

**MEETING OF BOARD OF EDUCATION  
MONTVILLE HIGH SCHOOL  
SUPERINTENDENT'S CONFERENCE ROOM  
November 19, 2019 at 6:00 p.m.**

**2018-2019 Board of Education Goal:**

**To engage in a cycle of continuous improvement to ensure all students are educated  
with high standards and achieve at the highest levels of learning  
in the Montville Public Schools.**

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

Superintendent Laurie Pallin called the meeting to order at 6:00 p.m. All stood and pledged the flag. Board members present were: Bob Mitchell, James Wood, Sheelagh Lapinski, Carol Burgess, Monica Pomazon, Dana Ladyga, and Sandra Berardy. Board Members Steven Loiler and Joe Aquitante were absent.

Also present were Superintendent of Schools Laurie Pallin, Assistant Superintendent Dianne Vumback, Business Manager Kathy Lamoureux, Administrators Heather Sangermano, Rob Alves, M.J. Dix, Amy Espinoza, Jason Daly, Jill Mazzalupo, David Gollsneider, Denise Dunning and Laura Zurell, and Town Council Liaison Joe Jaskiewicz.

*Superintendent Pallin: Welcome to our two newly elected Board members, Carol Burgess and Sheelagh Lapinski! We are pleased to have you join us; I hope you feel comfortable asking questions at any time during the meeting.*

*Welcome also to Town Council Liaison: Joe Jaskiewicz.*

**ELECTION OF OFFICERS**

**Superintendent Pallin requested nominations for Board Chair.**

Nomination: Sandra Berardy

Moved by: Jim Wood  
Seconded by: Carol Burgess

Nomination: Bob Mitchell

Moved by: Dana Ladyga  
Seconded by: Sheelagh Lapinski

Record of votes

For Bob Mitchell: Dana Ladyga, Sheelagh Lapinski, Bob Mitchell  
For Sandra Berardy: Sandra Berardy, Carol Burgess, Jim Wood, Monica Pomazon

**Newly elected Board Chair Sandra Berardy requested nominations for Board Secretary.**

Nomination: Monica Pomazon

Moved by: Jim Wood  
Seconded by: Carol Burgess

Nomination: Dana Ladyga

Moved by: Bob Mitchell  
Seconded by: Sheelagh Lapinski

Record of votes:

For Dana Ladyga: Dana Ladyga, Sheelagh Lapinski, Bob Mitchell  
For Monica Pomazon: Sandra Berardy, Carol Burgess, Jim Wood, Monica Pomazon

**Item 2.** 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 her outstanding work in Art: Daniella DeGrasse.

*Daniella DeGrasse was unable to attend the meeting and will be presented with her Marvel at Tyl.*

For her outstanding academic work in English Language Arts: Jada Cheung.

*The Marvel was presented by Principal MJ Dix supported by Board Member Dana Ladyga.*

**Montville High School:** For their exceptional work on a science unit around vaping: Hollyann Moriarty, Heather Mathieu, Ben Hayes, Jimsly Joseph, Lilith Hall and Liyah Poulicakos.

For their contributions to a very successful spirit week and homecoming dance: Sarah Skubal, Ashley Seldon, Noah Carver, Tenzin Dadon, Allen Carter, Wendy Chen, Ted LaFemina, Cheryl Luginsland, Kim Estep, Jennifer Gregory, Tara Do, Joel Finnegan, Kim Glover, Kelly Burdick, Danielle Schulze, Rocky Stone and Meryl Decarolis.

*The Marvels were presented by Principal Heather Sangermano, Assistant Principal Rob Alves supported by Board Member Bob Mitchell.*

**Palmer Building:** For his commitment to his academics, his increased attendance, and his dedication to his internship: Jacob Jaffre.

