



**MONTVILLE BOARD OF EDUCATION
REGULAR MEETING OF THE BOARD OF EDUCATION
MONTVILLE HIGH SCHOOL LIBRARY/MEDIA CENTER
February 26, 2019 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 Sandra Berardy, Daniel Boisvert, Monica Pomazon, James Wood, Colleen Rix, Dana Ladyga, and Steven Loiler. Board member Joe Aquitante was absent.

Also present were Superintendent Laurie Pallin, Business Manager Kathy Lamoureux, Administrators M.J. Dix, Jill Mazzalupo, Amy Espinoza, Paula LaChance, Robert Alves, Denise Dunning, Steve Carroll, Heather Sangermano, Phil Orbe, Lynn Obomalayat, and Laura Zurell and Board Liaison Wills Pike.

Presentation: A) Montville Marvels

It is recommended that the Board of Education acknowledge the following students, teachers, and community members in the areas noted:

Leonard J. Tyl Middle School: For scoring the highest Math STAR scores in their grade, an indication that they have consistently exceeded the standards: Zachary Kobyluck, Nina Wang, and Alvin Li.

Principal M.J. Dix presented the Marvels, supported by Board member Steven Loiler.

Montville High School: For their exceptional work on the “Cultural Rewriting” project, where students engaged in a cultural rewrite of a fairytale or myth, which became a multi-modality project as students read their stories into an audible app and set it to music: Wendy Halsey, Jeff Ventres, Julie Perry and Holly Richmond.

Principal Heather Sangermano presented the Marvels, supported by Board member Dan Boisvert.

Palmer Building: For having overcome many academic obstacles and learning to manage frustrations that occurred along the way, becoming a role model and a positive support for his peers: Logan Cowan.

For the great improvement in her attendance and attitude toward working to her full potential: Sarah Loomis.

Assistant Principal Lynn Obomoayat presented the Marvels, supported by Board member Dana Ladyga.

B) Montville High School Program Updates

Board Chair Robert Mitchell introduced Heather Sangermano, Montville High School Principal and Acting Assistant Principal, Rob Alves who provided the Board with an update of some of the changes and additional programs that have been put in place this school year.

Heather Sangermano: The year began with a review of the Board vision statement to ensure the high school goals tied to the vision of the district. A school wide goal of a united community engaging students and developing problem solvers was established. The ensuing work was in two areas, community and instruction. To build community we began with surveys, ongoing conversations and attended the Communications Committee meeting. We have asked staff and students for continuous feedback on current happenings and new initiatives. We revised our collaborative intervention team (CIT) to target and monitor our students with significant needs.

To improve instruction, we initiated SAT Prep after school, we are hopeful for a class next year. CIT worked on attendance and graduation. As we have been increasingly focused on data, our goals for the past several years were written to ensure they could be measured. This year goal setting was less about how the goal could be measured and more about the importance of the work. The response was fantastic; teachers are excited. The midyear results have demonstrated that great things are happening as a result of teachers being creative, working together and taking risks.

Rob Alves; Revisions were made to the In School Suspension (ISS) program to establish a focus which includes reflection, remediation of behaviors of concern and ensuring academic progress. With these three goals in mind, we clearly identified our expectations and procedures for our students while they are in ISS. Those expectations are posted in the room. When students receive the ISS sanction, they meet with administration to review expectations and procedures, and they sign an agreement before they are checked into ISS. They receive a form with their assignments and behavioral expectations. We equipped the room with four computers to ensure they have the tools to complete their assignments. Students meet with a guidance counselor, school psychologist or a member of administration after serving their ISS to go over reflection questions. We also hold a mediation between the student and staff member or other student if the ISS was the result of a conflict. Once all of the steps have been completed, the student meets with administration again, and they are signed out to reenter their regular classes.

