



**MEETING OF BOARD OF EDUCATION  
October 15, 2024 at 6:00 p.m.  
MINUTES**

**Board of Education Goal:**

**Montville graduates will possess the skills and dispositions to navigate complex tasks. Our graduates are communicators, information consumers, problem solvers, and independent learners. They exhibit empathy, perseverance, inclusivity and self-awareness.**

**Library Media Center**

**Item 1. Call to order/ Pledge of Allegiance / Moment of Silence – 6:00 P.M.**

Board Chair Wills Pike called the meeting to order at 6:00 P.M.

Board members attending were: Bonnie Bacon, Timothy Shanahan, Tina Grove, Erika Striebel, Donna Funk and Lisa Terry. Bob Mitchell and Carol Burgess were absent.

Also participating were: Superintendent of Schools Dianne Vumback, Assistant Superintendent Andrea Flynn, Recording Secretary Pamela Rodgers, Business Manager Kathy Lamoureux, Director of Technology Nic Savoie, Administrators Paula LaChance, Rob Alves, Amanda Brown, Greg Gwudz, David Gollsneider, William Klinefelter, Jill Mazzalupo and Liz Dumond.

**Item 2. Alterations to the agenda**

*None*

**Item 3. Citizens' Comments (regarding agenda items only)**

*None*

**Item 4. Letters and Communications**

*None*

**Item 5 Presentations**

- a. Montville Marvels: Principals Elizabeth Dumond, Will Klinefelter, Jill Mazzalupo

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

Mohegan Elementary School - For planning and creating murals showcasing positive messaging and for implementing the “Rock your School” day at Mohegan: Briana Strycharz, Jordan Purslow, Lexis Foster and Krista Scarano

Murphy Elementary School - For making tremendous growth under very challenging circumstances: Bohdan Hrytsay

For going well above and beyond the job duties of a permanent substitute: Jennifer LaVigne

Oakdale Elementary School - For quickly embedding himself in the Oakdale Community, he is always visible and makes strong connections with staff and students, making everyone at Oakdale feel safe: John “Eric” Jenkins

For being kind, caring, helpful and respectful and acting as a role model in his classroom for applying growth mindset strategies when challenged and encouraging others to do the same.: Finn Grzyb

For being a role model for positive and polite behavior, he is always responsible, respectful and has a positive attitude: Jose Duran Acevedo

**b. Presentation on District Technology Plan (2024-2029) – overview**

*Director of Technology, Nic Savoie, provided a presentation on Six Priority Areas of IT. The presentation can be found on the school’s website under “Board of Education” and then in the drop down “Agendas & Minutes”.*

**c. Presentation on Special Education Presentation**

*Director of Special Education, Paula LaChance, provided a presentation on a Deeper Dive into the Demographics of Special Education. The presentation can be found on the school’s website under “Board of Education” and then in the drop down “Agendas & Minutes”.*

**Item 6. Approval of the Consent Calendar**

Motion: To approve the consent calendar as presented.

Moved by: Tim Shanahan  
Seconded by: Lisa Terry  
Vote: Carried (7-0)

a. Budget update: Kathy Lamoureux

*We have submitted the Board's year-end encumbrances, prior years liquidation, accounts payable, and accrued payroll for the fiscal year ending June 30, 2024 to the Town. However, we have been unable to complete our reconciliation, as this information had not yet been recorded in the Town's records last time we were provided the account information. I have emailed both Barbara Griffin and Patrick Wall to inform them of this issue. Additionally, we have been notified by Teamsters requesting information to conduct an audit of health insurance premiums for the transportation department.*

*I have been working on salary and health insurance projections, but further analysis is required to provide accurate figures. Current trends are insufficient to generate reliable numbers. There have been several certified staff vacancies due to late resignations, including one position posted because of a December retirement. Additionally, two substitutes are being paid at the long-term rate of \$286.21 for covering over 40 days of certified staff leave which may impact the substitute object line depending on the length of time this is required.*

*We now have 35 full-time paraprofessionals, which is an increase of 10 positions. We are monitoring the salary and health insurance accounts to evaluate the potential for transitioning additional hires to full-time status.*

*We are conducting a salary survey for nursing positions due to ongoing challenges in hiring and retaining staff in this department. We are currently using a subcontracted service to meet student needs and will continue to do so until another nurse is hired. This year, an additional nurse was required to meet IEP requirements for students after the budget development, and the cost for subcontracting services has been approximately \$5,600 through September.*

*At this time, we cannot finalize a projection for regular education tuition as we have not yet received enrollment data from the magnet schools or Ledyard VO-AG as of October 1, 2024. Special education outplacements and transportation costs are still trending toward a shortfall. We will continue to monitor these areas and update the Board on any significant changes.*

