



**MONTVILLE BOARD OF EDUCATION  
REGULAR MEETING OF THE BOARD OF EDUCATION  
MONTVILLE HIGH SCHOOL LIBRARY/MEDIA CENTER  
September 18, 2018 at 6:00 p.m.**

**Item 1. Call to order/Pledge of Allegiance.**

Board chair Robert Mitchell called the meeting to order at 6:00 p.m. in the Montville High School Library. Board members present were James Wood, Colleen Rix, Sandra Berardy, Daniel Boisvert, Monica Pomazon, Steven Loiler, Joe Aquitante and Robert Mitchell. Board member Dana Ladyga was absent.

Also present were Acting Superintendent Laurie Pallin, Business Manager Kathy Lamoureux, Administrative Assistant to the Superintendent Jennifer LeMay, Administrator's; Jill Mazzalupo, Will Klinefelter, Amy Espinoza, Robert Alves, M.J. Dix, Denise Dunning, Heather Sangermano, and Laura Zurell.

**Presentation:**           A) Reception 2019 Teacher of the Year – Nicole Stelik

Board Chair Robert Mitchell introduced Laurie Pallin and M.J. Dix who introduced Nicole Stelik, 2019 Teacher of the year.

Nikki has been a Montville teacher since 2006 first at Oakdale Elementary School and currently at Leonard J. Tyl Middle School.

She came to my attention as a fifth grade teacher at Oakdale. Even in her first year Montville, her classroom served as a model for the teaching of reading. I still specifically remember a walk-through observation of her classroom from over ten years ago because her instruction was nothing short of magical...students were an excited, eager, empowered community of learners.

A review of Nikki's evaluations over her twelve years in district brings to light consistent recognition of:

- Nikki's natural enthusiasm and patience
- Students' engagement and excitement
- A positive environment and exceptional student rapport
- A climate of high expectations
- Excellent lesson design
- Highly effective teacher-modeling
- A keen awareness of the value of discourse and student dialog
- Development of a supportive tone in the classroom
- The ability to foster a sense of community
- And the fact that Nikki always honors the ideas of all

In her first year in our district, then Oakdale principal Mark Johnson recognized in Nikki a teacher who would become a leader within and beyond the classroom and who would contribute to a community of teacher learners and leaders and influence others toward improved educational practice.

This evening, we recognize that Mark's words were indeed prophetic. Nikki has grown to be an exceptional teacher and a leader among her peers and we are thrilled to recognize Nicki Stelik as Montville's 2019 teacher of the year.

M.J. Dix: Nikki has coached her coworkers, she encompasses her team, her colleagues and everyone in her school. Nikki is an exceptional teacher and true leader. This honor is well deserved. Nikki knows the role she plays at Tyl, she is loved by her coworkers and staff and we are so thrilled that she was recognized as Teacher of the Year.

Robert Mitchell presented Nikki with the golden apple. Nicole thanked the board, and her supportive administrators, friends and family.

#### 2019 Paraprofessional of the Year – LeeAnn Bigelow

Laurie Pallin and Jill Mazzalupo introduced LeeAnn Bigelow as the 2019 Paraprofessional of the year.

LeeAnn – has served as a special education paraeducator in Montville since 2003. She has played a vital role in promoting student growth.

LeeAnn's evaluators report that she:

- Is always compassionate, patient, flexible
- Goes above and beyond at all times
- Brings out the best in students
- Works Cooperatively,
- Is extremely conscientious
- Uses creative and engaging techniques
- Displays Positive energy
- Acts as a Consummate professional who actively seeks self-improvement.
- And knows just the right balance between providing structured support without over-assisting students

LeeAnn, we are proud to recognize you as Montville's paraeducator of the year for 2018-2019.

Jill: LeeAnn uses creative and inventive techniques to engage students. LeeAnn has worked with countless students where she presents as very firm but loving. She develops strong and personal relationships with students, families and coworkers alike. LeeAnn was presented with a plaque and Montville Pen from the Board.

Mayor Ron McDaniel and Councilor Pike presented certificates of recognition to both Nikki and LeeAnn.

Senator Paul Formica, Dr. Kevin Ryan, and Representative Kathleen McCarty were introduced and presented both Nikki and LeeAnn with citations from the State of Connecticut.

