

AMITY REGIONAL SCHOOL DISTRICT NO. 5 BOARD OF EDUCATION
JUNE 14, 2021 REGULAR MEETING MINUTES
6:30 P.M., 100 Ohman Avenue, Orange, CT

BOARD MEMBERS PRESENT

John Belfonti, Christopher Browe, Patricia Cardozo, Shannan Carlson, Paul Davis, Steven DeMaio, Carla Eichler, Andrea Hubbard, Patrick Reed, Robyn Berke (remote), George Howard (remote), Sheila McCreven (remote), Dr. Jennifer Turner (remote),

BOARD MEMBERS ABSENT

None

STUDENT REPRESENTATIVES PRESENT

Alison Bowler (remote), Marin Korenaga (remote)

STAFF MEMBERS PRESENT

Dr. Jennifer Byars, Theresa Lumas, Thomas Brant, Kathy Burke, Brian Dower, Peter Downhour, Shaun DeRosa, Jaime Guthrie, Jill LaPlante, Anna Mahon, Stephen Martoni, Dr. Marie McPadden, Dr. Jason Tracy, Julie Chevan (remote)

1. CALL TO ORDER

Chairperson Belfonti called the meeting to order at 6:33 p.m.

2. PLEDGE OF ALLEGIANCE

Recited by those present

3. APPROVAL OF MINUTES

a. Board of Education Regular Meeting – May 10, 2021

*MOTION by Shannan Carlson, SECOND by Patricia Cardozo, to approve minutes as submitted
VOTES IN FAVOR, 11 (Belfonti, Browe, Cardozo, Carlson, Davis, Hubbard, Reed, Berke, Howard, McCreven, Turner)*

ABSTAINED, 2 (DeMaio, Eichler)

MOTION CARRIED

AMITY REGIONAL SCHOOL DISTRICT NO. 5 BOARD OF EDUCATION
JUNE 14, 2021 REGULAR MEETING MINUTES
6:30 P.M., 100 Ohman Avenue, Orange, CT

4. STUDENT REPORT

a. Monthly Report

Dr. Byars welcomed Marin Korenaga, a rising junior, as a new Board of Education student representative for the next two years.

5. ONE BOOK, ONE AMITY SUMMER 2021

Presented by Julie Chevan and two students

6. PUBLIC COMMENT

Chairperson Belfonti read aloud the handouts/instructions regarding Public Comment that were distributed to all in-person speakers.

5 parents, 4 students, and 3 residents spoke about diversity, equity, and inclusion.

7. SUPERINTENDENT'S REPORT

a. Personnel Report

b. Superintendent Report

c. 2021-2022 Reopening Plan Update

d. Peter Downhour, Amity Education Association President

Peter Downhour publicly acknowledged and thanked Dr. Byars, the administrators, the Facilities Department, and the Technology Department for their efforts during the 2020-2021 academic year.

8. CORRESPONDENCE

Correspondence was summarized by Carla Eichler.

Public Comment emails were summarized by Carla Eichler.

AMITY REGIONAL SCHOOL DISTRICT NO. 5 BOARD OF EDUCATION
JUNE 14, 2021 REGULAR MEETING MINUTES
6:30 P.M., 100 Ohman Avenue, Orange, CT

9. CHAIRMAN'S REPORT

a. Recognition of Departing Board Members - Patricia Cardozo, Sheila McCreven, Robyn Berke

Chairperson Belfonti publicly acknowledged Patricia Cardozo, Sheila McCreven, and Robyn Berke for their service on Board of Education.

Patricia Cardozo thanked the Board of Education, administrators, faculty, and staff for their hard work and service during her tenure as a Board member.

b. Committee Reports

1. ACES

2. Ad Hoc School Safety

3. CABE

4. Curriculum

5. District Health and Safety

6. District Technology

a. Monthly Report

7. Facilities

a. Monthly Report

8. Finance

a. Discussion and Possible Action on Tuition Rate for 2021-2022

MOTION by Shannan Carlson, SECOND by Steven DeMaio, to approve the non-resident tuition rate for 2021-2022 school year at \$19,170.00; and the non-resident Special Education base tuition rate for 2021-2022 school year at \$19,623.00 plus any additional services

VOTES IN FAVOR, 13 (unanimous)

MOTION CARRIED

AMITY REGIONAL SCHOOL DISTRICT NO. 5 BOARD OF EDUCATION
JUNE 14, 2021 REGULAR MEETING MINUTES
6:30 P.M., 100 Ohman Avenue, Orange, CT

b. Discussion and Possible Action on Contracts over \$35,000

1. Food Services

“Section 12.11(C) is being amended to reflect that Chartwells Management Fee shall be a flat rate of Two

Thousand Three Hundred and Thirty-Six Dollars and Eighty-Two Cents (\$2,336.82) per month for 10 months

(September through June).