*The Marvels were presented by Assistant Principal David Gollsneider, supported by Board member Dana Ladyga.*

B) Dr. Charles E. Murphy School; Murphy School Goals 2019-2020

*Principal Amy Espinoza presented the following:*

*Murphy Goals; Dr. Charles E. Murphy will provide an engaging and collaborative learning environment that ensures high academic achievement and mastery of 21<sup>st</sup> century skills for all*

*students. This will be achieved by: Capitalizing on the ER block, placing reading paraprofessionals in classrooms for observation of Readers Workshop, providing for the social and emotional needs of all students in a healthy, safe and secure learning environment, and by creating the Respectful Rucker campaign, teaching what respect for self, others and the environment looks like.*

*Sandra: Why do you think there was a change in the levels of respect? Amy: I believe that if you turn on the television you can see examples of a lack of respect in how people speak to one another daily.*

*Dana: Will RULER be rolled out to the families? Amy: We will educate the families on the initiative.*

C) IT Update; Nic Savoie

*Nic Savoie presented the current status of technology in the district and the projected needs and options available to ensure that the district is poised to support both staff and students.*

*Dana: If we leased Chromebooks, could that possibly reduce the cost of textbooks? Laurie: Yes, devices are replacing textbooks. For example there are no textbooks for our new science program. However we do not have unused money in the budget for textbooks, we have already cut that. We cannot continue to teach what we need to teach with the technology that we have.*

*Heather: Most of our departments rely heavily on online materials, our assessments are online, it is a juggling act to get all classrooms what they need to get everyone the access they need. MJ: There is a high level of frustrating amongst the teachers at Tyl, it is a constant struggle, the new science program requires computers for labs, graphing etc. The majority of Tyl teachers use Google Classroom daily. Bob: Do we have the bandwidth to support this initiative? Nic: Yes, our wireless projects have been designed to handle 1:1 devices.*

*Laurie: If over four years we do not replace what we have right now we will end up with less than we have now. For less than the cost of replacing what we have, we could provide Chromebooks to our entire secondary population.*

*Monica: Student reps, how often do you use Chromebooks? David Baukus: I use one every day. Ashely: I bring my own laptop every day.*

*Nic explained the importance of establishing a Technology Committee to review options and make a recommendation. Board Chair Sandra Berardy asked for members to serve on an adhoc Technology Committee. Bob Mitchell and Dana Ladyga agreed to serve on the committee.*

*Sandra: Do the leases have technical support? Nic: Yes they do, they also include accidental for drops. Carol: If we go to Chromebooks, but have students who prefer to bring their own devices, how do we know how that will impact our server needs? Nic: Students do not have access to our servers, they only have access to the filtered internet. Bob: You brought up ransomware, how are we protected? Nic: We back up our servers every night so when we were hit, we have everything backed up except what was created that day.*

**Item 3. Hearing of delegates and citizens (regarding agenda items only)**

*None*

**Item 4. Letters and communications.**

*None*

**Item 5. Approval of the consent calendar.**

Motion: That the Board approves the consent calendar as presented.

Moved by: Bob Mitchell  
Seconded by: Jim Wood  
Vote: Carried (vote 7-0)

**a. Budget report from Kathy Lamoureux, Business Manager.**

*Kathy reviewed and explained the monthly financial reports which the Board receives as part of their consent calendar. Board members were encouraged to follow up with any questions they may have regarding what is provided.*

*Kathy provided an update of the salary accounts previously reported on:*

- *Certified staff (object 111): we continue to project a small surplus in the certified salary line item. The vacancy of the .5 art teacher has been filled and a mid-year retirement has been accepted and advertised for replacement. There is a PE position at the High School being covered with a long-term substitute.*
- *A more in depth review of the salaries account will be done in February unless there is a significant change to report. As of January, the school year will be about 50% complete and will allow for better projections to be computed.*