#### C) Introduction of new staff by administration

Paula LaChance introduced Laura Zurell, Elementary Program Leader and Sasha Discuillo, Social worker.

Will Klinefelter introduced Phyllis Freeman, part-time art teacher at Mohegan Elementary School.

Jill Mazzalupo introduced Corey Wilcox, Physical Education Teacher at Oakdale Elementary School.

## D) NEASC Visit – Rob Alves

Acting Assistant Principal Robert Alves described the upcoming NEASC accreditation visit scheduled for October 21, 2018 through Wednesday the 24th. Our self-study is 100% done, our supplemental materials have also been completed and uploaded to the portal. Last Wednesday we met with the chair of the visiting committee and went over a lot of information with her. Now we are going through the particulars of the visit. We are currently working on scheduling the visit including interviews and student shadows.

Students provided formal invitations to the Board of Education which includes the meeting with the Board of Education, on October 21, 2018 at 1:00 p.m. which will begin with a panel presentation, an interview with the board to follow, and a building tour. An exact schedule will be sent to the board in the next few days.

The work that the staff did on the self-study is right up there with the best that I have read. I don't think that they have really left anything for the visiting team to investigate.

### **Item 2. Hearing of delegates and citizens (regarding agenda items only)**

Leonard Bunnell, 5 Little John Drive, as the Lt. of the Montville Police Department, as a parent and grandfather of students in the schools, I think the time has come that we need to arm the security guards in the schools. I too dislike guns in school, but the time has come. I know there is staunch opposition to guns in the schools, and I too do not want guns in the schools but they are already there. We as police officers carry guns in the schools. I have instituted a random patrol check for the officers, this is the first step, the next step is to put someone in the buildings with a firearm all of the time. There is a state statute which covers who may carry guns in schools which includes sworn officers and retired officers. It is unfortunate, but the time has come. I want you to remember there are two common denominators in shootings, mental illness and soft targets. We cannot do a lot about mental illness because it is a long term project but we can do something about the soft targets. If you put a qualified person in with a firearm, you are going eliminate the threat of the soft target.

Chris Ida, 29 Church Road Oakdale, I would like to mirror Lenny's position, I am a graduate of Montville High. I have two students in the schools now. I look at this as an idea we need to explore, and I look at it as a deterrent. I implore you to consider all options that are out there.

### **Item 3. Letters and communications**

None

### **Item 4. Approval of the consent calendar**

**Motion:** That the board approves the 2018-2019 Board of Education Goals.

**Proposed by:** Joe Aquitante

**Seconded by:** Monica Pomazon

**Vote:** Carried (vote 7-0)

**Motion: To move item 11 to item 5.**

**Proposed by:** Steven Loiler

**Seconded by:** Colleen Rix

**Vote:** Carried (vote 7-0)

**Item 5. Executive session to discuss school security and invite the PSC Chair, Robert Yuchnik, Mike Butterworth and Vic Lenda, members of The Public Safety Commission, Town Council member Jeff Rodgers, Resident State Trooper Mark Juhola and Mayor Ron McDaniel.**

**Motion:** That the board enters executive session at 6:34 p.m. to discuss school security and invites the PSC Chair, Robert Yuchnik, Micky Gillette, Mike Butterworth and Vic Lenda, members of The Public Safety Commission, Town Council member Jeff Rodgers, Resident State Trooper Mark Juhola and Mayor Ron McDaniel and Lt. Lenny Bunnell.

**Proposed by:** Steven Loiler  
**Seconded by:** Joe Aquitante  
**Vote:** Carried (vote 7-0)

**Motion:** That the board exits executive session at 7:52 with no votes taken.

**Proposed by:** Colleen Rix  
**Seconded by:** Joe Aquitante  
**Vote:** Carried (vote 7-0)

**Item 6. Unfinished business.**

**a. Consideration and action to review/approve the 2018-2019 Board of Education Goals.**

**Motion:** That the board approves the 2018-2019 Board of Education Goals.

**Proposed by:** Colleen Rix  
**Seconded by:** Monica Pomazon  
**Vote:** Carried (vote 7-0)

**b. Consideration and action to review/approve the vision for the board of education.**

**Motion:** That the board approves the revised vision for the Board of Education.

**Proposed by:** Steven Loiler  
**Seconded by:** Joe Aquitante  
**Vote:** Carried (vote 7-0)

Bob: The vision statement had not been changed since 2004, it was due. Please post this prominently on the web site as soon as possible.

