



**MEETING OF BOARD OF EDUCATION  
September 21, 2021 at 6:00 p.m.**

**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**

Board Chair Sandra Berardy called the meeting to order at 6:00 P.M.

Board members attending were: Bob Mitchell, James Wood, Monica Pomazon, Carol Burgess, Wills Pike, and Sheelagh Lapinski. Board Members Dana Ladyga and Joe Aquitane were absent.

Also participating were: Superintendent of Schools Laurie Pallin, Assistant Superintendent Dianne Vumback, Administrative Assistant to the Superintendent, Jennifer LeMay, Business Manager Kathy Lamoureux, Administrators Paula LaChance, Amy Espinoza, and Heather Sangermano.

Board Chair Sandra Berardy requested an amendment to the agenda, adding item 5h. Consideration and action to discuss the state's flexibilities regarding educator evaluations.

**Motion: To add item 5H Consideration and action to discuss the State of Connecticut flexibilities for Educator Evaluations.**

Moved by: Carol Burgess  
Seconded by: Monica Pomazon  
Vote: Carried (7-0)

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

*None*

**Item 3. Letters and Communications**

*A letter was received from Clifford and Christopher Kumpf (246 Maple Ave) regarding storm damage to their property. The letter was also sent to the Town of Montville and the Board will defer to the Town to address the letter.*

**Item 4. Approval of the consent Calendar**

**a. Budget Update: Kathy Lamoureux**

*We have closed out the 20-21 fiscal year with a surplus of approximately five hundred fourteen thousand prior to any adjustments proposed by the accountants. Additionally we have returned approximately eighty two thousand in unliquidated encumbrances from the 19-20 fiscal year. The unliquidated encumbrances are related to a purchase order that was created for unemployment costs prior to being informed that the federal government was reimbursing some of the cost because of the pandemic, along with price differences. The accountants are currently working with us and the Town to complete the 20-21 audit.*

*Staffing:*

*The focus for the return of students has been on reviewing and modifying staffing needs for the 2021-22 school year. Additional hours for monitors, behaviorists, custodial and security have been necessary, and we are still trying to hire additional drivers to handle the District's needs. If this results in shortages in the salary line items that cannot be addressed through the operating budget, we will modify the ESSER grants to offset these additional costs.*

*Health Insurance:*

*We are anticipating an overage in these accounts based on the shift of custodians to the high deductible plan, new hire health insurance elections, and the movement of some unaffiliated staff to the high deductible insurance plan. I am currently reviewing both the salary and health insurance accounts in order to accurately estimate the overage in health insurance.*

*Tuition and Outsourced Transportation:*

*The regular education tuition accounts are billed based on the enrollment on 10/1. Therefore, I anticipate being able to report on these costs at the October meeting. At this time, I am projecting that special needs outplacements will have a shortfall of approximately \$620,000 based on existing programs. Currently there are twenty five outplaced students, eight of whom were not budgeted for, along with one student budgeted who is no longer in District. The increase in placements were mainly from students moving into the District over the summer with existing outplacements. In addition to the tuition costs, the contracted transportation will be impacted by the increase in outplacements. We are currently reviewing their transportation to see if it is possible to consolidate some runs. Based on volatility in these accounts we will continue to monitor and apprise the Board of changes throughout the school year.*

*The increase in the outplacements may generate some additional funding to the town under the excess cost grant. This grant is intended to assist districts in meeting the expenses of for students with extraordinary need. Additionally, the 2% non-lapsing account is available to the Board if the operating budget is not able to handle the impact of these unexpected outplacements.*

*Unanticipated Costs:*

*As a result of the storm on September 2, the District incurred about \$20,000 of damage to three well pumps at Tyl Middle School. We have reported this damage to the insurance company as the estimated cost exceeds the \$10,000 deductible. There was also about \$10,000 in paving damage at Murphy Elementary and \$3,000 in damage to the High School Turf field which, if handled as one claim, will just be over the deductible.*

*The redesign and paving at Oakdale and the paving at Tyl Middle School has been completed. The final bills have been received and reviewed by the engineer. Between the two projects there were approximately \$16,000 in change orders. The additional costs are being paid out of the current years' operating budget.*

