approval of Minutes
  - 1. Regular BOE Meeting Minutes – February 3, 2020
- B. Nutrition Services Financial Report – January 2020
- C. Financial Management Summary - Ending February 28, 2020
- D. Staff Hiring – Certified
  - 1. Greene, Katelyn
    - Elementary Teacher, Grade 3
    - Bungay School
    - Replacing Carrie Stepeck
- E. Staff Hiring – Non Certified
  - 1. Kantzas, Georgia
    - Instructional Paraprofessional
    - Chatfield-LoPresti School
    - Replacing Rachel Bohuski
- F. Volunteer Appointment
  - 1. Lonergan, Shawn
    - Volunteer Assistant Coach
    - Baseball
    - Seymour High School

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

**SO VOTED**

**AFFIRMATIVE:** Ms. Bruno, Mr. Champagne, Mr. Garofolo, Ms. Harmeling, Mr. Hatfield, Mr. Kubik, Ms. Nesteriak, Mr. Stanek, Mr. Strumello

**V. ITEMS REMOVED FROM THE CONSENT AGENDA**

None

**VI. RECOMMENDED ACTIONS**

**A. BOE Policy Committee**

Mr. Strumello said he, Mr. Garofolo, and Mr. Wilson met to review policy at the Policy Committee meeting on February 20. He noted that it was decided that Safety would be something that could be discussed at any committee meeting if they have concerns.

**1. Policy 9325.2**

This policy was revised because of the organizational meeting and the number of committees.

**MOTION:** (Mr. Hatfield/sec., Mr. Garofolo) to approve the recommendation of the Policy Committee to revise policy 9325.2- Bylaws of the Board-Order of Business as presented

**SO VOTED**

**AFFIRMATIVE:** Ms. Bruno, Mr. Champagne, Mr. Garofolo, Ms. Harmeling, Mr. Hatfield, Mr. Kubik, Ms. Nesteriak, Mr. Stanek, Mr. Strumello

**MOTION PASSES:** 9-0

**2. Policy 9133**

**MOTION:** (Mr. Hatfield/sec., Mr. Garofolo) to approve the recommendation of the Policy Committee to revise policy 9133 - Bylaws of the Board-Special Committees/Advisory Committees as presented

**SO VOTED**

**AFFIRMATIVE:** Ms. Bruno, Mr. Champagne, Mr. Garofolo, Ms. Harmeling, Mr. Hatfield, Mr. Kubik, Ms. Nesteriak, Mr. Stanek, Mr. Strumello

**MOTION PASSES:** 9-0

**3. Policy 9132**

Ms. Harmeling said she loves what was done but had a question regarding Health and Nutrition education which she feels should fall under the responsibility of the Curriculum Committee. Mr. Strumello clarified that this meant health issues related to sports not curriculum.

**MOTION:** (Mr. Hatfield/sec., Mr. Garofolo) to approve the recommendation of the Policy Committee to revise policy 9132 - Bylaws of the Board-Permanent Board Committees as presented

**MOTION:** (Ms. Harmeling/sec., Mr. Garofolo) to approve the recommendation of the Policy Committee to revise policy 9132 - Bylaws of the Board-Permanent Board Committees as amended

**SO VOTED**

**AFFIRMATIVE:** Ms. Bruno, Mr. Champagne, Mr. Garofolo, Ms. Harmeling, Mr. Hatfield, Mr. Kubik, Ms. Nesteriak, Mr. Stanek, Mr. Strumello