*We have obligated the ARP ESSER funding by the required September 30, 2024 deadline, and we have until March 31, 2026, to liquidate these obligations.*

***School Project Updates:***

- *The High School scoreboard has been installed, and we've received positive feedback.*
- *The Tyl Roof project is nearing completion. The vendor is working on the skylights over the media area, and once finished, a final walkthrough will take place before the Board accepts the project as complete.*
- *Work on the HVAC system is still in progress, with preparations underway for bidding.*
- *The vendor has received the majority of the materials for the doors at Oakdale and Tyl and Willie is working with the Vendor to schedule the repairs/replacement to have minimal impact to the students.*

*Future Items:*

*On September 17, 2024 there will be a public meeting at 6:00 PM at the Auditorium Montville High School to vote for infrastructure projects for both the Town and School. The school's projects being considered is the repayment of the Palmer Roof and the underground tank replacement at the Transportation Facility.*

**Item 7. New Business**

Motion: To enter executive session to discuss Montville Administrators Association Agreement July 1, 2025 through June 30, 2028.

Moved by: Donna Funk  
Seconded by: Wills Pike  
Vote: Carried (7-0)

The Board entered executive session at 7:35 P.M.

The Board exited executive session at 7:53 with no votes taken

a. Consideration and action to approve the Montville Administrators' Association Agreement effective July 1, 2025 through June 30, 2028, as recommended by the negotiating committee

Superintendent Vumback explained:

*We had Negotiations with the MAA which began on August 6<sup>th</sup>. Representing the Board were Wills Pike, Lisa Terry, and Natalia Sieira-Millan from Shipman and Goodwin, while Joe Jaskiewicz served as the Town Liaison.*

*Prior to our meeting with the administrative team, we reviewed administrator settlements in other districts for the 2024-2025 season.*

*The result of these negotiations is a three-year contract spanning from July 1, 2025, to June 30, 2028.*

*A key outcome was the agreement on a new three-step salary schedule replacing the previous 85% placement system for new administrators, which lacked clear definition and could be seen as arbitrary. Under the new system, the top step will receive a 2.5% annual increase with each step below being 3.5% less.*

*An exception was made for the special education supervisors, who will receive an additional \$2,500 in the first year along with three additional workdays and a 2.5% annual increase thereafter.*

*Health plan contributions will also see incremental increases with premium cost shares rising by 0.5% each year, from 22% to 23.5%, and dental premiums increasing from 24% to 25.5%. Additionally, plan design changes were implemented to reduce costs.*

*Another significant change is the phase-out of the 2.5% tax-sheltered annuity for employees hired on or after July 1, 2025 and the reduction in non-work days from five to three allowing administrators to flex their days during the school year. Administrators did ratify the contract.*

Motion: To consider to approve the Montville Administrators Association Agreement July 1,2025 through June 30,2028.

Moved by: Lisa Terry  
Seconded by: Tim Shanahan  
Vote: Carried (7-0)

b. Designate Dianne Vumback, Ed.D. as the first authorized signature - ED-099 Agreement for Child Nutrition Program

Superintendent Vumback explained:

*This motion removes Laurie Pallin and adds myself as a signer along with Kathy Lamoureux for the child nutrition program. The Agreement designates representatives authorized to enter into an agreement with the CSDE and certifies the claims for reimbursement.*

*The CSDE recognizes that one or both authorized signers will change periodically. Claims for reimbursement are valid only when certified by authorized signers on file with the CSDE.*

*Action by the board of education must occur to make changes to authorized signers so that claims can be signed and submitted, and reimbursement delays are avoided.*

Motion: To Designate Dianne Vumback, Ed.D. as the first authorized signature - ED-099 Agreement for Child Nutrition Program

Moved by: Lisa Terry  
Seconded by: Wills Pike  
Vote: Carried (7-0)

#### **Item 8. Old Business**

*None*

#### **Item 9. Committee and Liaison reports:**

- a. Policy – Tina Grove – Discussed policy 51381 electronic devices needs further review.
- b. Education Evaluation – No meeting
- c. Communications Committee – No meeting

- d. Montville Education Foundation – Next meeting October 21, 2024
- e. LEARN- No meeting
- f. Montville Youth Services Bureau- *Tim Shanahan, meeting held on October 10, 2024.*  
*The basket raffle fund raiser will be at the election polls on November 14, 2024.*
- g. Student Board Representatives