*A priority item on next year's capital budget will be the replacement of the hot water tanks at the High School due to leaking. We have reported this issue to the insurance company to review for any type of coverage. They are reviewing the claim however, indicated if the leak is not due to a covered event there is likely no coverage. To remediate this issue, Encore is combining the two water heaters and abandoning the tank that is leaking. We believe this fix will last until we can secure funding for a replacement.*

*Roof Project at Tyl:*

*We have been working with Al Jacunski to develop a timeline and an updated budget for the roofing project at Tyl Middle School. Al submitted a revised budget based on 2022 construction costs and it increased to approximately two million five hundred thousand dollars before state reimbursement. There has been significant cost increase as a result of the pandemic and lead time in securing products. The cost to Montville for the roof project is projected at approximately one million thirty seven thousand dollars with a contingency of approximately two hundred thirty thousand. The contingency is currently being reflected as ineligible costs for reimbursement. The timeline for the project has been reduced because the State review process has increased.*

*In order to submit this project to the State for review, the Board/Town would have to commit to the funding for the project. Based on the time frame received from Al, he indicated that that funding commitment was done in December this would allow for the project to be approved by the State, complete the bid and award process and be able to start the work at the end of the 21-22 school year.*

*This timeline gives us time to see if the Town is committed to funding the 2% non-lapsing account with the 20-21 surplus and allows us some more trending of the special education tuitions accounts. Currently we have authorized Al to start the plan design with the funds*

*that were committed in the Capital Plan which is necessary regardless of when the project is completed. Currently the 2% non-lapsing account has a balance of \$938,209 prior to the Town considering funding it with the remainder of the 20-21 unexpended appropriations. It is important to note, the costs of the project are expected to increase by 5% each year the project is delayed, and we are experiencing more leaks in the roof every year.*

*General Information:*

*The phone contract has been reviewed by Board's Attorney and has been signed. Currently Steve and Nic are contacting CT Communication to discuss the installation process and schedule.*

**Item 5. New Business**

- a. Consideration and action to approve the proposed 2022 Board of Education meeting dates.

**Motion: To approve the proposed 2022 Board of Education meeting dates.**

Moved by: Jim Wood  
Seconded by: Bob Mitchell  
Vote: Carried (8-0)

- b. Consideration and action to send a Delegate to the CABA delegate assembly

Motion: The Board moved to send Robert Mitchell to the CABA delegate assembly.

Moved by: Monica Pomazon  
Seconded by: Sheelagh Lapinski  
Vote: Carried (8-0)

- c. Review and discussion of Board strategies

Motion: That the Board approves the Board Strategies presented as a result of the Board Retreat.

Moved by: Wills Pike  
Seconded by: Monica Pomazon  
Vote: Carried (8-0)

The following Board Strategies were drafted at our August meetings:

*Community Engagement:*

1. *Use Board presentations, Montville Marvels, and available technology to promote Montville's definition of learning and to recognize students' acquisition of the skills and dispositions necessary to navigate complex tasks*
2. *Foster the involvement of, and partnership with, all stakeholders to promote student learning goals and social and emotional well-being and to build empathetic relationships that respect the individuality of each member of our community*
3. *Create an environment of empowerment and innovation for all learners (adult and student)*

*Resource Deployment:*

4. *Advocate and consistently communicate the need for the resources imperative to our operational success and to the achievement of our shared goals.*
5. *Monitor allocation and equitable deployment of resources and services to reflect the district's focuses on key skills and dispositions, deep learning, social and emotional well-being, and physical and psychological safety*

*Policy and Regulations:*

6. *Review curriculum based upon an established cycle to ensure a coherent and consistent focus on district-wide goals for learning and implementation of instructional strategies and assessments aligned with the district definition for learning*
7. *Review and revise policy to promote equity, physical and psychological safety, and comply with changing legislation*

d. Update on student academic data

*We have received the results of state assessments and will provide a full report to the Board at our October Board meeting.*

- e. Consideration and action to approve Policy numbers 4418.239 and 4218.239;  
Required Covid-19 Vaccinations

**Motion:** The Board moved to approve Policy numbers 4418.239 and 4218.239;  
Required COVID-19 Vaccination.

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

*Jim Wood, the Policy Committee met this evening and reviewed and approved the Policy to bring to the full Board for approval.*