This increase is based on Section 12.11(G) of the Agreement permitting the CPI adjustment of 3.5%, or \$79.02

added to the existing Management Fee of \$2,257.80.

Section 12.11(D) is being amended to reflect that Chartwells Administrative Fee shall be a flat rate of Eight

Thousand Five Hundred and Sixty Dollars and Three Cents (\$8,560.03) per month for 10 months (September

through June).

This increase is based on Section 12.11(G) of the Agreement permitting the CPI adjustment of 3.5%, or \$289.47

added to the existing Administrative Fee of \$8,270.56.”

MOTION by Carla Eichler, SECOND by Paul Davis, to award a one-year contract extension for food service operations for 2021-2022 to Compass Group, USA, Inc. (Chartwells) per the proposed Amendment and the Director of Finance and Administration is authorized to sign the Amendment

VOTES IN FAVOR, 13 (unanimous)

MOTION CARRIED

2. Telephone System

MOTION by Patricia Cardozo, SECOND by George Howard, to award the implementation of a new phone system to Environmental Systems Corporation (ESC) of West Hartford at a price of \$159,989.45

VOTES IN FAVOR, 13 (unanimous)

MOTION CARRIED

3. Paving Phase III

MOTION BY Christopher Browe, SECOND by Patrick Reed, to award phase 3 of the paving project at Amity High School to H & L Paving, LLC of Norwalk, CT at a price of \$192,974 with the option of repairing the rear parking lot if needed

VOTES IN FAVOR, 13 (unanimous)

MOTION CARRIED

c. Discussion of Monthly Financial Statements

AMITY REGIONAL SCHOOL DISTRICT NO. 5 BOARD OF EDUCATION

JUNE 14, 2021 REGULAR MEETING MINUTES

6:30 P.M., 100 Ohman Avenue, Orange, CT

d. Director of Finance and Administration Approved Transfers Under \$3,000

e. Discussion and Possible Action on Budget Transfers of \$3,000 or More

MOTION by Christopher Browe, SECOND by Shannan Carlson, to vote on the following items at the same time:

- *Technology – Staff Laptops*
- *Technology – Promethean ActiveBoards (Smartboards)*
- *Technology – Technology – Student Devices Buyout*
- *Security – Technology Telephone System*
- *Security – Technology Key Card Access*
- *Security – Facilities (window film, District)*
- *Security – Facilities (field, Amity Middle School Bethany)*
- *Cafeteria*
- *Staff Development*
- *Special Education*
- *Amity Middle School Bethany*
- *COVID*

VOTES IN FAVOR, 13 (unanimous)

MOTION CARRIED

MOTION by Patricia Cardozo, SECOND by Carla Eichler, to approve the following items at the same time:

- *Technology – Staff Laptops - budget transfer to cover purchasing staff devices*

<u>ACCOUNT NUMBER</u>	<u>ACCOUNT NAME</u>	<u>FROM</u>	<u>TO</u>
05-14-2350-5420	Repair & Maintenance	\$15,624	
05-14-2350-5550	Communications	\$ 4,764	
05-14-2350-5581	Conferences	\$ 4,865	
05-15-0000-5850	Contingency	\$14,990	
05-14-2350-5730	Equipment - New		\$22,456
05-14-2350-5731	Equipment - Replacement		\$17,787

- *Technology - Promethean ActiveBoards (Smartboards) - budget transfer to cover purchasing Prometheans ActiveBoards*

<u>ACCOUNT NUMBER</u>	<u>ACCOUNT NAME</u>	<u>FROM</u>	<u>TO</u>
05-14-2350-5420	Repair & Maintenance	\$18,338	
05-14-2350-5731	Equipment - Replacement		\$18,338

AMITY REGIONAL SCHOOL DISTRICT NO. 5 BOARD OF EDUCATION
JUNE 14, 2021 REGULAR MEETING MINUTES
6:30 P.M., 100 Ohman Avenue, Orange, CT

- *Technology – Student Devices Buyout - budget transfer to cover purchasing student devices*