*Regular Tuition (object 1100/560):*

- *Learn Magnet Schools, RMMS, Friendship, Dual Language, Marine Science and Three Rivers were budgeted for 79 students at a cost of \$312,243. Based on the billing by LEARN there are 73 students at a cost of \$283,908 which is an increase of one student from the October report to the Board.*
- *New London Magnet Schools, Nathan Hale, Winthrop, Arts and Stem were budgeted for 115 students at a cost of \$365,125. Based on the billing from New London there are 92 students at a cost of \$292,681 which was an increase of one student from the October report to the Board.*
- *Ledyard Vo-Ag bill was \$115,991 for 17 students which reflects a shortage of \$17,603 from the budget. There are currently 8 – 9<sup>th</sup> graders, 5- 10<sup>th</sup> graders, 2- 11<sup>th</sup> graders 2*

*-12<sup>th</sup> graders at a tuition cost of \$6,823 per student. The 9<sup>th</sup> grade class is higher than was anticipated in the budget. The budget projected 15 students at a cost of \$6,559.20 per student.*

- *ACT magnet - we have received a bill for 2 students at a cost of \$17,300; the budget was \$20,948.*
- *Based on prior year, we only anticipate one more bill for Great Path to complete the regular education tuition.*

*We are in the processes of verifying bills with our enrollments however, it appears there will be a surplus of approximately \$86,000 in the regular education tuition account which will be used to offset special education tuition accounts.*

*Special Education Tuition (object 1200/560 to 563)*

*These are very volatile accounts and can change significantly from one period to the next. This snapshot reflects 11 students that attended the extended school year; 3 in year-long programs and 16 in school year programs outside the district. Based on the current cost estimates for tuition these accounts reflect a projected shortfall ranging from \$90,000 to \$56,000. The range is because there are some invoices and situations that are occurring that may impact the billing and projections.*

*Outsourced Transportation (object 2700/510)*

*This account is another volatile account and can change significantly. As you recall during the budget process we budgeted for students based on our budget and reduced this object. Unfortunately, we have experienced more outplacements and we have subcontracted more transportation than anticipated. Unless we are able to bring some of the transportation back in-house or consolidate some of the runs, this account will reflect a shortage at the fiscal year end but we will update when more of the school year is completed for a better projection.*

**Item 6. Unfinished Business**

- a. Set date for next CABE Lighthouse Meeting

*Set January 27<sup>th</sup> at 5:30 as the next meeting of the CABE Lighthouse Committee.*

- b. Set Date for Community Forum

*Set the Community Forum for January 9<sup>th</sup> at 6:00 PM in the Library Media Center*

**Item 7. New business**

- a. Committee Assignments: Policy, E&E and Communications

*Carol Burgess and Bob Mitchell to E&E; Sheelagh Lapinski to Policy; Carol Burgess and Bob Mitchell to Communications.*

- b. Consideration and action to approve and submit the 2018-2019 Annual Report to The Mayor

Motion: That the Board approves the 2018-2019 Annual Report to submit to The Mayor by November 30, 2019.

Moved by: Bob Mitchell  
Seconded by: Jim Wood  
Vote: Carried (vote 7-0)

- c. Discussion regarding the 2020-2021 budget process and possible action to set dates for budget forums

*Superintendent Pallin: Can work with principals to connect these meetings to other events occurring at each school and communicate those dates to you at the December meeting if you'd like*

*January 6<sup>th</sup> was set as the date for the MHS Community Forum- following the Governance Council scheduled for 4:30.*

*Oakdale School was set for Tues., 1/28, to work in conjunction with their PTO meeting scheduled for 6:00 p.m.*

- d. Discussion and possible action to approve CABA Policy Series 2000 as recommended by the Policy Committee

Motion: That the Board approves CABA Policy Series 2000 as recommended by the Policy Committee.

Moved by: Jim Wood  
Seconded by: Dana Ladyga  
Vote: Carried (vote 7-0)

*Jim; We met last month and approved the policies unanimously*

- e. Discussion and action to assign Board Member(s) to the CSEA, SEIU Local 2001 Montville Paraprofessional Chapter Negotiating Committee. (5 – Positive Community Relationships)

Motion: That Board Member Monica Pomazon will serve on the Paraprofessional negotiating Committee.

