

East Granby Board of Education
Regular Meeting Minutes
Monday, April 22, 2019

Board Members Present:

Mr. Bob Paskiewicz
Mr. Bob Ravens-Seger
Mrs. Sharon Shepherd
Mr. Jim Feeney
Mr. John Ziobro
Mrs. Lucia Ziobro
Mr. John Welsh

Board Members Absent:

Mr. Robert Crocker
Mrs. Karey Pond

Others Present:

Dr. Patricia Charles, Interim Superintendent
Mrs. Sherry Holmes, Business Manager
Ms. Lisa Kline, Board Clerk
Jordan Kott, Student Representative
Eric Lachapelle, Architect for Roof Project
Roger LaFleur, Consultant for Roof Project
Kerri Cavanaugh, Visitor
Cathi Dallesander, Visitor
Paul Calebaugh, Visitor

I. Call to Order and Pledge of Allegiance

With a quorum present, Bob Paskiewicz, Chairperson, called the meeting to order at 7:05 p.m., and all recited the Pledge of Allegiance.

a. Approve minutes from the March 11, 2019 budget workshop, the March 11, 2019 regular meeting, the March 14, 2019 facilities sub-committee meeting, the March 14, 2019 curriculum sub-committee meeting, the March 18, 2019 special meeting, and the March 25, 2019 regular meeting

MOTION: a motion was made by Jim Feeney, seconded by Bob Ravens-Seger, to approve the March 11, 2019 budget workshop minutes as presented. (FOR: Bob Ravens-Seger, Bob Paskiewicz, Jim Feeney, John Ziobro, Lucia Ziobro, and Sharon Shepherd. ABSTAINED: John Welsh) *Motion approved.*

MOTION: a motion was made by Bob Ravens-Seger, seconded by Sharon Shepherd, to approve the March 11, 2019 regular meeting minutes as presented. (FOR: Bob Ravens-Seger, Bob Paskiewicz, Jim Feeney, John Ziobro, Lucia Ziobro, and Sharon Shepherd. ABSTAINED: John Welsh) *Motion approved.*

MOTION: a motion was made by Jim Feeney, seconded by Bob Ravens-Seger, to approve the March 14, 2019 facilities sub-committee meeting minutes as presented. (FOR: Bob Ravens-Seger, Bob Paskiewicz, Jim Feeney, John Welsh and John Ziobro. ABSTAINED: Sharon Shepherd and Lucia Ziobro) *Motion approved.*

MOTION: a motion was made by Sharon Shepherd, seconded by John Ziobro, to approve the March 14, 2019 curriculum sub-committee meeting minutes as presented. (FOR: Bob Ravens-Seger, Bob Paskiewicz, Jim Feeney, John Ziobro and Sharon Shepherd. ABSTAINED: Jim Feeney, Lucia Ziobro and John Welsh) *Motion approved.*

MOTION: a motion was made by Bob Ravens-Seger, seconded by Jim Feeney, to approve the March 18, 2019 special meeting minutes as presented. Sharon Shepherd asked that the minutes be amended to include her written response that was read at the meeting. "While not prepared ahead of time, many board members feel that Melissa Bavaro-Grande is an excellent candidate to take over as acting superintendent. She is a prominent leader in the district and will help to maintain consistency during this transitional time. She is a well-respected educator among the staff, parents and students. Her willingness to fill in during this time of need is appreciated. I feel she will serve the district well and I fully endorse this decision". As requested by Jennifer Kovaleski, Bob Paskiewicz asked that the minutes reflect Mrs. Kovaleski's written comment "I feel Ms. Bavaro-Grande will do an excellent job in the role of acting superintendent."