<u>ACCOUNT NUMBER</u>	<u>ACCOUNT NAME</u>	<u>FROM</u>	<u>TO</u>
03-14-2700-5510	Transportation	\$20,000	
05-14-2350-5731	Equipment - Replacement		\$20,000

- *Security – Technology Telephone System - budget transfer to cover a new phone system*

<u>ACCOUNT NUMBER</u>	<u>ACCOUNT NAME</u>	<u>FROM</u>	<u>TO</u>
05-15-2512-5255	Medical	\$159,990	
05-14-2660-5715	Security-Improvements to Bldgs		\$159,990

- *Security – Technology Key Card Access - budget transfer to cover installing additional key card access points at all three buildings*

<u>ACCOUNT NUMBER</u>	<u>ACCOUNT NAME</u>	<u>FROM</u>	<u>TO</u>
03-11-3202-5510	Transportation	\$42,370	
05-15-0000-5850	Contingency	\$ 7,374	
05-14-2660-5715	Security-Improvements to Bldgs		\$49,744

- *Security – Facilities (window film, District) budget transfer to cover the window film at all 3 schools*

<u>ACCOUNT NUMBER</u>	<u>ACCOUNT NAME</u>	<u>FROM</u>	<u>TO</u>
01-14-2600-5613	Custodial Supplies	\$ 8,000	
02-14-2600-5613	Custodial Supplies	\$ 7,150	
03-14-2600-5613	Custodial Supplies	\$22,000	
05-14-2660-5715	Security –Improvements to Bldgs		\$37,150

- *Security – Facilities (field, Amity Middle School Bethany) - budget transfer to cover the installation of a fence on the Amity Middle School Bethany property*

<u>ACCOUNT NUMBER</u>	<u>ACCOUNT NAME</u>	<u>FROM</u>	<u>TO</u>
01-14-2600-5613	Custodial Supplies	\$ 5,000	
05-14-2660-5720	Security –Improvements to Sites		\$5,000

- *Cafeteria - budget transfer to cover the deficit in the School Lunch Account*

<u>ACCOUNT NUMBER</u>	<u>ACCOUNT NAME</u>	<u>FROM</u>	<u>TO</u>
05-15-0000-5850	Contingency	\$31,440	
10-1021	School Lunch Cash Account		\$31,440

AMITY REGIONAL SCHOOL DISTRICT NO. 5 BOARD OF EDUCATION

JUNE 14, 2021 REGULAR MEETING MINUTES

6:30 P.M., 100 Ohman Avenue, Orange, CT

- *Staff Development - budget transfer to cover the cost of presenters for staff development in June*

<u>ACCOUNT NUMBER</u>	<u>ACCOUNT NAME</u>	<u>FROM</u>	<u>TO</u>
05-13-2213-5111	Certified Salaries	\$5,000	
05-13-2213-5322	Professional, Technical Services		\$5,000

- *Special Education - budget transfer to cover the purchase of protocols and assessments*

<u>ACCOUNT NUMBER</u>	<u>ACCOUNT NAME</u>	<u>FROM</u>	<u>TO</u>
04-12-1200-5330	Professional Technical Serv	\$1,650	
04-13-2190-5611	Instructional Supplies		\$1,650
04-12-6116-5510	Transportation- Public In District	\$4,472	
04-13-2140-5611	Instructional Supplies		\$4,472

- *Amity Middle School Bethany - budget transfer to cover the purchase of guitars for music class*

<u>ACCOUNT NUMBER</u>	<u>ACCOUNT NAME</u>	<u>FROM</u>	<u>TO</u>
01-11-1001-5611	Instructional Supplies	\$ 450	
01-11-1014-5611	Instructional Supplies	\$ 54	
01-13-2130-5581	Travel – Conferences	\$ 140	
01-13-2400-5581	Travel - Conferences	\$ 2,500	
01-11-1010-5611	Instructional Supplies	\$ 841	
04-13-2140-5611	Instructional Supplies		\$3,985

- *COVID - budget transfer to cover the cost of operations including rentals and professional technical services \$49,126*

<u>ACCOUNT NUMBER</u>	<u>ACCOUNT NAME</u>	<u>FROM</u>	<u>TO</u>
05-14-2675-5330	Professional Technical Serv		\$ 6,043
05-14-2675-5440	Rentals		\$43,083
04-12-6130-5510	Transportation	\$49,126	

VOTES IN FAVOR, 13 (unanimous)