**Senior Class Representative: Adam Gallagher**

*In the past month, many clubs have started to pick up their regular activities. Last week was certainly the busiest week of the year so far for student government, with spirit week, our pep rally on Thursday, and our homecoming dance on Friday with the Seniors obviously won spirit week as they should. Being president of student government this year has given me a lot of respect for previous presidents, as there are a lot of duties to fulfill, but in the end I think both events went really well and everyone felt the Montville pride especially on Thursday, with black and orange being our theme. This Friday is the final stretch for our poet laureate competition, as the competitors, including myself, will be reading a set of poems aloud and our poet laureate for the year will be decided. While homecoming tickets were being sold, NHS also held a raffle where you could win a homecoming ticket if you brought in nonperishable food. The proceeds will be donated to the Montville food pantry. Our newspaper club, created last year, has its first issue of the year coming out within the next week with articles on student government and the new AP African American studies class, taught by Mrs. Gawlak for its first year running. Lastly, the Drama production has the dates of December 12, 13, and 14 for its winter show dates.*

**Junior Class Representative: Tiana Bamber**

*This past week, we had spirit week, which I feel like is always really exciting for students because it gives them something fun to look forward to and it provides opportunities for students to feel more connected with the school and the students around them. Our spirit days were M'urica Monday, Country Club vs. Country, Dress your Age(explain a bit + teachers dressed as students), Black and Orange, and then Class Colors to end the week. My personal favorite of the days and what I think was the most anticipated was M'urica Monday just because of some silly outfits and all of the fun colors and accessories students wore. I do believe that spirit week really had a positive effect on the students and there was a lot of participation from each class which is always really nice to see.*

*On Thursday, we had our first pep rally of the year to support our football team who had a game that night. The pep rally was very exciting for students and the activities and atmosphere of it all was very enjoyable for everyone. MHS's band played the national anthem as well as the intro to our schools cheer which I really enjoyed, and the cheerleaders had a dance routine prepared that got positive feedback from student spectators. The pep rally as a whole gathered a lot of school spirit and support. At the beginning of the rally, seniors of each fall sport were recognized and ran out to the field with the rest of their teammates.*

*Our fall sports teams have been doing really well, and many of them are gearing up for end-of-season events. The football team has put in a lot of hard work and effort this season. The soccer teams have also been competitive, and our cross-country runners are preparing for their final meets. It's been great to see so many students attending games and supporting our athletes. We're proud of how hard the teams have worked and are excited to see how they finish the season.*

*Hoco (general overview, talk about setup/theme, DJ, photo booth, how students were feeling)*

*Looking ahead, the PSATs are coming up this Wednesday, and many students, especially juniors, are preparing for them. The school has been offering study sessions and resources to help students feel ready. There's definitely some nervousness, but also a sense of determination. The PSAT is important for many of us because it not only helps with SAT preparation but is also a qualifying test for the National Merit Scholarship, so there's a lot of focus on doing well.*

*Overall, it's been a busy but exciting time at our school. From the fun and engagement during Spirit Week to the hard work of our athletes and students preparing for the PSATs, there's a lot of positive momentum. I look forward to seeing what the rest of the school year brings!*

**h. Principals' Report**

**MHS** – Rob Alves: *Student government did an amazing job on spirit week. Bonfire was well attended. Homecoming dance had 350 attendees and all well behaved, positive praise from the students.*

**PALMER** – David Gollsneider: *Number of Palmer students attended the Homecoming dance. Shout out for the hiring of the BCBA.*

**TYL**- Greg Gwudz: *Using TYL Buddies which is based off a national program. Girls on the run program taking place which includes both physical and curriculum activities. Two students will be leaving this week to attend a black belt World Karate competition in Japan.*

**CEM** – Liz Dumond: *All the Elementary schools are following a unified schedule, seeing benefits. Teachers at different schools were available at same time to attend Zoom meeting.*

**OAK** – Jill Mazzalupo: *Wrapping up goal meeting. Goals for Pre-K and Kindergarten being used.*

**MOH**- William Klinefelter – *National Rock your School was done to decorate school in a theme. Great involvement and creative ideas. Fire Company came and presented Fire Prevention training.*

**Item 10. Information Items**

Next BOE meeting Nov 19, 2024

**Item 11. Report on District Operating Plan**

**a. Report from Director of Special Services – Paula LaChance**

*October 24<sup>th</sup> The TA will be doing a mini unit on voting. Students will be learning about how to fill out a ballot and why we vote. Students will go to vote early on October 25<sup>th</sup> at the Town Hall for early voting. The staff will be helping them decide who to vote for or help them fill out the ballot. This is a way to provide access to voting and lessons on civic engagement to all students.*

*Personal Finance: They are continuing to do their normal budgeting routine and this week Students had to budget for several trips into the community and save for future expenses.*