**MOTION PASSES:** 9-0

4. Policy 1411  
There was a discussion regarding the difference between the School Security Officer and the School Resource Officer and who could question the students without a parent present.  
**MOTION:** (Mr. Garofolo/sec., Ms. Harmeling) to approve the recommendation of the Policy Committee to revise policy 1411 Community Relations - Law Enforcement Agencies as presented  
**SO VOTED**  
**AFFIRMATIVE:** Ms. Bruno, Mr. Champagne, Mr. Garofolo, Ms. Harmeling,, Mr. Kubik, Ms. Nesteriak, Mr. Stanek, Mr. Strumello  
**OPPOSED:** Mr. Hatfield  
**MOTION PASSES:** 8-1
5. Policy 2132  
**MOTION:** (Mr. Hatfield/sec., Mr. Garofolo) to approve the recommendation of the Policy Committee to revise policy 2132 - Administration - Associate Superintendent of Schools  
**SO VOTED**  
**AFFIRMATIVE:** Ms. Bruno, Mr. Champagne, Mr. Garofolo, Ms. Harmeling, Mr. Kubik, Ms. Nesteriak, Mr. Stanek, Mr. Strumello  
**OPPOSED:** Mr. Hatfield  
**MOTION PASSES:** 8-1
6. Policy 2134  
**MOTION:** (Mr. Hatfield/sec., Mr. Garofolo) to approve the recommendation of the Policy Committee to revise policy 2134 Administration - School Business Manager as presented  
**SO VOTED**  
**AFFIRMATIVE:** Ms. Bruno, Mr. Champagne, Mr. Garofolo, Ms. Harmeling, Mr. Hatfield, Mr. Kubik, Ms. Nesteriak, Mr. Stanek, Mr. Strumello  
**MOTION PASSES:** 9-0
7. Policy 2120  
Ms. Bruno asked if the chart reflects this year. She asked that the part time athletic director be added to the chart. Some of the arrows were off and they will be corrected to be more clear as to who reports to whom.  
**MOTION:** (Mr. Hatfield/sec., Mr. Garofolo) to approve the recommendation of the Policy Committee to revise policy 2120 - Organizational Charts as presented  
**MOTION:** (Ms. Bruno/sec., Mr. Garofolo) to approve the recommendation of the Policy Committee to revise policy 2120 - Organizational Charts as amended  
**SO VOTED**  
**AFFIRMATIVE:** Ms. Bruno, Mr. Champagne, Mr. Garofolo, Ms. Harmeling, Mr. Hatfield, Mr. Kubik, Ms. Nesteriak, Mr. Stanek, Mr. Strumello  
**MOTION PASSES:** 9-0
- B. Non-Renewal
1. The Superintendent of Schools will recommend the non renewal of seven (7) non tenured teachers, Amber Ball, Bryan Grant, Janet Horton, Angela Klimaytis, Charles Meyer, Deborah Ricard, and Eric Zeiser at the end of the 2019-2020 school year in accordance with the provisions of Connecticut General Statutes section 10-151. This recommendation has been made because these teachers covered extended sick leaves as long term substitutes

**MOTION:** (Mr. Garofolo/sec., Ms. Harmeling) move that, pursuant to Connecticut General Statutes section 10-151, the Seymour Board of Education will non renew the teaching contracts of Amber Ball, Bryan Grant, Janet Horton, Angela Klimaytis, Charles Meyer, Deborah Ricard, and Eric Zeiser at the end of the 2019-2020 school year as recommended by the Superintendent. Further, move that the Superintendent is directed to communicate this action to the Board in writing to Amber Ball, Bryan Grant, Janet Horton, Angela Klimaytis, Charles Meyer, Deborah Ricard, and Eric Zeiser and that the Superintendent of Schools will be authorized to respond on behalf of the Board to any request, if required by law, or for other data which may be forthcoming from the teacher and/or his/her representative pursuant to applicable provisions of the Connecticut General Statute

**SO VOTED**

**AFFIRMATIVE:** Ms. Bruno, Mr. Champagne, Mr. Garofolo, Ms. Harmeling, Mr. Hatfield, Mr. Kubik, Ms. Nesteriak, Mr. Stanek, Mr. Strumello

**MOTION PASSES:** 9-0

C. Out of State Field Trip

1. Drama Club Advisors Ms. Esteves-Pinho, Ms. Spear, and Mr. Fitzgerald would like to take the Drama Club to New York City, NY on Thursday, April 2, 2020 through Friday, April 3, 2020

Mr. Kubik asked if the students were paying the cost. Ms. Esteves-Pinho said the students would pay \$110 and the Drama Club fundraising would cover the rest of the costs. With regard to the Corona Virus situation, this trip would be subject to the recommendations of the CDC. Mr. Kubik suggested they get wording in the contracts for the hotel, transportation, and performances that would cover refunds.