MOTION CARRIED

AMITY REGIONAL SCHOOL DISTRICT NO. 5 BOARD OF EDUCATION
JUNE 14, 2021 REGULAR MEETING MINUTES
6:30 P.M., 100 Ohman Avenue, Orange, CT

MOTION by Christopher Browe, SECOND by Steven DeMaio, to approve the following change orders and their corresponding budget transfers at the same time:

- *Stadium Project Change Order #4 – increased equipment rental costs due to Stop Work Order totaling \$16,445.15*
- *Stadium Project Change Order #4 Budget Transfer –a transfer from Bond Contingency Account to the Athletic Project Account for Change order 4 to cover increased equipment rental costs due to Stop Work Order totaling \$16,446.00 at the stadium at Amity High School:*

<u>ACCOUNT NUMBER</u>	<u>ACCOUNT NAME</u>	<u>FROM</u>	<u>TO</u>
17-00-15-0053-5720	Bond Contingency	\$16,446	
17-00-15-0047-5720	Athletic Projects		\$16,446

- *HVAC Change Order #1 – to enlarge doorway for equipment access totaling \$5,800.00*
- *HVAC Change Order #1 Budget Transfer – a transfer from Bond Contingency Account to the HVAC Project Account for Change order 1 to cover enlarging a doorway to bring in HVAC equipment at Amity High School:*

<u>ACCOUNT NUMBER</u>	<u>ACCOUNT NAME</u>	<u>FROM</u>	<u>TO</u>
17-00-15-0053-5720	Bond Contingency	\$5,800	
17-00-15-0048-5715	HVAC Projects		\$5,800

- *HVAC Change Order #2 – to install temporary air conditioning to the library media/technology area up to \$12,676 for 2 months.*
- *HVAC Change Order #2 Budget Transfer – a transfer from Bond Contingency Account to the HVAC Project Account for HVAC Change order #2 to install temporary air conditioning to the library media/technology area up to \$12,676 for 2 months at Amity High School and waive the bid requirement:*

<u>ACCOUNT NUMBER</u>	<u>ACCOUNT NAME</u>	<u>FROM</u>	<u>TO</u>
17-00-15-0053-5720	Bond Contingency	\$12,676	
17-00-15-0048-5715	HVAC Projects		\$12,676

VOTES IN FAVOR, 11 (Belfonti, Browe, Cardozo, Carlson, Davis, DeMaio, Eichler, Hubbard, Reed, Howard, Turner)

ABSTAINED, 2 (Berke, McCreven)

MOTION CARRIED

f. Project Report – Informational

9. Policy

a. First Read

- 1. Policy 4118.22 Code of Professional Responsibility**
- 2. Policy 4118.24 Staff-Student Non-Fraternization**

AMITY REGIONAL SCHOOL DISTRICT NO. 5 BOARD OF EDUCATION
JUNE 14, 2021 REGULAR MEETING MINUTES
6:30 P.M., 100 Ohman Avenue, Orange, CT

3. Policy 4118.51 Use of Social Media by Employees

b. Second Read

- 1. Policy 4115 Evaluation and Support Program**
- 2. Policy 4117.4 Administrative Leave/Suspension/Dismissal**
- 3. Policy 4117.41 Suspension**
- 4. Policy 4118.11 Non-Discrimination/Equal Employment Opportunity**

MOTION by Christopher Browe, SECOND by Patrick Reed, to consider all policies listed under SECOND READ at the same time:

- *Policy 4115 Evaluation and Support Program*
- *Policy 4117.4 Administrative Leave/Suspension/Dismissal*
- *Policy 4117.41 Suspension*
- *Policy 4118.11 Non-Discrimination/Equal Employment Opportunity*

VOTES IN FAVOR, 13 (unanimous)
MOTION CARRIED

MOTION by Patrick Reed, SECOND by Shannan Carlson, to approve all policies listed under SECOND READ at the same time:

- *Policy 4115 Evaluation and Support Program*
- *Policy 4117.4 Administrative Leave/Suspension/Dismissal*
- *Policy 4117.41 Suspension*
- *Policy 4118.11 Non-Discrimination/Equal Employment Opportunity*

VOTES IN FAVOR, 13 (unanimous)
MOTION CARRIED

10. Personnel

10. NEW BUSINESS

Chairperson Belfonti announced that the Superintendent's Evaluation will be held on June 16th and the Board of Education Retreat will be held on June 30th.