**Item 7. New Business.**

**a. Consideration and action to approve the 2019 Board of Education meeting dates.**

**Motion:** That the board approves the 2019 Board of Education meeting dates.

**Proposed by:** Dan Boisvert  
**Seconded by:** Colleen Rix  
**Vote:** Carried (vote 7-0)

**b. Discussion and action regarding CABA policy review proposal.**

**Motion:** All in favor with contracting with CABA for a policy review.

**Vote:** Carried: 7-0

Laurie: We received the proposal from Shipman and Goodwin for \$3500, the CABA proposal is in OneNote for you, for a school of our size it would be \$2,200. In terms of the services provided it gives us a start, they would analyze our existing manual, prepare a narrative report and identify weaknesses in our policies and provide a chart of anything that is out of date or incomplete and recommendations for any future work we need to do. For me being new to the policy work, I think that would be a really helpful step on identifying where to focus and the areas we are falling short in.

Bob: This is in addition to the proposal from Shipman and Goodwin. Jim what do you think? Vince has been pretty good for us and it would be good just to take a look and see what we are lacking.

**c. Discussion and action to reestablish the Communications Committee.**

**Motion:** To reestablish the Communications Committee for a period of one year.

**Proposed:** Colleen Rix

**Seconded:** Monica Pomazon

Colleen Rix, previous chair, resigned from Communications committee, Sandra Berardy will remain on and Monica and Bob will join the committee. Bob would like the board to authorize another year of the ad hoc committee and to get some volunteers from the board to serve on the committee. Bob asked for board volunteers, Monica Pomazon volunteered, Bob volunteered to serve on the committee as a result of no additional volunteers from the board. Bob invited the student board reps to be on the Communications Committee, Ashley Seldon joined the committee. Monica resigned the Atlantic Broadband Committee.

**d. Discussion and action to approve the bid waiver requirement for the capital project of fixing the drainage issue in the parking lot at the transportation facility. The project cost has been adjusted to \$54,500 from \$40,000. The additional funding has been approved by the Town Council. If approved a contract will be issued to Lombardi Gravel & Excavation to complete this work.**

**Motion:** That the board approves the bid waiver requirement for the capital project of fixing the drainage issue in the parking lot of the transportation facility.

**Proposed by:** Jim Wood

**Seconded by:** Dan Boisvert

**Abstained:** Sandra Berardy

**Vote:** Carried (vote 6-0-1)

**e. Consideration and action to approve the transfer of \$14,500 from Object 616 (Supplies Extra Curricular) to Tuitions 562 (Private Placement) for additional tuition costs at 2017-2018 year end.**

**Motion:** That the board approves the transfer of \$14,500 from Object 616 to Object 562.

**Proposed by:** Jim Wood  
**Seconded by:** Steven Loiler  
**Vote:** Carried (vote 7-0)

Laurie: These were additional tuition bills received for outplaced students after the June board meeting. Our practice is that at our first meeting in September we make any additional transfers to last years budget.

Jim: So you do not get pinned down at next finance committee meeting, what does that do to your supplies, curriculum budget? These are transfers from last years budget so those are decisions we made last year. Laurie: Our budget is an estimate and fluid and has to be flexible, as we knew we were going to be over in special education costs we started to reduce spending in supplies. Kathy: We did transfers but there were a couple of expenditures that came in after we did our projections those extracurricular activities ended up in a surplus so we were able to take those line items to offset the overtures.

- f. Consideration and action to approve the transfer of \$5,150 from Object 620 (Fuel Oil) to Object 323 (Pupil Services) in the amount of \$4,600, Object 730 (Instructional Equipment) in the amount of \$500, and Object 810 (Dues and Fees) in the amount of \$50 to reflect 2017-2018 year-end spending.**

**Motion:** That the board approves the transfer of \$5,150 from object 620 to object 323, in the amount of \$4,600, Object 730 in the amount of \$500, and Object 810 and the amount of \$50.

