

**East Granby Board of Education  
Regular Meeting Minutes for  
Monday, August 10, 2020**

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**Board Members Present:**

Mr. Bob Paskiewicz  
Mr. Bob Ravens-Seger  
Mrs. Michele Holt  
Mr. John Welsh  
Mr. John Corcoran  
Mrs. Karey Pond

**Board Members Absent:**

Mr. John Ziobro  
Mrs. Lucia Ziobro  
Mrs. Lynn Landolina

**Others Present:**

Melissa F. Bavaro-Grande, Superintendent  
Raymond Engle, Business Manager  
Lisa Kline, Board Clerk  
Karen Gogel, Director of Student Support Services  
Marjorie Light, Curriculum Director  
Tony DeMelo, EGHS Principal  
Marsie Luckenbach, EGHS Dean of Students  
Timothy Phelan, EGMS Principal  
Robert McGrath, R.D. Seymour Principal  
Maylah Uhlinger, Carl Allgrove Principal  
59 Visitors

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**I. Call to Order and Pledge of Allegiance**

With a quorum present, Bob Paskiewicz, Chairperson, called the meeting to order at 7:13 p.m., and all recited the Pledge of Allegiance.

**a. Approve minutes from the July 13, 2020 and the July 20, 2020 special meetings**

**MOTION:** a motion was made by Michele Holt, seconded by Bob Ravens-Seger to approve the July 13, 2020 special meeting minutes as presented. (FOR: Bob Paskiewicz, John Welsh, John Corcoran, and Michele Holt. ABSTAINED: Bob Ravens-Seger and Karey Pond ). **Motion approved.**

**MOTION:** a motion was made by Bob Ravens-Seger, seconded by John Corcoran to approve the July 20, 2020 special meeting minutes as presented. **Motion approved unanimously.**

**b. Additions to the Agenda - None**

**c. Comments from visitors regarding agenda items - None**

**II. Chairperson's Report**

**a. Capital Plan**

Board members removed projects that were completed and considered projects that still need to be executed on the capital plan. Projects include a field irrigation system and parking lot repairs at the high school, air duct cleaning in all the schools and a gym/auditorium upgrade at Carl Allgrove School. The board expects to finalize and approve a new plan at their next meeting.

**III. Superintendent's Report**

**a. Projected K-5 Student Enrollment 2020-2021/Class Size**

Kindergarten enrollment increased to 59 students. The superintendent recommended adding a fourth section but not until the hybrid model expires and students return to school (in-person) five days a week. Space, staff, and specials will need to be examined in order to accommodate an additional section. The board committed to adding a fourth section to kindergarten if the number of students per section is still high when students return to school (in-person) five days a week. Grade 1 enrollment is 62, grade 2 is 61, grade 3 is 70, grade 4 is 68, and grade 5 is 55.

**b. Update on School Re-Entry**

Melissa Bavaro-Grande announced that Bob McGrath was appointed principal of Carl Allgrove School and Marsie Luckenbach was appointed principal of R.D. Seymour School. Their new positions will take effect September 1, 2020.

Melissa presented the hybrid model school re-opening plan. Students will be divided into two Cohorts: Cohort A (students with the last name A-Kl) will attend school (in-person) Monday and Tuesday and Cohort B (students with the last name Ko-Z) will attend school (in-person) Thursday and Friday. Both cohorts will remain at home with remote learning on Wednesdays. The targeted

return date for all students (in-person) is October 13, 2020. A survey will be sent to all families to determine children that will be returning to in-person learning and which families are committed to transporting their child to and from school. Marjorie Light shared information on hybrid, opt-in remote, and full distance learning structures.

**c. Revised School Calendar 2020-2021**

Melissa proposed making September 3<sup>rd</sup> and 4<sup>th</sup> early release days for students so that, under the new hybrid model, Cohort A and Cohort B will both have early release days the first week of school.

**d. New Hires**

Melissa reported that Erin Selavka was hired as a high school math teacher, Mary Brodeur was hired as a grade 3 teacher, and Mary Drenzek was hired as a long-term substitute speech-language pathologist for the district.