11. ITEMS FOR THE NEXT AGENDA – Due to Chairperson by July 31, 2021

AMITY REGIONAL SCHOOL DISTRICT NO. 5 BOARD OF EDUCATION
JUNE 14, 2021 REGULAR MEETING MINUTES
6:30 P.M., 100 Ohman Avenue, Orange, CT

12. ADJOURNMENT

MOTION by Shannan Carlson, SECOND by Andra Hubbard, to adjourn meeting
VOTES IN FAVOR, 13 (unanimous)
MOTION CARRIED

Respectfully submitted,
Pamela Pero
Pamela Pero, Recording Secretary

AMITY REGIONAL SCHOOL DISTRICT NO. 5

Bethany Orange Woodbridge
25 Newton Road, Woodbridge Connecticut 06525



Theresa Lumas
Director of Finance and Administration
terry.lumas@amityregion5.org

Phone (203) 397-4813
Fax (203) 397-4864

To: Jennifer Byars, Ed. D., Superintendent of Schools
From: Theresa Lumas, Director of Finance and Administration
Re: Budget Transfers over \$3,000 for FY 2020-21
Date: June 1, 2021

1a. Technology - Staff Laptops:

Many of the staff do not have a laptop to work remotely or their existing laptop is past its useful life. Several are failing and old version loaners are provided if available. The devices for administrators are \$1,617.00 each and 11 are needed totaling \$17,787. Devices for support staff are \$832 each and 33 are needed totaling \$27,456. Pricing is from bids awarded through the MHEC purchasing consortium. The total purchase request is \$45,243, the transfer totals \$40,243 since \$5,000 is remaining on the new equipment line.

For the Amity Finance Committee:

Recommend the Amity Board of Education approve ...

For the Amity Board of Education:

Move to approve...

the following budget transfer to cover purchasing staff devices.

ACCOUNT NUMBER	ACCOUNT NAME	FROM	TO
05-14-2350-5420	Repair & Maintenance	\$15,624	
05-14-2350-5550	Communications	\$ 4,764	
05-14-2350-5581	Conferences	\$ 4,865	
05-15-0000-5850	Contingency	\$14,990	
05-14-2350-5730	Equipment - New		\$22,456
05-14-2350-5731	Equipment - Replacement		\$17,787

1b. Technology- Promethean ActiveBoards (Smartboards):

The Prometheans were removed from the budget. Currently there are 2 that are not repairable and there is no funds in the budget to replace any that fail during next year. The request is for 4 Prometheans, at \$4,722 each from the awarded State of CT audio visual contract. The total request costs \$18,338 with shipping.

For the Amity Finance Committee:
Recommend the Amity Board of Education approve ...

For the Amity Board of Education:
Move to approve...

the following budget transfer to cover purchasing Prometheans ActiveBoards.

ACCOUNT NUMBER	ACCOUNT NAME	FROM	TO
05-14-2350-5420	Repair & Maintenance	\$18,338	
05-14-2350-5731	Equipment - Replacement		\$18,338

1c. Technology- Student Devices Buyout:

This request is to cover the estimated costs of unreturnable devices. The estimate is \$20,000 UNF for student devices that will be unreturnable at the end of the first 3-year lease cycle. The administration is working with the lease company to determine the fair market value of replacement items. The damaged devices will be retained in-house and utilized for parts in repairing other devices.

For the Amity Finance Committee:
Recommend the Amity Board of Education approve ...

For the Amity Board of Education:
Move to approve...

the following budget transfer to cover purchasing student devices.

ACCOUNT NUMBER	ACCOUNT NAME	FROM	TO
03-14-2700-5510	Transportation	\$20,000	
05-14-2350-5731	Equipment - Replacement		\$20,000

2a. Security - Technology Telephone System:

The District's phone system is no longer supported and is on the capital plan for replacement. The State is offering another round of security grant funding and the phone system is an eligible item. The District must allocate funding for the project in order to be eligible for reimbursement. The reimbursement rate averages 35% between all three towns. An RFP was posted for VoIP systems on premises and cloud based. A mandatory site visit was held on June 1, 2021. 19 vendors attended. Proposals were due on June 9, 2021 and 15 vendors submitted proposals. The District will apply for reimbursement from the State Department of Education. The District is required to secure funding first.

The Director of Technology and Network Administrator reviewed all proposals comparing cloud based systems and on premise systems, products and functionality. Their recommendations is an on premise NEC brand system proposed by Environmental Systems Corporation of West Hartford. The price is \$159,989.45.

For the Amity Finance Committee:

Recommend the Amity Board of Education approve ...