**Proposed by:** Steven Loiler  
**Seconded by:** Joe Aquitante  
**Vote:** Carried (vote 7-0)

This is for costs for testing in response to parent requests for out of district evaluations which can cost up to of \$5,000 per student.

- g. Discussion regarding scheduling a visit to East Lyme School District for interested board members to view their security program.**

Bob requested a survey to be sent to the board members to establish a date and time to travel to East Lyme to see their security system. A special meeting will need to be posted for this visit if five or more board members attend.

- h. Consideration and action to approve the agreement between The Montville Board of Education and the Montville Administrators' Association for the period of July 1, 2019 -June 30, 2022.**

**Motion:** That the board approves the agreement between The Montville Board of Education and the Montville Administrators' Association for the period of July 1, 2019 --June 30, 2022.

**Proposed by:** Steven Loiler  
**Seconded by:** Colleen Rix  
**Vote:** Carried (vote 7-0)

Laurie: Joe and Monica were our board representatives for negotiations, along with Kathy and me and members from the MAA. The contract is in your OneNote binder, the changes were: personal day language is now consistent with the teachers' contract. Administrators asked and we agreed that if they have a work year calendar of over 200 days They can use three of the days when offices are closed at the school as work days from home. The district agreed to pay dues for \$235-250 for national associations for principals and assistant principals. There is language around seniority which is consistent with the teachers' contract, there is no change to the TSA contribution. The salary increase is a 1% per year increase, the insurance is now consistent with the teachers' contract in which the HD plan with the HSA the PPO is available with a buy up. The premium is constant for 2019 and there is a .50% increase for each subsequent year. We had two meetings; it was a productive and amicable process.

**Item 8. Committee and liaison reports:**

- a. Policy – No Meeting was held, next meeting will be November
- b. Educational Evaluation – No Meeting was held, next meeting will be in October
- c. Montville Education Foundation – The new grant cycle is a \$10,000 grant, and the deadline is October 30<sup>th</sup>. MEF earned over \$20,000 in their two summer fundraisers.
- d. LEARN – Robert Mitchell will be the LEARN liaison, Vote 7-0
- e. CABA/NSBA – The convention is coming up in November, Jill is presently working to obtain her 093 and her class will be attending. NSBA open registration begins in the middle of October, the convention will take place March 30<sup>th</sup>-April 1<sup>st</sup>.
- f. Atlantic Broadband Communications Advisory Council – TIVO is launching an interface with voice remote. Existing customers can swap out one old remote for a new remote.
- g. Montville Youth Services Bureau – First meeting of the school year, Pancake breakfast Oct 14<sup>th</sup> at Mohegan firehouse, cost is \$7. Annual mud run in August, people had a lot of fun. B. Lockhart has won the Laura T. Brown career achievement award. The award will be presented on October 4<sup>th</sup> at the Sheraton in Rocky Hill. Dan showed the MHS Stall Street Journal, commended the school on its production and the outstanding job done.
- h. Student Representatives Reports- Acting Assistant Principal introduce new board representative Ashley Seldon.

Geetanjali Chouhan

Good evening everyone, I hope all of you enjoyed your summer! As school starts, most students have been getting back into the swing of things, and I really believe the summer break helped ease their minds off all the bad press we've received in the past year. The students have shown an increasing amount of school pride in light of these events, from support at athletic events to an increase in club membership, for example, student government is now at almost 35 members. The students continuously show their support and willingness to abide to the changed rules and help the new administrators.

It's important to show the world that we should not be known for all the intense articles that have been published but more for the integrity of Montville. But before the world, we need to show the community, mainly parents, that our school is more than all that. The open house, which is on Thursday, at the high school is a great opportunity for parents to understand their students' school life and see that their kids do enjoy going to school.

However, not all the students feel as though these rules are fair or understandable, something Ashley will be

speaking about. While I understand that the new administration has a tough job being new and having our school in the spotlight, I do believe the students should have more of a say within the rules that dictate their school lives. On a good note, the students have been participating more in clubs. Many kids are joining student government as a way to express their opinions regarding homecoming, spirit week, etc.

Thinking about the future, I think with the necessary changes, the students will continue to show their school pride, not only in school but also everywhere else. No student should be embarrassed to be going to Montville, especially when we have an amazing faculty, great selection of clubs, and incredible school pride. Thank you.