**MOTION:** (Ms. Harmeling/sec., Mr. Kubik) to approve the recommendation of the Superintendent to approve the field trip request of Ms. Esteves-Pinho, Ms. Spear, and Mr. Fitzgerald to take the high school drama club on a field trip to New York City, New York

**SO VOTED**

**AFFIRMATIVE:** Ms. Bruno, Mr. Champagne, Mr. Garofolo, Ms. Harmeling, Mr. Hatfield, Mr. Kubik, Ms. Nesteriak, Mr. Stanek, Mr. Strumello

**MOTION PASSES:** 9-0

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

A. HS Student Representative Report – Miss Sirowich, Mr. Braca

Miss Sirowich and Mr. Braca reported the Spanish Club put the flags of other countries around the world in the hallways. The HOPE Club decorated every locker with motivational phrases for National Kindness Month. On March 31 the student council will be having a small scale blood drive for seniors. All of the FBLA members have taken their tests for the upcoming competition which is on March 17. We have two students who are running for state officer positions. FBLA is also collecting pet supplies for a no kill shelter in Waterbury. The SATs are coming on March 25. Life Skills class and Seniors took a field trip to the Millford Mall and Miss Sirowich reported it was a lot of fun. For the first time in many years, the sounds of the bells have changed. They are something similar to the noises on a plane and the sound of a piano playing. In sports the girls track team got 2nd on February 3. The boys basketball team finished the regular season with eight wins and 12 losses making the state tournament. The girls basketball just won the first round of states going against Plainville.

Swim NVLs are tomorrow at Kennedy and States are coming up in two weeks. The Student Council is preparing to run the Mr. Seymour Contest and the date will be chosen soon.

B. Committee Reports

1. Finance Committee Minutes - February 3, 2020

Ms. Harmeling reported that the presentation to the Board of Finance was good and they asked good questions and had valid concerns. The Town hearing date has not yet been set.

2. Awards Committee Minutes - February 6, 2020

Mr. Strumello reported that the district awards are opening soon and encouraged everyone to nominate someone for these honors. We will spread the word through newspapers and social media.

3. Policy Committee Minutes – February 20, 2020

4. Facilities Committee Minutes - February 25, 2020

This was the first meeting of the Facilities Committee. Mr. Connors did a good presentation.

C. Possible Move of Central Office to Seymour High School - Mr. Connors

Mr. Connors explained the plan for moving Central Office to the high school should the sale of 98 Bank Street go through. He emphasized that at this point this is all conjecture. The high school is the only cost effective place to go. Mr. Stanek said the funding for this would come from the sale of 98 Bank. When asked about the time frame, Mr. Connors said it is all dependent on the sale of 98 Bank Street and as long as we don't have too many chiefs, it can be done by the start of school. Ms. Harmeling said she was not in favor of combining classrooms or giving up on Home Economics. She hoped there might be some other options. Mr. Connors reminded the Board that as of now, this is the best place with regard to safety and cost.

D. Board of Education Report

1. Chairperson Comments

Mr. Strumello encouraged everyone to submit nominations for the district awards. Ms. Bruno said the Awards Ceremony is a special night to recognize those folks who make a difference. She also noted that March is School Social Workers month.