For the Amity Board of Education:

Move to approve...

the following budget transfer to cover a new phone system.

ACCOUNT NUMBER	ACCOUNT NAME	FROM	TO
05-15-2512-5255	Medical	\$159,990	
05-14-2660-5715	Security-Improvements to Bldgs		\$159,990

2b. Security - Technology Key Card Access:

Additional key card access points are requested at each building. Increasing the entrances equipped with key card access allows for multiple re-entry points in the event of a security concern on the grounds. Student time outdoors has increased with COVID-19 and will continue beyond the pandemic. There is a total of 3 additional access points at each school requested.

The District will apply for reimbursement from the State Department of Education. The reimbursement rate is approximately 35%. The District is required to secure funding first.

For the Amity Finance Committee:

Recommend the Amity Board of Education approve ...

For the Amity Board of Education:

Move to approve...

the following budget transfer to cover installing additional key card access points at all three buildings.

ACCOUNT NUMBER	ACCOUNT NAME	FROM	TO
03-11-3202-5510	Transportation	\$42,370	
05-15-0000-5850	Contingency	\$ 7,374	
05-14-2660-5715	Security-Improvements to Bldgs		\$49,744

2c. Security - Facilities:

The District is seeking to increase the windows covered by protective film. Additional window film projects are eligible and will be included in the grant application. The District will apply for reimbursement from the State Department of Education. The reimbursement rate is approximately 35%. The District is required to secure funding first.

For the Amity Finance Committee:

Recommend the Amity Board of Education approve ...

For the Amity Board of Education:

Move to approve...

the following budget transfer to cover the window film at all 3 schools.

ACCOUNT NUMBER	ACCOUNT NAME	FROM	TO
01-14-2600-5613	Custodial Supplies	\$ 8,000	
02-14-2600-5613	Custodial Supplies	\$ 7,150	
03-14-2600-5613	Custodial Supplies	\$22,000	
05-14-2660-5715	Security –Improvements to Bldgs		\$37,150

2d. Security - Facilities:

The field on the side of Amity Middle School – Bethany is used for many activities. One end of the field is assessable from the road. The request is to install a fence to increase the safety of field activities. Fencing projects that aid in securing grounds are eligible and will be included in the grant application. The District will apply for reimbursement from the State Department of Education. The reimbursement rate is approximately 35%. The District is required to secure funding first.

For the Amity Finance Committee:

Recommend the Amity Board of Education approve ...

For the Amity Board of Education:

Move to approve...

the following budget transfer to cover the installation of a fence on the Amity Middle School Bethany property.

ACCOUNT NUMBER	ACCOUNT NAME	FROM	TO
01-14-2600-5613	Custodial Supplies	\$ 5,000	
05-14-2660-5720	Security –Improvements to Sites		\$5,000

3. Cafeteria:

The Cafeteria Fund has operated at a deficit all year due to the limited operations under pandemic conditions. Ala carte sales, a \$281,152 revenue source was only available on a limited basis in the middle school since April. The total for this year was only \$7,520. Participation is lower than expected with breakfast and lunch provided for free under the State of CT and USDA National School Lunch Program. The District received and applied \$21,928 in grant funding toward this deficit. The current loss for the year is projected to be \$122,783. The request is for \$31,440 to transfer to the cafeteria fund.

For the Amity Finance Committee:

Recommend the Amity Board of Education approve ...

For the Amity Board of Education:

Move to approve...

the following budget transfer to cover the deficit in the School Lunch Account.

ACCOUNT NUMBER	ACCOUNT NAME	FROM	TO
05-15-0000-5850	Contingency	\$31,440	
10-1021	School Lunch Cash Account		\$31,440

4. Staff Development:

Dr. McPadden is requesting a transfer to cover the costs of presenters for Readers' Workshop. Administrators, language arts teachers, principals, and reading coaches will participate. Training is scheduled this month for two days.

For the Amity Finance Committee:

Recommend the Amity Board of Education approve ...

For the Amity Board of Education:

Move to approve...

the following budget transfer to cover the cost of presenters for staff development in June.

ACCOUNT NUMBER	ACCOUNT NAME	FROM	TO
05-13-2213-5111	Certified Salaries	\$5,000	
05-13-2213-5322	Professional, Technical Services		\$5,000

5. Special Education:

Mr. Brant, the Director of Special Education, is requesting funds be transferred to cover purchases. Due to the COVID-19 Pandemic and an end of the year increase in referrals to special education, additional funds are required to purchases protocols and assessments to complete outstanding evaluations.