MOTION: a motion was made by Bob Ravens-Seger, seconded by Jim Feeney to approve the March 18, 2019 special meeting minutes as amended. (FOR: Bob Ravens-Seger, Bob Paskiewicz, Jim Feeney, John Ziobro, Lucia Ziobro, and Sharon Shepherd. ABSTAINED: John Welsh) *Motion approved.*

MOTION: a motion was made by Bob Ravens-Seger, seconded by Jim Feeney to approve the March 25, 2019 regular meeting minutes as presented. *Motion approved unanimously.*

b. Additions to the Agenda

Dr. Charles asked to switch items IVc and IVd with items IVa and IVb on the agenda.

c. Comments from Visitors Regarding Agenda Items

Paul Calebaugh asked Bob Paskiewicz if he received his email requesting information and asked that the BOE inform the public where the .29% budget increase they received from the BOF will be allocated prior to the referendum. Mr. Calebaugh asked if the Dean of Students position is new. Bob Paskiewicz

explained that it is a current position that is being renamed and is not an additional position. Bob will check his emails for Mr. Calebaugh's request for information.

II. Student Representatives Report

Jordan Kott reported that 15 track students qualified for the NCCC and four qualified for states; girls' tennis is undefeated.

III. Chairperson's Report

a. Town Meeting April 23, 2019

The BOE will present their 2.29% BOF directed budget at the Town Meeting. The referendum is scheduled for May 7, 2019.

Bob Paskiewicz announced that this was Dr. Charles's last regular BOE meeting. She was hired to work part-time but was a full time dedicated interim superintendent. Dr. Charles communicates and is responsive and resourceful to our needs.

IV. Superintendent's Report

a. Presentation of Plans and Specifications for the High/Middle School Roof Project

Roger LaFleur reviewed the 93,000 sq. ft. roof project. Part of the existing roof will be removed, assessed, and repaired. Drains and flashing will be replaced. The plans were presented to the building committee and do not change once they are dated. Roger does not anticipate any problems. The part of the roof that is not being replaced was inspected and found to be in good shape. With approval from the BOE and the building committee, it will then go to the State. Upon approval and bidding, construction will begin when school gets out in June. Substantially, the project will be completed before the start of the 2019-2020 school year with minor jobs left to be completed, but school can safely open. Bob Paskiewicz asked if the new roof is strong enough to hold solar panels. Eric Lachapelle responded that it depends on the system and informed the board that solar panels may not qualify for State reimbursement after the new roofs are installed. The State prefers to install the new roof and solar system as the same time.

b. Presentation of Plans and Specifications for the Allgrove School Roof Project

Roger LaFleur informed the BOE that the State requires the Board Chairperson's signature and the Allgrove roof will be the same type of roof as the middle/high school and that the entire roof (33,000 sq. ft.) will be replaced. They will do the same process; strip, assess, repair, and replace drains and flashing. The district should save on energy due to the insulation. Discussion with the custodians took place about the proper removal of snow.

c. Teacher Resignation

Dr. Charles shared a letter of resignation from Susan Dubocq, grade 5 teacher at R.D. Seymour School. Mrs. Dubocq will be leaving the district at the end of the 2018-2019 school year.

MOTION: a motion was made by John Ziobro, seconded by Jim Feeney to add item VIh Approve Teacher Resignation to the agenda. *Motion approved unanimously.*

d. Facilities Update

Dr. Charles shared that the closeout for the central administration project was sent to the State this week. The Allgrove School project will be sent later this week and the R.D. Seymour project will be sent next week. This could mean money back to the town.

V. Committee Reports

a. Policy – Graduation Requirements – Policy 6146. A request was made to amend the word 'Principle' on page 6146(d) to 'Principal'.

b. Budget – The board discussed where to allocate the .29% budget increase they received from the BOF. Sharon Shepherd suggested following the list of items that the board prioritized; an additional BOE business clerk, Teachers College, and Professional Development. John Welsh made a direct appeal to restore items that will directly benefit the students; Asuntuck Community College Manufacturing Program (ACC²), money for technology, and field trips so that all children can participate. Dr. Charles cautioned the board to identify where the funds will be allocated at this time due to increasing kindergarten enrollment. John Ziobro suggested not to accept CHOICE students in that grade if it will put them over the class size policy guidelines. Dr. Charles is not sure if that is possible at this time. Bob Paskiewicz suggested appropriating the money in the teacher salaries line item. Jim Feeney commented that the BOE does not have to tell the BOF what the additional money will specifically be used for. Dr.