Moved by: Jim Wood  
Seconded by: Monica Pomazon

Vote: Carried (vote 7-0)

- f. Discussion and action to assign Board Member(s) to the Transportation Negotiating Committee. (5 – Positive Community Relationships)

Motion: That Board Member Carol Burgess will serve on the Transportation Negotiating Committee.

Moved by: Jim Wood  
Seconded by: Monica Pomazon  
Vote: Carried (vote 7-0)

- g. Discussion and action to assign Board Member(s) to the CSEA, SEIU Local 2001 Montville Secretaries Chapter Negotiating Committee. (5 – Positive Community Relationships)

Motion: That Board Member Monica Pomazon will serve on the Secretarial Negotiating Committee.

Moved by: Jim Wood  
Seconded by: Monica Pomazon  
Vote: Carried (vote 7-0)

- h. Consideration and action to approve new substitute teacher rates

Motion: That the Board approves the proposed rate of \$95 per day following their 20<sup>th</sup> day of service.

Moved by: Monica Pomazon  
Seconded by: Dana Ladyga  
Vote: Carried (vote 7-0)

*Laurie explained: We are having great difficulty finding substitutes for teachers this year. For example, we had 8 unfilled teacher positions today and 10 unfilled positions last Friday. We frequently have 8-10 unfilled positions which requires that we take teachers from their prep periods to cover classes. Annually we compare our substitute pay with neighboring districts, and while other districts still pay \$85 per day as we do in Montville, several districts have raised their rates. I would like to propose that we raise our rates in a way that encourages substitutes to choose Montville, by raising the rate from \$85 to \$95 per day after a substitute's 20<sup>th</sup> day of service in Montville. Hopefully this would incentivize substitutes to continue substituting for us over the long term. Since we have so many unfilled substitute positions, I don't believe this will put us over budget in the substitute line.*

- i. Discussion; Use of Styrofoam in cafeteria

*Laurie explained that a parent had raised a concern to her and the Mayor about the schools' use of Styrofoam during lunch waves. Hospitals and schools are still allowed to use Styrofoam to serve food. At all three elementary schools we use Styrofoam trays for the last lunch wave and for the preschool to-go lunches (about 300 students across the three schools). This is because our part-time workers work four hour shifts and this doesn't leave enough time to wash trays, breakdown and clean the dishwasher and sanitize after the lunch waves are over. To use washable trays would require another hour per day at each school beyond the current shifts and would put existing workers over their 20-hour weeks.*

*At the middle school, we do not own any permanent trays (we would need to purchase them which would cost about \$1600). We have not used the dishwasher there in years so it would have to be serviced and any repairs made (belts, o-rings, etc.) We would also need one additional 4 hour / day part time worker to wash dishes throughout the lunch waves.*

*At MHS we use foam trays for all students. We recently moved the deli service area so that we could use the dishwasher window, but we would have to purchase trays, and would need to have an additional 30 minutes per day of staff time.*

*Another option is to replace Styrofoam trays with eco-friendly disposable trays. Styrofoam costs 3 cents per tray, eco-friendly trays are 10 cents per tray. At Tyl for example, we use about a case of trays a day so this would be about \$6300 more per year. The cost would be comparable at MHS. For the three elementary schools the additional annual cost would be about \$3800. The total cost to switch to eco-friendly disposable trays would be \$16,400. We could reopen the lunch prices which the Board approved last year for the next two years and pass some of this cost on to students. (Current prices are \$3.00 elementary, \$3.25 MS, \$3.40 HS)*

*All Styrofoam use is for cost-savings reasons. For sanitary reasons we also pack all food in plastic clamshells or plastic bags. Even an apple needs to be bagged because you eat the skin. Only things like oranges and bananas are distributed without a container or wrapper.*

*Sandra: What was the complaint? Laurie: The environmental impacts of the disposal of Styrofoam.*

*Dana: I don't feel that it is a priority, there are so many more important things for us to consider. Sandra: Maybe the parent would like to come and discuss her concerns with the Board. Monica: What are other districts doing? Laurie: Other districts have indicated that they are concerned but it is a lot of money. Jim: Where does our garbage go? Kathy: We will research and get back to you.*