*Policy is to ensure we are in compliance with executive order 13G mandating that all employees are fully vaccinated or submit weekly results to COVID-19 testing. Communication to staff has been ongoing since the end of August, though there have been multiple changes to expectations coming as recently as yesterday and more clarification was promised to come at this morning's DPH meeting.*

f. Update on executive orders including mask-wearing

*At this time given the data we received from DPH, changes to the mask-wearing policy inside school buildings are not recommended. Students are doing an excellent job complying with our mask-wearing expectations. Data from DPH was shared with the Board.*

g. Discussion of State and district steps in reviewing Air Conditioning for district

*State is aware of this issue - Below are the results from the CAPSS HVAC Survey:*

- ✓ 104 districts responded
- ✓ 277 total schools NOT air-conditioned
  - 233 schools are Grades K-8
  - 42 schools are Grades 9-12

*CAPSS goal is to secure state bonding for HVAC upgrades.*

*As has been previously reported, our spring surveys of students, families and staff overwhelmingly requested that the district explore adding air conditioning to our buildings.*

*I asked Steve to research. A study which includes survey and review of existing conditions and recommendations and budget cost estimates by Jacunski and Humes would cost \$48,600. Based on Kathy's budget report, we are reluctant to add another unbudgeted expense at this time, but would like to be poised for state bonding if it becomes available.*

h. Consideration and action to discuss the State of Connecticut flexibilities for Educator Evaluations.

Motion: The Board moved to approve the State of Connecticut proposed flexibilities for educator evaluations.

Moved by: Monica Pomazon  
Seconded by: Bob Mitchell  
Vote: Carried (7-0)

*Wills Pike- Does the observation criteria change? Superintendent Pallin – Yes it does.*

*Carol Burgess – I like these changes they are in line with the discussions we have held and the direction we are looking to move in.*

Item 6. Information Items

7. Committee and liaison reports:

- a. Policy – *Jim Wood, the Policy Committee met this evening and reviewed and approved the Policy to bring to the full Board for approval.*
- b. Education Evaluation – *Bob Mitchell – No Meeting*
- c. Communications Committee – *Monica Pomazon – No Meeting*
- d. Montville Education Foundation – *Reviewed the Golf Tournament and opened the next round of grant applications.*
- e. LEARN – *Next meeting at the end of the month.*
- f. CABE/NSBA – *Sent an email and requested some help on the nominating committee, Carol Burgess has volunteered and will serve on the committee.*
- g. Montville Youth Services Bureau – *Training on Oct. 8<sup>th</sup> QPR training. Presentation of the film Angst. Mud Run Did very well. Blood Drive October 5<sup>th</sup>. Mon and Thurs tutoring is open 2:30-4:30*
- h. Student Board Representatives –

*Junior Class Representative; Matthew Malbourn*

*Good evening board, my name is Matthew Malbourn and it is a pleasure to be moving forward with you as the junior class representative.*

*The first couple weeks back to school have been a nice semi-transition into what used to be normal. Lunch is still the same as last year with the exception of the library now being the second lunch location. Teachers have been kind welcoming us back from another summer break and have been very reasonable with their course loads.*

*One major difficulty that all class councils have gone through up until now is fundraising. Two years ago, my freshman class was ready to put on a bingo night, but we had to shut down the event during the first week of the lockdown due to a rise in cases and threat that the virus could reach us. Our first fundraiser in over a year was this August when we put*

*on a car wash. We now have a wide variety of fundraisers we are planning to host throughout the year, including a new bingo night in early December.*

*Student government was finally back in person on the ninth, and since then we have brainstormed ideas for a replacement for homecoming, ways to fundraise, spirit week themes, and pep rallies. It was concluded that it was best to overall not have a traditional homecoming this year because of the rise in COVID cases, so something else needed to be put on. Currently in development is our idea of a Fall Festival. The event would take place Saturday, October 30th in the spirit of Halloween, and would include activities such as painting your own pumpkin, snacks and photo booths, and a teacher costume contest. We know most wanted a traditional dance, but something such as Fall Fest can be just as, if not more, fun! Also in development for student gov. is our fall pep rally. To try and raise more school spirit, we are designing and voting on Montville mask designs this Thursday to eventually sell to the student body and create more of a sense of pride and togetherness.*