Also somewhat new this year is our makeup policy for students who struggle with attendance. We are very clear with students as to what constitute loss of credit due to attendance. Students are given the opportunity to make up classes to account for time missed through after school class with a teacher, focused study hall or time spent with administration. Once a month counselors and administrators look at students at risk.

Heather: Next steps at MHS. We are now asking: What do we want people to see when they enter our building? Changes are in the works in our foyer where we hope to showcase, art, music, business, academic success athletic success, and past graduates to comprehensively show what our school is all about.

Feedback from staff indicated that our Advisory structure needs to be revised. A committee was formed and based upon their work, we are shifting Advisory to focus on collaborative community service projects. We are going to roll this out to our current advisory groups this and ask for community service project proposals. The changes will be implemented next year.

Rob: The vaping policy is very vague and I am hoping we can revise the policy this year. I am gathering information from other districts. We are promoting education on vaping, this year the ALLY group will center its public service announcement around vaping. We are providing a lot of information to our staff, training them on identifying the devices and participating in Global Compliance training.

Jim: Please join the policy committee for a meeting to provide the necessary information for a potential policy change.

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

None

Item 3. Letters and communications

None.

Item 4. Approval of the consent calendar

Motion: That the board approves the consent calendar.

Proposed by: Steve Loiler

Seconded by: Colleen Rix

Vote: Carried (vote 8-0)

Item 5. New Business

a. Consideration and action to approve the proposed Capital Improvement projects as presented.

Motion: Steven Loiler
Proposed by: Colleen Rix
Seconded by: Jim Wood
Vote: Carried (vote 8-0)

Superintendent Pallin: A spreadsheet of capital projects is in the Board's OneNote binder under tonight's meeting. Steve, Kathy and I can explain this year's requests to you briefly and back-up information is in OneNote; please ask for more detail or rationale where desired. Superintendent Laurie Pallin and Steve Carroll reviewed each item in the 2019-2020 requests.

Steven Loiler: I am comfortable approving and moving the capital projects to the Town tonight.

b. Consideration and action to appoint a Board Member to serve on the Transportation negotiating committee for salary reopener only. (5-Positive Community Relationships)

Motion: That board member Colleen Rix serves on the Transportation negotiating committee for the Transportation salary reopener.

Proposed by: Monica Pomazon
Seconded by: Jim Woods
Vote: Carried (vote 8-0)

Superintendent Pallin: This is a salary reopener only. We're aiming for Mar 12. Teamsters could be in at 9:15 a.m. or 4:30 p.m. after bus runs.

c. Consideration and action to appoint a Board Member to serve on the Paraprofessional negotiating committee for salary reopener only. (5-Positive Community Relationships)

Motion: That board member Monica Pomazon serves on the Paraprofessional negotiating committee for the Paraprofessional salary reopener.

Proposed by: Colleen Rix
Seconded by: Jim Wood
Vote: Carried (vote 8-0)

Salary reopener only. We will try to schedule this for Mar 12 or 28. Paras would be available at 3:00 or later in the afternoon if needed for BOE member.

d. Consideration and action to establish an adhoc committee to review possible changes to improve transportation services based on Board Policy.

Motion: That the Board establishes an adhoc committee consisting of Monica Pomazon, Jim Wood and Colleen Rix to review possible changes to improve transportation services based on Board Policy.

Proposed by: Steven Loiler
Seconded by: Monica Pomazon
Vote: Carried (vote 8-0)

Superintendent Pallin: It might be best to use members of the policy committee for this purpose. I'd like meet with a subgroup of the BOE to review possible modifications to improve transportation services. This discussion is not about out-sourcing transportation but about flexibility in runs and timing of runs given the staffing constraints. This may ultimately involve decisions about walkers and optional transportation to out-of-district schools based upon BOE policy. I did speak this week with Don Bordeaux to see if there was a chance of recruiting drivers from Public Works to drive buses on a part-time basis at least as cover drivers. Don is going to bring this to his CDL-licensed drivers to see if they would be willing to use or obtain a passenger endorsement to help us out during our shortage of bus drivers. They could substitute for up to 30 days without having to join the Teamsters Union.