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

- a. Policy – *No Meeting*
- b. Educational Evaluation – *No meeting*
- c. Communications Committee – *No meeting*
- d. Principal Reports – Elementary – *No Meeting*

***Elementary: Oakdale***

*Academic: One of the school-wide goals for Oakdale this year focuses improvement in the area of reading. In the classrooms grade levels are immersed in the Reading Units of Study. Each reading unit for each grade level is structured into three or four “bends in the road.” The belief is that rather than completing a journey all at once, it’s easier to embark on this series of shorter, focused bends, pausing between each to regroup and prepare for the next. Most grade levels have wrapped up their first unit and are currently working on or about to begin working on their second unit. Topics that have been covered include building reading stamina, focus on non-fiction reading, and writing and talking about reading through book clubs.*

*Extracurricular: At the end of last year, the PTO gave our music teacher, Claire Scott, large buckets and drum sticks to use for bucket drumming with our students. Currently, our 4th and 5th graders have been putting these new instruments to good use and will debut their new bucket drum skills during our first town meeting on November 4<sup>th</sup>. 4th grade will perform “Don’t Worry. Be Happy” and 5th grade will perform a song call “We Are One.” They will also be playing these songs in the Winter Concert in December. Ms. Scott will introduce the bucket drums to other grade levels throughout the year. As an added bonus and to keep with the drumming theme for this year, we will welcome a drumming group for an all school assembly in January called One World Taiko.*

*Extra: It has been a pleasure welcoming the new social worker to Oakdale School this year. Mr. Michael McGovern spends a small part of his time with us each week. When he is at Oakdale, his time is spent meeting with students and working closely with families. He is an amazing addition to our mental health team and has been a tremendous asset in meeting the social and emotional needs of our students. Students greet him excitedly on Thursday mornings when he is here and staff members are always eager to check in with him regarding the students and families on his caseload.*

*Upcoming:*

- *PTO Meeting: Wed., 11/20, 6:00 p.m.*
- *Scholastic Book Fair: 11/22, 11/25, 11/26*
- *PBIS TOWN MEETING: Tues., 11/26*
- *Story Hour/next year’s Kindergartners: Fri., 12/6, 10:00*
- *Winter Concert: Wed., 12/11, 6:00 p.m.*
- *PJ Day for CT Children’s Center: Fri., 12/13*
- *Gr. 2/Nutcracker Trip: Fri., 12/13*

***Elementary - Murphy***

*Academic: Teachers have completed Running Record assessments in reading and are sharing with students the work they will be doing as they progress through their current reading level. Teachers are preparing report cards which will go out this Friday as well as getting ready for parent teacher conferences. Students in 2nd grade have thoroughly enjoyed 2 Mystery Science Units, one on the Work of Water and a second on Animal Adventures. They have been highly engaging and interactive. Part of that unit involved observing birds at the Cornell Lab*

*Feederwatch cam. I highly recommend checking it out!*

*Extracurricular: We held our annual Veteran's Day breakfast with over 65 veterans in attendance. The middle school chamber choir and our 5th graders did a beautiful job of entertaining the guests. It is our most special event of the year.*

*With the help of our student Look for the Good Team, led by school Psychologist Lindsey Williams our school kicked off its campaign of gratitude. We are currently midway through the campaign. Our second grade just completed their Care and Share drive, collecting boxes and boxes of food for Montville's Social Services.*

*Extra: Our PTO has a big surprise for our students in grades 3-5. They purchased a ga-ga pit which Mr. Rubino will be assembling for them next week. It will be assembled next week and then students will watch a video about the game and take a short quiz on the rules prior to playing.*