Ashley Seldon

I personally feel like the student body as a whole is doing very, very good. Everyone appears to be in an optimistic spirit. Everyone loves our new principal Ms. Sangermano even though it was a really quick shift, students have taken a liking to her and feel like she really hears us out. I noticed a lot more people are taking the initiative to become involved in extra-curricular, student government has a large influx of freshman. Also, I think the freshman have assimilated into high school very nicely, I haven't heard any negativity towards that. At the first home football game it was a "blackout" and I was shocked to see way higher participation rates than there have been in previous years in the student section. A lot of people are stoked up about all the exciting things to come this school year, so I would say so far so good.

My perspective: One thing that I have heard complaints about despite the large variety MHS has for class selection, is students are disappointed the CNA and SAT prep programs are still removed, obviously because of budget issues. Especially with the juniors now that SAT prep is no longer offered here at the high school which I think is very unfair to students when there are other schools who offer this. These are the kids who are going to have the advantage with high scores and get into the best colleges. When students look for SAT prep options outside of school it is very inconvenient (long commutes and pricey). The CNA program was super popular at our school, many of our student body are looking into careers in the medical field and specifically becoming nurses. It was really beneficial for students and a great resume builder. Over a 100 students from various grade levels, races, and leveled classes were asked if they believed MHS didn't have enough options when selecting classes, 63% agreed. Obviously, that would require more teachers which would require more money, but not everyone wants to go to UCONN or Central (Not to bash those schools because they're great). How are we supposed to compete with these other students locally for scholarships and college positions when you look at the hand we have been dealt.

Those two courses aside, the school looks great, students are really excited. Moving forward, I'm not trying to jinx anything but the year is going to be good.

**i. Other - None**

**Item 9. Acting Superintendent's Report**

**a. Report from the Director of Special Services - Mrs. Paula LaChance**

It has been a very busy start to the year. I have spent quite a bit of time out in the schools working with our new staff, observing students and gathering data on current needs. We have six special programs within district.

We currently have approximately 328 special education students throughout the district – includes 37 students at Palmer Building, seven at Tyl special needs and seven at Tyl pathways program, eight students at the Transition Academy (three more than last year), eight preschooler special needs at Oakdale (four of which

are typical peers), twelve students in the special needs k-5 classroom at Mohegan, and 52 out-of-district special education students at clinical day, magnet and private schools.

As you know we have had our struggles with transportation therefore much time has been spent addressing the special needs issues.

I attended the annual back-to-school meeting hosted by the State's Bureau of Special Education which provides important updates. I also attended the education legislation update session hosted by Shipman and Goodwin. There are many statutory changes affecting students, staff and schools. One of the new changes is in the area of restraint and seclusion.

1. The use of seclusion as a planned intervention in a student's IEP or 504 plan is now prohibited.
2. Restraint now includes moving a child from one location to another if it requires carrying or forcibly moving that person.
3. "Exclusionary time outs" are new and this allowed to be written into an IEP or 504 plan as a planned intervention. This is defined as a temporary, continuously monitored separation of a student from an on-going activity in a non-locked setting for the purposes of calming or de-escalating student behavior.

#### **b. Report from the Acting Superintendent – Mrs. Pallin**

Capital Funds for Bus and Van purchases – We have entered a lease agreement with School Lines Inc. for 8 Blue Bird buses. We hope to have the new buses in district by the end of November or December at the latest. We are planning to purchase an 8-person van and Kathy is completing a final comparison of costs before we finalize an agreement.

Fuel Tank Removal – The Town Council approved the bid waiver at their August meeting and Terry is just double-checking to ensure that the town has met all requirements for LoCIP funding before we begin the project.

Palmer Assistant Principal – The committee has unanimously selected a candidate and I have completed reference checks and received stellar accolades. Heather and I will meet with her tomorrow to tour the building and review the terms of the contract.