*As far as their internships Students are showing a desire to be independent at work and setting goals for increased independence. They are working on breaking down their IEP goals and objectives into measurable small steps that they can set as weekly goals this year. They will be working on this with all IEP objectives for the next several weeks. They ended the week with a great hike at Rocky Neck where they hiked 2 miles!*

**b. Report from the Assistant Superintendent – Andrea Flynn**

*We had another busy and successful day on September 26th for professional development. I want to give a brief overview of some of the PD happening in the schools and district.*

*Preschool and Kindergarten teachers and their para educators engaged in a half day of training around Purposeful Play and executive Functioning with consultant Karen Gray. This work*

*allowed for teachers to engage in new learning and spend time working with their grade level teams on how to incorporate this work into their daily routines. It was a blend of instruction, and guided practice as well as “on your own” small group work.*

*Our coaches spent the morning with our elementary grade level teams rolling out their next unit of study in literacy. Teachers worked closely to understand the standards being taught and assessed, as well as the important instructional strategies they will need to teach their students so that they will be successful during the coming weeks.*

*Other professional development opportunities offered on this day were:*

*UPLIFT: a trauma informed care training program for our social workers, school psychologists, special program teachers and our BCBA.*

*Curriculum refinement at both the middle and high school levels, and updates on the laws around restraints and seclusion at the elementary.*

*Tyl worked on defining PLCs (Professional Learning Communities)*

*It was a very busy day. Our teachers and staff were engaged and productive. Teachers appreciated the time to work with colleagues balanced with the time to engage with new learning.*

*On October 10 I had the opportunity to attend the annual Performance Matters Forum in Hartford, where I was fortunate to engage in sessions dedicated to leveraging data, redefining distinct systems. and learning about critical moves in literacy to move students forward. Information gained at these sessions will help to support work in our own district and forged relationships with other high performing CT school districts.*

**c. Report from the Superintendent – Dianne Vumback, Ed.D.**



*We have had a lot going on!*

*Security Meetings – I have met with Mike Collins, who is our Head of Security for Montville Public Schools. We met and discussed having monthly meetings with the entire security team as a way to provide opportunities to discuss safety issues and devise strategies on prevention. I also met with a few principals and Mike to ensure we are doing all we need to do to establish a culture of safety within the school community. We will begin these meetings this month.*

*With all other issues/concerns, Mike has been wonderful to work with. He has been available to me 24/7.*

*Our Teacher and Administrator Evaluation and Support plan was approved at the state level. As a reminder, at our last board meeting you approved the minor changes that they required us to do.*

- We have begun the process of ensuring all educators and administrators are setting goals and meeting with their evaluators.*
- I have met with two administrators already and am pleased with their work around academics and climate and culture specifically.*
- Additionally, I have set up a schedule to ensure I walk through the buildings a couple of times a month visiting classrooms with Principals.*
- I have been able to visit Palmer and Tyl so far and was very pleased with the lessons I witnessed and the general positive feel of both schools.*

*Andrea, Kathy and I have been working on title grants and just submitted them to the state:*

- Title 1 which is the US Dept. of Education largest K-12 grant. All funds are used to improve student outcomes. We talked about approving the Title 1 compact last month.*
- Title 2 is designed to increase student achievement and allows us to use the funds to improve the quality and effectiveness of teachers, principals; and hire faculty and staff to support improving student academic achievement and to provide our low-income and minority students great access to effective faculty and staff.*
- Title 3 is designed to support multilingual learners in language acquisition and high academic achievement.*

*We continue to hire both non-certified and certified staff, particularly in the area of special education.*

*I have attended a few PTO meetings, Open Houses, staff meetings at all the elementary schools, met with all the union presidents, attended a couple Superintendent meetings and a statewide meeting on school threats with the Governor and Commissioner of Schools. It*

*has been a busy month and I am grateful for my administrative team and all our faculty and staff for working so hard. Today is day 32 in school!*

**Item 12. Citizens' comments**

*None*

**Item 13. Board Member Remarks**

**Lisa Terry** – *Good luck Adam with your poem*

**Tina Grove** – *Thanks for to everyone for all your hard work*

**Wills Pike** – *I have sat on Para, Teacher, Secretary and Administration contracts, all seem reasonable and rational. Appreciate Paula and her team on Special Education. We need to do exactly what we need do with Special Education. No need to further discuss payment to enter a football game. Seen it first hand, not a problem. Look forward to meeting the new BCBA.*

**Item 14. Future agenda items**

*None*

**Item 15: Adjournment**

Motion: To adjourn

Moved by: Tim Shanahan

Seconded by: Tina Grove

Vote: Carried (7-0)

The meeting adjourned at 8:25 P.M.

Respectfully submitted by,

Wills Pike, Chair  
Montville Board of Education

Bob Mitchell, Secretary  
Montville Board of Education

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