**e. (Revised) Policy 4121 – Substitute Teachers**

Due to the minimum wage laws that take effect September 2020, August 2022, and July 2023, Raymond Engle proposed increasing the daily substitute teacher rate in order to stay legal. He proposed \$95 for fiscal year 2021, \$105 for fiscal year 2022, and \$115 for fiscal year 2023. Michele Holt suggested increasing it to \$105 this fiscal year instead of waiting until 2022. It will allow for a better pool of substitutes. Karey Pond would like to know how much surrounding districts are paying their daily substitutes.

**f. (New) Policy Concerning Health and Safety Protocols Related to the COVID-19 Pandemic**

Melissa presented a new policy that allows the administration to develop health and safety protocols related to the COVID-19 pandemic consistent with applicable laws, rules, regulations and requirements, and to consider current guidance in the development of such protocols. Compliance with such health and safety protocols shall be mandatory for all individuals while on school property or participating in a school-sponsored activity, unless a legally recognized exemption or exception applies.

**g. End of Year Financial Update**

Raymond reported that the business office is working on balancing grants, making end of year adjustments, and preparing the first FEMA filing. He anticipates that the BOE will be returning \$300,000-\$340,000 to the town.

**IV. Committee Reports**

**a. Policy** – Previously discussed.

**b. Budget** – Nothing to report.

**c. Curriculum** – A vote will take place later tonight to approve the math curriculum.

**d. Negotiations** – Negotiations for administrators is expected to start this fall.

**e. Facilities** - Bob Paskiewicz will contact John Ziobro to set up a facilities meeting with Ray Carlson.

**f. Communications** - The committee pledged to get information out to the community for the superintendent. A meeting will be scheduled.

**V. Recommended Actions**

**a. Approve Math Curriculum**

**MOTION:** a motion was made by Bob Ravens-Seger, seconded by Michele Holt, to approve the math curriculum as presented. *Motion approved unanimously.*

**b. Approve Revised Policy 4121**

**MOTION:** a motion was made by Michele Holt, seconded by John Corcoran to approve increasing the daily substitute rate to \$105 for fiscal year 2021 and revisit increasing the daily rate for fiscal year 2022 and 2023 at a later date. *Motion approved unanimously.*

**c. Approve Updated School Re-Entry Plan**

**MOTION:** a motion was made by Bob Ravens-Seger, seconded by John Corcoran to endorse the updated school re-entry plan as presented. *Motion approved unanimously.*

**d. Approve Revised School Calendar 2020-2021**

**MOTION:** a motion was made by Bob Ravens-Seger, seconded by Karey Pond to approve the revised 2020-2021 school calendar as presented. *Motion approved unanimously.*

**e. Approve Policy Concerning Health and Safety Protocols Related to the COVID-19 Pandemic**

**MOTION:** a motion was made by Bob Ravens-Seger, seconded by John Corcoran to approve the policy Concerning Health and Safety Protocols Related to the COVID-19 Pandemic as presented.

**MOTION:** a motion was made by Bob Raven-Seger seconded by Karey Pond to approve amending the policy Concerning Health and Safety Protocols Related to the COVID-19 Pandemic to include the words “East Granby” when describing the Board of Education and Public School district.

**MOTION:** a motion was made by Bob Raven-Seger seconded by John Welsh to approve amending the policy Concerning Health and Safety Protocols Related to the COVID-19 Pandemic to include the words “East Granby” when describing the Board of Education and Public School district and removing the letterhead of Shipman & Goodwin LLP, Counselors at Law. *Motion approved unanimously.*

**VI. Agenda items for Future Meetings - None**

**VII. Comments from Visitors**

Ashley Alexander shared daily substitute rates from surrounding districts and thanked the board for their hard work. She is happy to hear that the board is supporting elementary class sizes and she shared her concern regarding childcare issues. Ashley inquired about health protocols including temperature checks. Melissa and Karen Gogel are working closely with Farmington Valley Health.

Patrick McKenney has a daughter entering kindergarten and is concern that her first day of school will be at home learning. Both parents work and they may have to send her to daycare exposing her child to students from other towns.

Carly McKenney agrees with Ashley Alexander; she too is trying to limit her daughter’s exposure with others.

Ken (IPhone) thanked the board for their efforts and would like the board to ensure masks are worn.

**VIII. Adjournment**

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

Respectfully submitted,

Lisa Kline,  
Board Clerk

*These minutes are issued pending Board of Education approval.*