Monica: Could parents be part of the committee? Bob: they could attend but they cannot act as members of the committee.

e. Consideration and action to approve the World Language field trip to Italy; April 9-16, 2020 for approximately twenty-five students.

Motion: That the Board approves the World Language field trip to Italy; April 9-16, 2020 for approximately twenty-five students.

Proposed by: Steven Loiler
Seconded by: Monica Pomazon
Abstained: Sandra Berardy
Vote: Carried (vote 7-1-0)

Vicky Clifford has proposed a trip to Italy from April 9 – April 16, 2020. She hopes to bring up to 25 students using the travel services of World Strides which is the company she has used for the past ten years. The cost per student would be \$4100. As with all trips out of the country, this requires BOE approval.

Mrs. Clifford: This trip is offered to juniors and seniors and might support those students who are working on global citizenship.

f. Discussion to establish a process and timeline for the search for an assistant superintendent.

Motion: That the Board starts the hiring process to select an Assistant Superintendent with a start date of July 1, 2019. Bob Mitchell and Sandra Berardy will act as Board representatives in the process.

Proposed by: Jim Wood
Seconded by: Monica Pomazon
Vote: Carried (vote 8-0)

Bob: The search committee should consist of Administrators, parents, two Board Members, and teachers. Post in March, leave open for three weeks.

g. Consideration and action to approve revisions to Policy Number 4112.50; Security Check and Fingerprinting.

Motion: That the Board postpones the revisions to Policy Number 4112.50; Security Check and Fingerprinting until the March meeting.

Proposed by: Monica Pomazon
Seconded by: Dan Boisvert
Vote: Carried (vote 8-0)

This vote was tabled, and will go back to policy in March; the committee plans to bring the policy back to the Board for final approval next month.

Item 6. Unfinished Business

- a. Discussion and possible action for recommendations and changes / approval of the proposed budget for 2019-2020, with submission to the Town by March 15, 2019.

Motion: That the Board approves the budget that was presented amended to include a Social worker, maintenance worker, custodian, middle school sports and elementary field trips for a total increase of \$305,500 to the proposed budget.

Proposed by: Jim Wood
Seconded by: Dana Ladyga
Vote: Carried (vote 8-0)

Dan Boisvert: I recommend the addition of the custodial staff. I have researched and found that one custodian should be responsible for 20,000 feet. We have over 500,000 square feet. I recommend both the custodian and the maintenance positions be added to the budget at a cost of \$173,000

Monica: I really liked the process we used to build the budget this year using the forums and surveys. It helped to hear what parents came out to share and having the comments from the survey listed for our review. Dana: This budget is a good reflection of the forums. I like the addition of the custodial staff. Colleen: Are we adding pay to play? Jim: No. Collen: We can send this to the Town but I am sure we will be cut. I do like the budget and would like to see a lot of these things added. Both Sandra and Colleen indicated that this budget is based on our efforts to support the needs of the Town. Jim: The increase sounds big but if we had received the \$1,000,000 increase back, we would be closer to a 2% increase. Colleen; I agree with Dan's addition of custodial and maintenance positions.

Item 7. Committee and Liaison reports:

- a. **Policy** – *Jim Wood: The committee met and reviewed the CAFE Policy Review; it was*

very good work and the committee now has work to do.
Policy No. 4112.50.; Security Check/Fingerprinting; Policy No. 4111.3: Hiring Procedures; and Policy No. 1251: Administrative Regulation Regarding Sexual Offenders were all reviewed and will be brought to the full board for approval next month. In addition, we will invite Vin Mustaro from CAFE to our policy meeting next month.

b. Educational Evaluation – Dan Boisvert: There was no meeting.