Charles stressed the importance of considering additional BOE office support. It was decided to restore ACC², field trip funding, technology, and a BOE business office clerk in the 2.29% budget.

c. Curriculum – Music Curriculum K-12

Sharon Shepherd met with Marjorie Light regarding the K-12 music curriculum and found it to be a comprehensive program. Bob Ravens-Seger reviewed the curriculum and was impressed by the holistic experience. Board members were reminded that the curriculum is available to review in the board office prior to approving it at the May 13, 2019 regular board meeting.

d. Facilities – Previously discussed.

e. Negotiations – A meeting with the board attorney and insurance broker is scheduled for April 24, 2019 at 6 p.m.

f. Communications – Community

Sharon Shepherd and Dr. Charles spoke with Mary Broderick from CAFE about facilitating community input in the search for superintendent. The community, community leaders, and faculty and staff would be invited to participate. Selected community members would be trained to moderate group discussions. Suggested topics are to list the pros and cons of shared services, regionalization, or if we remain status quo. Each group would have a recorder. It was suggested to use board members as recorders or to observe. Ultimately, participants would come back to a full group discussion. The cost is \$1,200 and the recommended timeframe is May 7, 2019 for training and May 14, 2019 for community conversation. Several board members agreed that it would be nice to get the pulse of the community. Ways of inviting the community were shared. Upon discussion of the May dates, school schedules and planning constraints, the majority of the Board felt the community conversation would best be held in October 2019.

VI. Recommended Actions

a. Approve Graduation Requirements – Policy 6146

MOTION: a motion was made by Bob Ravens-Seger, seconded by Sharon Shepherd, to approve Policy 6146 as amended. *Motion approved unanimously.*

b. Approve March 2019 Financial Report

Sherry Holmes reported that Repairs to Buildings continues to be impact significantly; Student Transportation, Public and Private School Tuition will be encumbered as information becomes available; Other Professional and Technical Services is over due to Special Education (OT/PT Speech Services) and Answer CT Substitute Service fees; Data Processing is over due to the Tyler Technology training; Electricity continues to be over; Heating Supplies Oil is slightly over (Sherry called today to stop deliveries); and Legal Fees will be impacted by Non-Certified Personnel negotiations. At this time, it is difficult to know where to transfer money from so Sherry asked for one more month before transferring funds to avoid multiple transfers.

MOTION: a motion was made by Jim Feeney, seconded by John Welsh to approve the March 2019 Financials as presented. *Motion approved unanimously.*

c. Approve Field Trip

Dr. Charles presented a trip for high school students to travel to Japan in late June 2020, after the school year ends. This trip would be in lieu of the previously approved trip to Italy and the Greek Isles. The trip is organized by Education First Educational Tours. The cost of the trip is TBD and will be paid by the students. Fundraising will take place to help cover the cost. John Welsh commented that it would be nice if the board was provided feedback regarding international trips when students return.

MOTION: a motion was made by Bob Ravens-Seger, seconded by Sharon Shepherd, to approve the trip to Japan in late June 2020 as presented. *Motion approved unanimously.*

d. Approve F+F HVAC Maintenance Contract

This contract was previously approved at a special meeting on April 16, 2019

e. Approve Teacher Non-Renewal Notifications

Dr. Charles, in her capacity as Interim Superintendent of Schools, recommended that the Board of Education non-renew the teaching contracts of Michele Leifert, Emma Spirko, and Mary Yale at the end of the 2018-2019 school year in accordance with the provisions of Connecticut General Statutes Section 10-151 and that the Board authorize her to furnish written notice of that action.

Dr. Charles made the recommendation for the following reasons, any one or all of which she viewed to be sufficient basis for the recommended action: Due to the 2019-2020 budget and grant-funded positions. Contractually, if the grants are not awarded, the grant-funded teachers can bump non-tenured (less seniority) positions.