*Upcoming:*

- *11/22 2:00 NED Show on Positive Mindset*
  - *12/17 10:00/2:15 2nd grade play- This Old Gingerbread House*
  - *12/19 6:00 Winter Band and Chorus Concert*
- e. *Montville Education Foundation – New Liaison: Dana Ladyga*
- f. *LEARN – Presentation from Patrice McCarthy on Supt. Evaluations, written evaluations are subject to FOI.*
- g. *CABE/NSBA – Convention was last weekend, the speakers were great, I thought it was a great convention. On December 10<sup>th</sup> new schoolboard member workshop.*
- h. *Montville Youth Services Bureau – Sheelagh Lapnski, new liaison*
- i. *Student Representative Reports*

**Ashley Seldon:**

*School Update: As a lot of our fall sports are coming to an end, many athletes are excited to begin signing up and conditioning for their favorite winter sports. Recently, senior, Alexis Delucia, an out-standing three sport athlete, signed her letter of intent to play lacrosse at Southern New Hampshire University. FBLA, our business club at the school, hosted a Monopoly tournament free for students to participate, where they could win prizes. The Montville Arts Council is running a beats-making contest, where the winner will be able to collaborate with the choirs and possibly release a song on Spotify.*

*Report: Today I want to focus on some interesting changes student government is considering implementing for the winter. As a school, we're looking for new ways to build a stronger community between the high school and middle school, so we are beginning with a holiday party between the student governments. On December 19th, if all goes as planned, the middle school student government will be travelling to the high school to attend our meeting. They will observe the different events we handle, and hopefully share some of their initiatives, so*

*that we can offer advice. This way, the middle school student council may see a pathway to join MHS's student government. Typically, in February, student gov hosts a winter ball however we are considering testing a school wide escape room instead. After running a student poll, 57.6% of students were in favor of the switch. One of the themes we're considering is "MHS students living a day in a teacher's life." Mr. Carrol, Ms. Do, and Mrs. Dorff (a retired chemistry teacher) have already begun discussing different ways we can utilize the school to make clues. On March 15th, student government hopes to host a color-run on school grounds, open to MHS students and faculty as well as TYL—this can be another linking activity between the two schools.*

**David Baukus:**

*These past few weeks a lot of things have gone on here at Montville High School including kindness week and fall sports have come to a close.*

*Holiday fundraiser have also begun with the junior class kicking off their gift card fundraiser. Thanksgiving is just around the corner and there are many field trips coming up including Mystic Aquarium and the Newport Mansions.*

*The preparation for the winter choir concert is also underway and going strong.*

*Sandra: How did you like CABE? David: I really liked the speaker. It seems most of the school did the same things.*

j. Other - None

**Item 9. Superintendent's Report**

a. Report from the Director of Special Services – Ms. Paula LaChance

*As most of you know we had over 40 new students enroll in Montville at the beginning of the year. We continue to receive new students with IEP's. To date we have 172 Sped students at the secondary level, 181 at the Primary level, 33 at magnet schools and 18 at Clinical Day schools. I did have a student who was outplaced this month therefore spent quite a bit of time working assisting the family with school visits.*

*Our TOD has gone out on leave so I have arranged for CREC Sound Bridge to provide services to students on her caseload. They will also provide consultative services to teachers based on individual IEP's. With any luck we won't have any equipment difficulties but they are prepared to provide that serve as well if needed.*

*I have spent quite a bit of time supporting my secretary with state reports and SEDAC errors.*

*I conferenced with many administrators and teachers on various cases as well as met with the preschool team to collaborate on a new screening process for the spring.*

*The Transition Academy held their annual Friendsgiving luncheon last Friday for families of*

*student attending the program. They are also conducting a fundraiser to enhance the student's experiences in the area of employment, life skills, and communication and community activities. They are making Hand-Crafted Holiday Soaps using all natural ingredients.*

b. Report from Assistant Superintendent – Mrs. Dianne Vumback

PowerSchool: *We continue to work on transitioning all information to PowerSchool. We have been working on building administrator, teacher and support staff capacity in terms of tracking attendance, monitoring grades, entering discipline, printing and developing reports, identifying at risk students, etc. We recently had a professional development session for building secretaries that worked on protocols and calibration for consistency purposes across district.*