For the Amity Finance Committee:

Recommend the Amity Board of Education approve ...

For the Amity Board of Education:

Move to approve...

the following budget transfer to cover the purchase of protocols and assessments.

ACCOUNT NUMBER	ACCOUNT NAME	FROM	TO
04-12-1200-5330	Professional Technical Serv	\$1,650	
04-13-2190-5611	Instructional Supplies		\$1,650

04-12-6116-5510	Transportation- Public In District	\$4,472	
04-13-2140-5611	Instructional Supplies		\$4,472

6. Bethany Middle School:

Dr. Tracy has requested to purchase 25 guitars, mini amps, stands, picks and plugs. He has stated that with the addition of Music to the rounds this coming school year, there is a need to incorporate additional instruments as this class set will allow for whole-group instruction and provide variety to the established curricula. AMSO has enough guitars but may need to order amps, and those are under \$3,000.

For the Amity Finance Committee:

Recommend the Amity Board of Education approve ...

For the Amity Board of Education:

Move to approve...

the following budget transfer to cover the purchase of guitars for music class.

ACCOUNT NUMBER	ACCOUNT NAME	FROM	TO
01-11-1001-5611	Instructional Supplies	\$ 450	
01-11-1014-5611	Instructional Supplies	\$ 54	
01-13-2130-5581	Travel – Conferences	\$ 140	
01-13-2400-5581	Travel - Conferences	\$ 2,500	
01-11-1010-5611	Instructional Supplies	\$ 841	
04-13-2140-5611	Instructional Supplies		\$3,985

7. COVID:

This transfer request is for expenses in the COVID accounts for rentals and professional technical services related to end of year ceremonies conducted under pandemic guidelines. This will bring all COVID accounts in balance except for the salary accounts for COVID which will be adjusted with all salary accounts at the end of the year.

The total of this transfer request is \$49,126 requiring Board of Education approval.

Motions:

For the Amity Finance Committee:

Recommend the Amity Board of Education approve...

For the Amity Board of Education:

Move to approve –

the following budget transfer to cover the cost of operations including rentals and professional technical services \$49,126.

ACCOUNT	ACCOUNT NAME	FROM	TO
05142675-5330	Professional Technical Serv		\$ 6,043
05142675-5440	Rentals		\$ 43,083
04126130-5510	Transportation	\$ 49,126	\$ -

AMITY REGIONAL SCHOOL DISTRICT NO. 5
REVENUES AND EXPENDITURES
FOR FY 2020-2021

		COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6	COL 7
		2019-2020	2020-2021	APR 2021	CHANGE	APR 2021	VARIANCE	FAV
LINE	CATEGORY	ACTUAL	BUDGET	FORECAST	INCR./(DECR.)	FORECAST	OVER/(UNDER)	UNF
1	MEMBER TOWN ALLOCATIONS	48,627,967	49,760,789	49,760,789	0	49,760,789	0	FAV
2	OTHER REVENUE	262,141	248,317	153,486	1,820	155,306	(93,011)	UNF
3	OTHER STATE GRANTS	758,946	731,653	1,084,849	(3,496)	1,081,353	349,700	FAV
4	MISCELLANEOUS INCOME	70,134	43,750	23,160	0	23,160	(20,590)	UNF
5	BUILDING RENOVATION GRANTS	0	0	0	0	0	0	FAV
6	TOTAL REVENUES	49,719,188	50,784,509	51,022,284	(1,676)	51,020,608	236,099	FAV
7	SALARIES	25,967,645	27,168,752	26,849,015	(165,458)	26,683,557	(485,195)	FAV
8	BENEFITS	5,141,056	6,186,149	5,763,852	(330,338)	5,433,514	(752,635)	FAV
9	PURCHASED SERVICES	7,565,040	9,450,642	9,120,487	18,777	9,139,264	(311,378)	FAV
10	DEBT SERVICE	4,559,210	4,453,835	4,453,835	0	4,453,835	0	FAV
11	SUPPLIES (INCLUDING UTILITIES)	2,935,589	2,907,974	2,809,380	(82,804)	2,726,576	(181,398)	FAV
12	EQUIPMENT	771,215	134,053	286,156	24,091	310,247	176,194	UNF
13	IMPROVEMENTS / CONTINGENCY	222,666	305,940	132,999	42,150	175,149	(130,791)	FAV
14	DUES AND FEES	110,508	177,164	144,389	(43,865)	100,524	(76,640)	FAV
15	TRANSFER ACCOUNT	495,482	0	507,844	0	507,844	507,844	UNF
16	TOTAL EXPENDITURES	47,768,411	50,784,509	50,067,957	(537,447)	49,530,510	(1,253,999)	FAV
17	SUBTOTAL	1,950,777	0	954,327	535,771	1,490,098	1,490,098	FAV
18	PLUS: CANCELLATION OF PRIOR YEAR'S ENCUMBRANCES	35,457	0	0	0	0	0	FAV
19	DESIGNATED FOR SUBSEQUENT YEAR'S BUDGET:	0	0	0	0	0	0	FAV
20	NET BALANCE / (DEFICIT)	1,986,234	0	954,327	535,771	1,490,098	1,490,098	FAV