Additionally, Dr. Charles asked the BOE to non-renew the contracts for David Davino and Mahria Maulucci. Both hold grant-funded tutoring positions and are not part of the teacher contract. In the event the grant is not awarded, the funds to pay their salaries would not be available.

MOTION: Bob Ravens-Seger made a motion that pursuant to Connecticut General Statutes Section 10-151, the East Granby Board of Education non-renew the teaching contracts of Michele Leifert, Emma Spirko, Mary Yale, David Davino, and Mahria Maulucci at the end of the 2018-2019 school year as recommended by the Interim Superintendent of Schools. He further moved that the Interim Superintendent of Schools be directed to communicate this action of the Board in writing to Michele Leifert, Emma Spirko, Mary Yale, David Davino, and Mahria Maulucci and that the Interim Superintendent of Schools be authorized to respond on behalf of the Board to any requests from the teachers or representative on the teacher's behalf for a statement regarding such action, for a hearing, and/or for other information pursuant to applicable provisions of Connecticut General Statutes Section 10-151. He further moved that the Interim of Schools be directed that any response to be a request for a hearing, if a hearing is required by law, indicate that such hearing is to be before the Board of Education. The motion was seconded by John Ziobro. (FOR: Bob Ravens-Seger, Bob Paskiewicz, Jim Feeney, John Ziobro, Lucia Ziobro, and Sharon Shepherd. ABSTAINED: John Welsh) **Motion approved.**

f. Approval of Plans and Specifications for the Allgrove Roof Project

MOTION: a motion was made by John Welsh, seconded by Bob Ravens-Seger to approve the plans and specifications for the Allgrove roof project as presented. **Motion approved unanimously.**

g. Approval of Plans and Specifications for the High/Middle School Roof Project

MOTION: a motion was made by John Welsh, seconded by Bob Ravens-Seger to approve the plans and specifications for the High/Middle School roof project as presented. **Motion approved unanimously.**

h. Approve Teacher Resignation

MOTION: a motion was made by John Ziobro, seconded by Bob Ravens-Seger to accept with regret the resignation of Susan Dubocq at presented. **Motion approved unanimously.**

VII. Agenda Items for Future Meetings

- a. Approve K-12 Music Curriculum
- b. CAFE – Community Input Fall 2019
- c. Superintendent Search

VIII. Comments from Visitors

Kerri Cavanaugh asked the board to monitor the increasing grade 1 class size as the students move up to grade 2 in the fall. Class sizes can have an effect on the students so the board may want to consider adding a fourth section. Cathi Dallesander thanked the board members for their efforts especially during budget time. Mrs. Dallesander is also concerned about the increasing grade 1 class size and it being a safety issue not only in the classroom, but any space utilized by the students, including the gymnasium. She then asked the board to consider eliminating the Measures of Academic Progress Test in kindergarten in order to save money; we already observe several assessments.

IX. Executive Session – Dean of Students Salary

The Executive Session was called to order at 9:44 p.m.

MOTION: a motion was made by Sharon Shepherd, seconded by Bob Ravens-Seger to move into Executive Session for the purpose of Dean of Students Salary and invited Dr. Charles and Melissa Bavaro-Grande to attend. **Motion approved unanimously.**

The board returned to regular session at 10:16 p.m.

MOTION: a motion was made by Sharon Shephard, seconded by Bob Ravens-Seger to approve a salary of \$110,000 for Dean of Students. (FOR: Bob Ravens-Seger, Bob Paskiewicz, Jim Feeney, John Welsh, Sharon Shepherd, and John Ziobro. ABSTAINED: Lucia Ziobro) **Motion approved.**

X. Adjournment

MOTION: a motion was made by John Ziobro, seconded by Sharon Shepherd, to adjourn the meeting. **Motion approved unanimously.** The meeting adjourned at 10:19 p.m.

Respectfully submitted,

Lisa A. Kline
Board Clerk