c. Communications Committee –Committee Chair Monica Pomazon reported the meeting held on February 14th was a good meeting. Heather Sangermano shared ideas surrounding changes to the MHS foyer which does not fully communicate what MHS is all about. The proposal is to move some items to other areas of the schools to make room to showcase music, art, business, and past graduates on a t.v. screen mounted in the foyer. We will be visiting the Senior Center on March 1st. We hope to be able to use the Montville Times to publicize the Marvels in the future. Ashley educated us on Twitter and Monica recognized Rob Alves for his work on Twitter to promote Montville High School and to highlight our accomplishments.

d. Principals' Reports

Leonard J. Tyl Middle School

Academic-

NAEP Testing:

- 46 8th graders were been selected for NAEP testing at the end of January.
- NAEP-- **National Assessment of Educational Progress.**
 - evaluates federally funded programming
 - is a barometer of student achievement in every state in the country.
 - the results of NAEP are released as **The Nation's Report Card.**
 - students were perfect, stayed long and worked hard.

High School Plans:

- 8th grade students have begun to look at their high school choices.
- 38 students have indicated they will go to **Technical or VoAg high schools.**
- All of our students have begun the **course registration** process for Montville High School.
- Counselors have been to Tyl to explain the course offerings and requirements of freshman year, and students have registered for their high school classes.

Extra-Curricular-

- **On February 7th we inducted 31 students into the National Junior Honor Society.**
- Fourth year of Tyl's participation in NJHS.
- Proud to see students excel academically and in meaningful community service.
- Continue volunteer work through a visit to the Senior Center bringing seniors Valentines and playing bingo. They are also raising funds for the MHS Thirst project by recycling water bottles to cash in on deposit money.

Something extra, culture, teacher etc.

- **Ellen Carezza** put together an amazing lesson on research, writing and how to avoid plagiarism.

Students read a non-fiction article on Scurvy. Students then crossed off anything in the article that was not fact related directly to scurvy and created 2 column notes with only the facts. They threw the original article in the recycle bin with much fanfare and wrote explanatory/informational paragraphs based on the facts but using a whole different context. It was great, students clearly saw the line between gathering information through research and utilizing their new knowledge in a fresh, original context.

Upcoming Events: PTO 6th Grade Dance—April 5, Tyl Band Concerts May 2nd with first concert at 6:00 for the 6th and 7th grade and the second concert at 7:30 with the 8th grade band.

Palmer Building:

Academic:

Students are in the process of completing the Social Justice project, students are developing presentations that are a culmination of their learning throughout this project. They have identified a topic (Gender pay gap, transgender rights, homelessness) and will be presenting it in a chosen format (website, podcast) to the class.

Culture:

We are working on educating students regarding the dangers of vaping, small groups of students have been meeting with our social worker and nurse.

Our Friday café shout outs continue to be a success. The community comes together each week to celebrate academic and personal successes of our students and staff.

Students have expressed an interest in developing a student council; one goal of the council will be to coordinate activities within the building as well as joining others at MHS.

Extracurricular:

We continue to see an increase in student participating in clubs and athletics. We have students participating in basketball, the Environmental Club and two students planning to try out for softball

MHS

Academic:

Ashley Seldon who is also our Chieftan editor was accepted to participate in The New York Times summer journalism program.

On Feb 13th 70 students took part in an American Mathematics Competition by taking an extremely rigorous 25 question math assessment

Extracurricular:

SAT prep workshop began this month and will run 2 days per week for 5 weeks with over 40 students participating

Coach Tim Egan was named as a finalist for Track and Field coach of the year. He will be traveling to South Dakota with the hopes of being named National Coach of the Year.

Culture:

We received an electric car from Supercharged that is displayed in senior court to help promote the Tech Ed classes.

A chef from Mohegan Sun came in to speak with our Culinary classes about the industry, careers and job skills

Community building restorative circles are taking place in a few classrooms and we are finding positive changes in the way students interact as well as their willingness to take academic risks.