2. Substitute Issue

**MOTION:** (Mr. Garofolo/sec., Ms. Harmeling) to add to the agenda a discussion on the substitute issue

**SO VOTED**

**AFFIRMATIVE:** Ms. Bruno, Mr. Champagne, Mr. Garofolo, Ms. Harmeling, Mr. Hatfield, Mr. Kubik, Ms. Nesteriak, Mr. Stanek, Mr. Strumello

**MOTION PASSES:** 9-0

Mr. Garofolo said he understands the parental concerns regarding the lack of substitutes as he has a granddaughter who is affected by the unqualified substitutes. He said we need to deal with medical leaves as they arise. He is confident that our Superintendent is doing his best to address this shortage situation. We don't control this as a community and a district. This is a problem everywhere, not just in Seymour. We don't have answers to all of the issues. He said he has faith in our Superintendent and knows that he has tried. He has contacted agencies. He understands the parents; it is difficult for his granddaughter. He is sad that this is happening but this is a reality and we have to deal with it.

Ms. Harmeling said while she usually agrees with Mr. Garofolo this time she does not. She feels we need to rethink our priorities. Maybe it's time to look at the K-2, 3-5 model. She thinks we need to have qualified substitutes in the buildings. We should look at teacher leaders. We just cannot have 35 kids in a classroom; in her opinion this is just not acceptable. Mr. Strumello said we have contract issues now. We used to have interns but that got too expensive. Money is the issue. The Town has told us that we have to cut the budget. It's a bad time to be Board Chairman. In his opinion, agencies are not the answer, they are just living bodies. Ms. Nesteriak said it is hard to understand and requested more information on the issue next month. She would also like to see the communication plan for the elementary schools. Mr. Hatfield said he would like to know the plan for the Physical Education teacher at Bungay School. Ms. Harmeling said there needs to be reconciliation between reality and budget. Classes are being split and something has shifted. Something else must be going on. Mr. Hatfield said there has also been shifts mid-year. He asked, what is happening?

3. Pandemic Preparedness

**MOTION:** (Mr. Stanek/sec., Mr. Garofolo) to add to the agenda a discussion and possible action regarding preparedness for a possible pandemic

**SO VOTED**

**AFFIRMATIVE:** Ms. Bruno, Mr. Champagne, Mr. Garofolo, Ms. Harmeling, Mr. Hatfield, Mr. Kubik, Ms. Nesteriak, Mr. Stanek, Mr. Strumello

**MOTION PASSES:** 9-0

Mr. Stanek asked Mr. Wilson to inform the Board what has been done so far regarding a possible pandemic. Mr. Wilson said they have received information from the CDC as well as from Naugatuck Valley Health District. Both have advised us to continue as normal. There are no cases in Connecticut as of today. We are taking a proactive approach, sending communications as needed and preparing for possible quarantines. CAGE is working on a policy. Right now we are following directives from NVHD. CAGE/CAPSS is in contact with the State. There is just information right now. Our Head Nurse is doing a great job. This is a concern but Mr. Wilson feels better today. Our communication was appropriate. The plan is to send another communication just before spring break so people who have travel plans will be informed. Again our position is proactive. The policy will be looked at during our next Policy Committee meeting. Mr. Stanek said he feels it is important that the Board knows that there is planning happening. He wondered about technology teaching should we have to close. Mr. Wilson said we cannot replace teachers and could we handle distance learning, possibly. We are not complete with 1 to 1 yet. The policy committee and CAGE will be discussing this. Ms. Nesteriak asked if we have the necessary supplies needed. Mr. Connors said we do and the staff is currently wiping down and cleaning things such as doorknobs. He said we are doing what we can and are open to suggestions. The summer trip will be decided based on what the CEC recommends.

4. Board Member Comments

Mr. Stanek shared a 1962 pamphlet from the dedication of the high school building that he found while going through his wife's paperwork. He said the building was built to accommodate 675 students.