*From the technical side of things, it has been much more complicated and a lot more time consuming. The development of report cards has been challenging to create the same quality reporting mechanism as we had in the past. We have relied on the technical support from PowerSchool for some guidance and input and have recently come across issues that even they are having difficulty troubleshooting. Regardless, we have been able to create – with much teamwork and collaboration – a product we are satisfied with.*

Title IX: *Principals, their respective Title IX coordinators and I attended Title IX training in October. They were educated on their formal responsibilities and the focus of the training included defining and addressing harassment, bullying, student and employee Title IX related issues and how to appropriately handle at the school level. As the District Title IX Coordinator, I attended an additional training on Identifying and responding to allegations of sexual, racial and disability discrimination, conducting investigations and report writing.*

Social Emotional Supports/RULER: *We sent teams of teachers, support staff and administrators from Murphy, Tyl and MHS to RULER training in New Haven. During the three days of training, the teams learned more about the need to understand and manage our emotions. The model uses a “train the trainer” approach, so these teams will now go back and teach all faculty and staff at their school. The research indicates that the outcomes of this systemic, whole school, resource-supported approach will improve classroom climate, academics and the social-emotional competencies for all involved.*

*The Administrative team has begun the work of creating a Team Charter, much like has been done with the Central Office Staff. At our most recent administrative council meeting, the team identified the deliberate actions we will take to ensure each of us feel trusted, productive, respected, supported and cohesive. This charter addresses the need for us to be engaged, to be collaborative, to share responsibilities, to utilize each other's strengths and to celebrate the good work of others.*

*We have also been in conversation with Julia Cooper, the Supervisor of UCFS to look at the possibility and feasibility of establishing an additional school based clinic at Tyl to support student need.*

*Veteran's Breakfast: Finally, on Friday, November 8<sup>th</sup> I attended the Veteran's Breakfast at Murphy. I was impressed with the quality of the celebration and the work of the dedicated faculty, staff and students to recognize and honor our Veterans. It was certainly a proud Montville moment!*

c. Report from the Superintendent – Mrs. Pallin

*CABE workshop – We heard from two excellent keynote speakers, Derrick Gay and George Couros. Derrick spoke on the topic of diversity and provided some excellent ideas for implementation of our new policies on nondiscrimination and bias incidents. He provided links to instructional resources for teaching students about identity and cultural competency self-awareness. His perspective on diversity as a reflection on human differences rather than differences between groups was extremely thought-provoking. George Couros spoke about developing the mindset of an innovator in our students and ways to make schools more relevant and engaging to students. His underlying message was about the importance of empowering students who, when given a compelling reason, can do anything!*

*I also attended workshops on Vision of a Graduate which is work we will be facing as a district in the near future, updates to the online CT state data system, fostering critical and creative thinking and problem solving, issues in collective bargaining, and issues for transgender students especially in athletic participation. I gained a tremendous amount from these workshops and the keynotes which will be shared with the administrative team.*

*School Security Grant Meeting: Yesterday Kathy and I attended a meeting conducted by the Department of Emergency Management which explained how we can access and begin to utilize the grant funds which were awarded to the district to enhance building security.*

*I would like to invite the Board members to my house for a Holiday Party for administrators, our CO team, and Board members on Dec. 12<sup>th</sup> at 5:00*

*Jim: Where are we with the solar panel project at Tyl? Laurie: I do not have an update.*

**Item 10. Information Items**

*CABE New Board Member and Leadership Conference; December 10<sup>th</sup> 8:00 AM to 5:00 PM*

**Item 11. Citizens' comments**

*None*

**Item 12. Future Agenda Items**

*None*

**Item 13. Adjournment**

Motion: To Adjourn

Moved by: Bob Mitchell  
Seconded by: Jim Wood  
Vote: Carried (7-0)

The meeting adjourned at P.M.

Respectfully submitted by,

Robert Mitchell, Chair  
Montville Board of Education  
Minutes Approved: \_\_\_\_\_

Monica Pomazon, Secretary  
Montville Board of Education