Upcoming events:

Drama will be putting on production of Into the Woods March 7,8,9

Holly Richmond will be representing MHS as Poet Laureate at the Youth Will Be Served poetry event on March 22nd at Mystic Arts Café

Combined Choir concert with Tyl on March 13th.

e. Montville Education Foundation- *Colleen Rix: The new contribution post cards were mailed. The annual golf tournament will take place at Fox Hopyard August 19th.*

f. LEARN- *Robert Mitchell: Attended the meeting on February 7th. I requested that LEARN look at how to do regional transportation. They are looking at supplying special education transportation. Dr. Howley is retiring in July.*

g. CABE/NSBA – *Robert Mitchell: CABE Day on the Hill is March 20th, talk to Jen to register. My trip to D.C. was productive, the focus was on getting IDEA reauthorized, but that is not having much progress.*

h. Montville Youth Services Bureau – *Dan Boisvert: We are on a winter hiatus; our next meeting will be on March 14, 2019.*

i. Student Representatives Reports

Ashley Seldon; Junior Class Representative

UPDATE: After a hectic winter dance, I really think Montville’s exciting finish to the winter sports season has united the students as G. will elaborated on. I’ve heard positive feedback from multiple students about the first couple sessions of SAT Prep, so I think the juniors are very thankful for the program.

REPORT: At the last Board of Ed meeting I talked about how my conversation with the Communications Committee sparked an interest in improving the ways we recognize academic achievement at MHS. As the editor of the Chieftain, I talked to Mrs. Laurencot to see if we could implement a new column and she came up with the title of “Salute the Scholar.” As we finish up issue 1 and begin brainstorming for issue 2, I want to mention the first student I intend to recognize. I met with Ms. Moriarty, a science teacher, to see if she had any hard-working scholars she would like to recommend for academic recognition for their improvement.

Sophomore Kayla Scott improved by two whole letter grades in biology through her hard work and determination. Ms. Moriarty said it really helped to build a personal relationship with Kayla and she immediately began seeing Kayla prioritize biology during her study halls. Kayla’s full success story and her perspective will be featured in issue 2 of the Chieftain. Recognizing the hard work of our fellow students in their own segment in the school newspaper will be another fun way to show how much MHS appreciates academics.

Geetanjali Chouhan (Senior Class Representative)

Good evening. At today’s Board of Education meeting, I want to recognize the girls’ teams of Montville

High School. The girls' teams have been absolutely dominating in every sport so far this year and even last year. These athletes are incredibly proud of their achievements, as they should be. Honestly, the girl's teams have been seriously killing it. The girls' soccer team won a part of the ECC divisional title and made it to the finals for the tournament; they won the ALS cup, broke 2 school records and tied with 1 record. Their team had 5 all conference players. Girls volleyball had the best regular and best overall season ever this year. Girls cross country had an amazing season with their first ECC Divisional title since 2000, the first time in 18 years. At the ECC Championship they finished 6th over-all. They also went undefeated in the division and finished 9-3 overall. The girls' team walked away with plenty of personal records. There were 3 All-conference runners for this past season. Girls basketball are now division co-champs for the first time since 2001, and they had made it to the finals. They have the first winning record in 4 years, and it's their first time in 4 years making it to the state tournament. The girls indoor track team won the Division II Championships, their first time since 2001. At the ECC Championships, there were 5 ECC Champions, Lauren Ross with 3 of those 1st place finishes along with Mady Whittaker with 2 of the 1st place finishes. There were 5 new school records, for the 55H, 200 meters, 3200 meters, 4x400 Relay, and the Sprint Medley Relay. While spring season hasn't started yet, I do know of the girl's lacrosse team's past accomplishments. They were divisional champs last year and have been incredibly proud of their accomplishments.

Now I'm not saying that the boys are bad, we do have really good boys' teams, but I believe it's time that the girls' team get the same recognition for their accomplishments, from the athletes, to the coaches, and the parents.

j. Other None.