E. Superintendent Report – Mr. Wilson

1. March is Board of Education appreciation month - Mr. Wilson wanted to take a moment to say thank you on behalf of all of the teachers, administrators, and students. Your dedication and hard work for the students and staff of Seymour Public Schools is much appreciated.
2. Mid-year check in meetings have been conducted with all of the Administrators at which time, progress on their school goals were discussed
3. Mr. Wilson shared on Google Drive a review of AASA Conference Workshops he attended February 13-15.
4. Building Visits - Mrs. Tencza and Mr. Wilson have continued to be visible in all of the buildings this past month and will continue to visit the buildings in order to witness the hard work being done by all of our students, Teachers and Administrators.
5. Facebook Update - we have just under 1650 followers on our Facebook page.
6. The information for Parent University was shared with the Board by Ms. Lauren Reid. We are excited to present this program to all interested parents and guardians. There will be 3 different sessions and the HOPE Club will provide childcare.
7. As indicated at last month's BOE meeting, Mr. Lucke did a brief overview of Edgenuity, a program that he brought to the school to offer credit recovery online. The program started with 10 licenses that can be used over and over again. It was used while our math department was short a teacher and the high school was having difficulty finding qualified substitutes. The program was upped to 25 licenses. The software allows for a robust program of study that is based on the Common Core. It is primarily video and reading. Mr. Lucke was happy to report that we have hired Mr. Colagrossi, a long term substitute for math at the high school. Edgenuity will be phased out for math but the 26 licenses will be used for credit recovery and looking at it to use for summer school.

**VIII. INFORMATION**

A. Activities and Recognitions

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

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

Ms. Bruno thanked Dr. Boyle for providing the additional information on this report.

C. Staff Hiring - Appendix E

1. Avena, Michael
  - Head Coach, Outdoor Track
  - Seymour High School
  - Replacing Matt DeMarco
2. Slie, Stefanie
  - Assistant Coach, Indoor Track
  - Seymour High School
  - Replacing Matt DeMarco

D. Staff Resignations – Certified

1. Freeman, Jason
  - Elementary Teacher, Physical Education
  - Bungay School
  - Effective February 24, 2020



E. Staff Resignations – Non Certified

1. Ball, Amber
  - Instructional Paraprofessional
  - Bungay School
  - Effective January 31, 2020
2. Felizardo, Rowena
  - Instructional Paraprofessional
  - Chatfield-LoPresti School
  - Effective February 4, 2020
3. Sadick, Colleen
  - Instructional Paraprofessional
  - Chatfield-LoPresti School
  - Effective March 9, 2020

F. Seymour High School Academic Hall of Fame

The Seymour High School Academic Hall of Fame committee is looking for one or two Board members to participate on the committee. If you are interested, please get in touch with Mr. Wilson.

IX. EXECUTIVE SESSION

\*A. Contract

**MOTION:** (Mr. Stanek/sec., Mr. Kubik) to adjourn and reconvene the Executive Session at a Special Meeting next Monday (or when the Board is available)

**SO VOTED**

**AFFIRMATIVE:** Ms. Bruno, Mr. Champagne, Mr. Garofolo, Ms. Harmeling, Mr. Hatfield, Mr. Kubik, Ms. Nesteriak, Mr. Stanek, Mr. Strumello

**MOTION PASSES:** 9-0

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

X. PUBLIC COMMENT

Kimberly Farmer, 5 William Lane - acknowledged Mrs. Bennett's letter regarding the Corona Virus and wondered if a second letter would be coming regarding what schools are doing. She also said she felt if some of the sporting teams accomplishments are acknowledged during the Board meeting, then all of the teams' accomplishments should be acknowledged. Mr. Wilson said he would ask the Administrators to include this information in their reports to the Board.

XI. ADJOURNMENT

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

**SO VOTED**

**AFFIRMATIVE:** Ms. Bruno, Mr. Champagne, Mr. Garofolo, Ms. Harmeling, Mr. Hatfield, Mr. Kubik, Ms. Nesteriak, Mr. Stanek, Mr. Strumello

**MOTION PASSES:** 9-0

The meeting adjourned at 10:07 pm

Submitted by:  
Lee-Ann Dauerty  
Board Clerk