***Senior Class Representative; Gigi Johnston***

*I'm very excited to start a new school year. There were a few things over the summer that have taken place that allowed students to stay connected with the school. There was an athletic program in which students were able to participate in strength and conditioning activities to stay fit in their off-season. This was similar to the program last school year that came about when sports were shut down due to COVID. Also, the drama club put together a play called, "Once Upon a Mattress." This was a fun way to bring back something else that was lost due to the pandemic.*

*But thankfully, the start of this school year has been mostly back to normal. All sports have been able to start their season without issues as well as beginning to compete with other schools. The football team has played only one game, standing with a record of 0-1 right now, but they are excited to get back on the field this Friday to play against East Catholic. To add, the cross country team has been running against other schools, with their top three boys, Ranju Iyer, Jack Brehler, and Dylan Horkey, competing well in the Stratton Brook XC Invitational race. Maya Suarez finished in the top ten in the Stratton Brook girls' race, and took home first place in another meet with over a minute and a half lead. The volleyball team stands with a record of 3-1 right now, girls' soccer with a record of 2-1 and boys' soccer is 1-1. Last night the girls' soccer team celebrated their seven seniors in their annual senior night against Bacon Academy, which had a large turnout of fans. Peers are very excited, as are coaches and players, to be able to get out in the stands and encourage their teams. The last football game and thrilling boys' soccer game, which went into double overtime, had big student sections in the audience bringing an excitement to the event that was missing last fall.*

*In addition to the community coming out to support the school's athletics, the teams have been bringing in some more support through fundraising. The volleyball team hosted a car wash which was very successful in making money for the team and creating a fun community event. The cross country team had their annual fundraiser of selling corn stalks*



*this weekend at Fair Oaks, and as always, they had a good time bringing in support. The soccer teams just began their fundraiser of selling raffle tickets in which prizes include tickets to a Patriots game, an overnight stay at Mohegan Sun, and a gift card. So, if anybody is interested in buying one or knows anyone who wants one, just contact me and I'll be able to get it to you.*

- i. Board Chair remarks – *Listening to everything the Superintendent is doing to satisfy the demands from the State. I think we need to revisit this in a month to see what our needs are. I do not want to have everything else we need to do get done lost in all of the work that is being done due to COVID.*

Item 8. Superintendent's Report

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

*I wanted to give you an update on the numbers of special education students we have across the district. We have a little over 400 students which include*

*MHS 61  
PBL 15  
MTA 10  
Tyl 98  
Elementary 140  
21 Pre K  
OOD 19  
Magnet 20  
11 at St Bernards  
10 at misc schools*

*This summer we had 7 new families move into district with students already outplaced. I was able to bring two back into district, one at the Palmer Academy and the other at the Transition Academy.*

*Additionally we have 145 students on a 504 plan*

*It's been a difficult transition back for many students thus resulting in a lot of challenging behaviors. I have been out in the district quite a bit supporting the Supervisors and administrators with these challenges.*

*I have also been working closely with the Transition Academy assisting the coordinator adjust to a new group of students while building the program and networking in the community for intern opportunities. She has a lot of exciting things happening this year. They have a chef coming in to run a culinary class once a week, for health and wellness they are getting out to a yoga studio and are also in the process of purchasing cardio equipment to further support the health and wellness of the students. They have begun a little candle business. I brought two here for you to see as well as an order form if you*

would like to support their cause. They are only in day two of making these candle so will be tweaking the process accordingly.

My new secretary Jennifer Zagorski is really great. She's been able to learn and navigate all the systems necessary to keep the department ahead of schedule in regards to state reports and scheduling of PPT's so she is a huge asset to the department.

Last but certainly not least Jen and I have begun discussions regarding the process for transitioning data to the new CT-SEDS system which goes live June 2022. There will be a lot on her plate as we work through this process but I feel really confident with her abilities.

b. Report from the Assistant Superintendent – Dianne Vumback

*It is great to have students back in the buildings! It is great to see students, teachers and visit schools and classrooms. Everyone appears to be happy to be back at school and feeling socially connected.*

*We have been busy setting up some systems that will guide major work we will be doing this year.*