Item 8. Superintendent's Report

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

Aside from working on budgetary needs I addressed some safety concerns and staffing needs at the Transition Academy. We had a Vocational coach move to a different position thus creating the need to hire a new coach. He began today.

We had two new students move into district and unfortunately both of them are outplaced at clinical day schools. I have scheduled meetings/observation to gain a better understanding of their status and level of need.

Last Friday I attended a legal forum through LEARN on the new guidelines for R/S, 504 regulations and school safety legislation. The school safety legislation is a hot topic because it requires Board of Educations to revise their safe school climate plans to include provisions relating to disruptive or injurious behaviors in the classroom. If the bill is passed it will require districts to have a plan in place by September 1, 2019.

Today I held our monthly School, Community Family Support Team meeting. Members of the team discussed ways to reduce chronic absenteeism. We have had luck with our Social Worker and other staff going out to the home but with only one Social Worker for the district, it is an unrealistic strategy to use all the time. I will be collaborating with Barbara Lockhart from the Youth Service Bureau for other ways to address this issue.

We had a parent with concerns regarding safety on the wheelchair van due to improper safety straps. New straps were ordered. We have the straps, and this week I met with transportation to ensure they were installed and appropriate. We then met with the parent for final approval which went well. This student is now back on transportation.

Last but not least I conferenced with many staff members and parents on various issues as well as scheduled Handle with Care training to be held during PD day on March 8th.

b. Report from the Superintendent – Mrs. Pallin

CABE Lighthouse Project: I have been in contact with Nick Caruso and Bob and I have scheduled a meeting with him to discuss next steps in bringing the Lighthouse Project work to the BOE.

District Management Group study into the way our special services and support services personnel use their time. This includes special education teachers, paras, OT, PT, behaviorists, nurses, counselors, psychologists, social worker, speech and language, math coaches, job coaches, reading consultants, EL teacher and tutors. This is a contract which Brian entered into last year and our goal is to ensure that we understand the demands and needs of our staff and use their time in the best ways possible to support our students. Staff began a schedule sharing process today and the DMG will report the results with recommendations to our administrative team in June.

School Security and Safety: On March 8th we will have completed ALICE training for the majority of our staff. A huge thanks to Will and MJ along with teachers Anthony Occhialini and George Dawe for leading the training and overseeing the process and to Jen LeMay for registering all staff and addressing their questions. Our next step is to plan for a revised “Lockdown” drill based upon ALICE strategies, revise the school-specific portions of the security plans based upon age- appropriate application of ALICE and communicate these plans to parents. Our principals are working in elementary and secondary teams to complete this work.

Green School Visit – This afternoon about 20 visitors toured MHS to view Steve’s work in establishing a green school. Steve’s work has been noticed and visitors were very impressed by the practices he has implemented and the savings he has accomplished.

Item 9. Information Items: Reminder of Upcoming Budget Forum Dates:

March 1, 2019 at 10:00 A.M. for a budget forum at the Senior Center. Bob, Colleen and Monica will attend.

~~March 5, 2019 at 6:00 P.M. Special BOE meeting; Budget. Meeting was cancelled~~

Item 10. Citizen’s Comments (non-agenda items only)

None

Item 11. Proposed future agenda items:

- a. Student Presentation; Thirst Project; *The Board approved this presentation.*

Executive Session for the purpose of contract negotiations.

Motion: That the Board enters executive session at 8:50 P.M. for a discussion regarding contract negotiations.

Proposed by: Jim Wood

Seconded by: Colleen Rix

Vote: Carried (vote 8-0)

The board exited executive session at 7:54 P.M. with no votes taken.

Item 12. Adjournment

Motion: That the meeting is adjourned.

Proposed by: Jim Wood

Seconded by: Colleen Rix

Vote: Carried (vote 8-0)

The meeting adjourned at 7:57 p.m.

Respectfully submitted by,

Robert Mitchell, Chair
Montville Board of Education

Colleen Rix, Secretary
Montville Board of Education

Minutes Approved: _____