Transportation – As you know we received multiple parent complaints about bus times and routes the first several weeks of school. A number of circumstances contributed to our issues including:

- We have had issues with the timing of bus routes at the start of the school year for the past several years and correcting the routes takes a significant amount of time and planning.
- Our transportation coordinator and assistant coordinator resigned in June and July respectively, leaving us without the ability to transfer institutional knowledge to our new staff
- Our new staff did not have experience with the routing software which we use and had to be trained in its use. We did not have any applicants who were familiar with the software. At the same time as they were trying to learn the software and build runs, they were required to drive buses for summer school.
- The routing software stopped working about a week before school started and the staff could not get access to existing runs or build new runs. This was the fault of the company we use to host our data.
- Student information about home addresses and schools the students attend is transferred electronically from the student information system, Aspen, and for several years those transfers have had errors and therefore information in our routing software was incorrect. In addition, students who attend magnet schools don't always update their information in our system so we don't know where they are going when they age

out of one school and choose another. Students who were walkers in grade 5 are checked as not needing transportation and those checks remain in place when they move to Tyl even though they are no longer walkers.

- With the current number of drivers, we have some runs that are larger than optimal despite concerted efforts to recruit drivers. We may be asking students to walk distances greater than they have in the past (though all distances are well within our policy).
- The bus garage received more phone calls than they could answer and therefore we decided to install a third phone line. In the process, we lost all phone service at the garage for more than 3 days.
- Due to the hot weather the first week of school many of the out-of-district choice schools we transport to had half days, while we did not. This meant we were trying to follow two sets of school schedules the first week of school.
- We are also short one full time mechanic. We have advertised this position for two months and have no applicants. Kathy is currently trying to actively recruit potential mechanics.

Kerry Tetrault and I now have the necessary experience to understand what didn't work so that we can correct those things in our control. Routes will be completed earlier next summer and drivers will have more time to trouble-shoot the runs and make suggestions to improve them. Parents and schools will also have earlier communication. Ultimately however the number and length of routes is contingent on the number of drivers we employ. The Board may need to make some decisions around providing optional transportation for students to schools of choice. We also may need to consider whether we can accommodate individual daily, weekly and monthly requests for changing bus stops. We might consider picking up the RMMS students as part of our middle school runs and transferring students at Tyl because right now we have dedicated RMMS buses which must sweep the entire town. We might need to increase the numbers of walkers.

Before we consider hard and unpopular decisions, we will continue our efforts to recruit drivers in hopes that we can staff the garage to adequately meet our needs. I have personally responded to every parent who has called Central Office and worked hard to address concerns as have Kerry, Cathy and Allie at the bus garage. I do believe that with Kerry and Cathy managing the garage we have the right staff in place to move the garage forward and I look forward to working with them to improve services.

**Item 10. Information Items**

None

**Item 11. Citizen's Comments (non-agenda items only)**

None

**Item 12. Executive session to discuss contract negotiations.**

**Motion:** That the board enters executive session at 8:15 p.m. to discuss contract negotiations and invites Acting Superintendent Laurie Pallin into session at.

**Proposed by:** Steven Loiler  
**Seconded by:** Colleen Rix  
**Vote:** Carried (vote 6-0)

**Motion:** That the board exits executive session at 8:36 p.m. with no votes taken.

**Proposed by:** Steven Loiler  
**Seconded by:** Dan Boisvert

**Vote:** Carried (vote 6-0)

**Motion:** To add an agenda item.

**Proposed by:** Colleen Rix

**Seconded by:** Daniel Boisvert

**Vote:** Carried (vote 6-0)

**Item 13. Consideration and action to allow the Board Chair to work with the Board's attorney on the employment status of the superintendent and a district administrator in a manner consistent with the Board's discussion.**

**Motion:** To provide the Board chair with the authority to work with the Board's attorney on the employment status of the superintendent and a district administrator in a manner consistent with the Board's discussion.

Proposed by: Colleen Rix

Seconded by: Monica Pomazon

Vote: Carried (vote 6-0)

**Item 13. Adjournment**

**Motion:** That the meeting is adjourned.

**Proposed by:** Steven Loiler

**Seconded by:** Colleen Rix

**Vote:** Carried (vote 6-0)

The meeting adjourned at 8:37 p.m.

Respectfully submitted by,

Robert Mitchell, Chair  
Montville Board of Education

Colleen Rix, Secretary  
Montville Board of Education

*Minutes Approved:* \_\_\_\_\_