***Attendance***

*I have been asked to sit on a small attendance subcommittee that will guide the work of school districts in the area of attendance. As you can imagine, there is so much emphasis on getting students back in school, making connections, addressing trauma, offering supports that there is a huge amount of data coming at us to dissect and determine what fits our needs. Currently from a whole district perspective, we are in better shape this year than we were last year in terms of attendance. That is good news as typically absenteeism in the first month of school can predict a student's attendance for the year. However, there is concern that this year districts will face high attendance rates again due to anxiety, depression and trauma. We have begun our work to unpack the data and work closely with families and students to address their needs and support them.*

***EL Students***

*We have over 85 students identified as English Learners. I have been meeting regularly with Lisa Kaplan, our District EL Coordinator to create a comprehensive approach to supporting all students across the district. Lisa will be visiting every school weekly on a set schedule so that teachers can visit with her to ask questions, get support or troubleshoot a situation. Lisa will also be available to model lessons and observe a child that may be in need of English language support. As you know, many of our EL students opted for fully remote learning for the majority last year. We want to be sure we are all equipped to support their unique language needs.*

***DESSA***

*I have been working with Amanda Brown, our secondary special education supervisor on DESSA. If you recall, DESSA is a standardized, strength-based measure of social-emotional competencies of students. We are working together to get our staff and administrators trained on this assessment so that we are ready to screen, assess, guide intervention planning, monitor progress and evaluate outcomes related SEL. We will be able to take action with strategies to improve the social and emotional growth, and ultimately improve overall student achievement.*

### ***Vaccination Clinic***

*Just a quick update on our vaccination clinics. We have had three clinics at the high school in August and September. We had over 75 people get vaccinated on August 24<sup>th</sup>. On 9/17 we had 22 people get vaccinated, and while that number is much lower than previous clinics, Griffin Health reported it was the highest attended clinic of the day! We will offer a follow up clinic on October 8<sup>th</sup> at the high school from 3:00 – 7:00 p.m.*

### ***MYSB***

*I have been working with Barbara Lockhart at Montville Youth Services and she has been a tremendous asset to us! We have over 20 of our certified staff members participating in QPR training, which is a suicide prevention training. This will be a valuable resources for us thanks to the collaborative relationship with have with Barbara and MYSB.*

### **c. Report from the Superintendent – Laurie Pallin**

*Busing – Of 93 districts responding to a survey, 60 report a shortage of drivers and instances when it has led them to cancel school, impacted special education students, caused them to combine routes leading to longer time on buses, caused delays in pick up and drop off and caused cancelation or changes in scheduling of athletic events. We would like to hire five additional drivers. In order to transport students to sporting events, we have canceled late bus services.*

*Staffing – We are experiencing significant issues in finding staff, especially paraprofessionals, behaviorists, substitutes, and monitors. This has an impact on the climate in all our buildings*

*New Teachers – We are extremely impressed by the quality of our new hires and the way in which they have seamlessly transitioned into their roles here.*

*Start of School – Staff and Student Wellness has been a concern and we are actively working to support staff as they respond to students' needs and behaviors.*

*ESSER Grant – We received a glowing commendation from the state on our ESSER grant application; they said we were the only district who wrote goals and narratives that did not need to be changed. It was a lot of work by many people and we were very pleased with this feedback.*

*Wills – I understand the new AD is on Maternity Leave – Who will be covering for her?*

*Supt. Pallin- A combination of Rob Alves and a teacher who is being paid to attend sporting events.*

**Item 9. Citizen’s Comments**

*Tara Jones, 4 Mayo Ave, My daughter was exposed at recess and was not considered a close contact because her exposure was outside. She consequently tested positive and it impacted an entire soccer team.*

*MS athletics – Our MS students are losing this battle and are obese. They do not have sports outside of cross country. The removal of the late bus has made this worse. While the HS has many opportunities, the MS does not. The elementary teachers are Godsends and have called and checked on my family daily. There was a surplus of money discussed at the last Board meeting, I would like to see at least one season of sports return. The winter is very difficult – we should at least have basketball. The SEL and Healthy body has to happen in order for everything else to fall into place.*

**Item 10. Future Agenda Items**

None

**Item 11. Adjournment**

Motion: To adjourn.  
Moved by: Bob Mitchell  
Seconded by: Monica Pomazon  
Vote: Carried (7-0)

The meeting adjourned at 7:10 P.M.

Respectfully submitted by,

Sandra Berardy, Chair  
Montville Board of Education  
Minutes Approved: \_\_\_\_\_

Monica Pomazon, Secretary  
Montville Board of Education