Column 7: FAV=Favorable Variance
Revenues: At or OVER budget
Expenditures: At or UNDER budget

**AMITY REGIONAL SCHOOL DISTRICT NO. 5
REVENUES AND EXPENDITURES
FOR FY 2020-2021**

		COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6	COL 7
		2019-2020	2020-2021	APR 2021	CHANGE	APR 2021	VARIANCE	FAV
LINE	CATEGORY	ACTUAL	BUDGET	FORECAST	INCR./(DECR.)	FORECAST	OVER/(UNDER)	UNF
1	BETHANY ALLOCATION	8,926,150	9,000,731	9,000,731	0	9,000,731	0	FAV
2	ORANGE ALLOCATION	24,736,074	25,003,802	25,003,802	0	25,003,802	0	FAV
3	WOODBIDGE ALLOCATION	14,965,743	15,756,256	15,756,256	0	15,756,256	0	FAV
4	MEMBER TOWN ALLOCATIONS	48,627,967	49,760,789	49,760,789	0	49,760,789	0	FAV
5	ADULT EDUCATION	3,748	3,042	3,042	1,244	4,286	1,244	FAV
6	PARKING INCOME	20,865	32,000	24,476	576	25,052	(6,948)	UNF
7	INVESTMENT INCOME	52,292	35,000	3,500	0	3,500	(31,500)	UNF
8	ATHLETICS	25,300	22,000	0	0	0	(22,000)	UNF
9	TUITION REVENUE	133,936	129,675	102,968	0	102,968	(26,707)	UNF
10	TRANSPORTATION INCOME	26,000	26,600	19,500	0	19,500	(7,100)	UNF
11	TRANSPORTATION BOWA AGREEMENT	0	0	0	0	0	0	FAV
12	OTHER REVENUE	262,141	248,317	153,486	1,820	155,306	(93,011)	UNF
13	OTHER STATE GRANT	0	0	0	0	0	0	FAV
14	SPECIAL EDUCATION GRANTS	758,946	731,653	1,084,849	(3,496)	1,081,353	349,700	FAV
15	OTHER STATE GRANTS	758,946	731,653	1,084,849	(3,496)	1,081,353	349,700	FAV
16	RENTAL INCOME	18,177	14,000	25	0	25	(13,975)	UNF
17	INTERGOVERNMENTAL REVENUE	32,884	4,750	4,750	0	4,750	0	FAV
18	OTHER REVENUE	19,073	25,000	18,385	0	18,385	(6,615)	UNF
19	TRANSFER IN	0	0	0	0	0	0	FAV
20	MISCELLANEOUS INCOME	70,134	43,750	23,160	0	23,160	(20,590)	UNF
21	BUILDING RENOVATION GRANTS	0	0	0	0	0	0	FAV
22	TOTAL REVENUES	49,719,188	50,784,509	51,022,284	(1,676)	51,020,608	236,099	FAV

Column 7: FAV=Favorable Variance
Revenues: At or OVER budget
Expenditures: At or UNDER budget

AMITY REGIONAL SCHOOL DISTRICT NO. 5
REVENUES AND EXPENDITURES
FOR FY 2020-2021

		COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6	COL 7
		2019-2020	2020-2021	APR 2021	CHANGE	APR 2021	VARIANCE	FAV
LINE	CATEGORY	ACTUAL	BUDGET	FORECAST	INCR./(DECR.)	FORECAST	OVER/(UNDER)	UNF
1	5111-CERTIFIED SALARIES	21,243,071	22,123,005	21,856,818	(88,738)	21,768,080	(354,925)	FAV
2	5112-CLASSIFIED SALARIES	4,724,574	5,045,747	4,992,197	(76,720)	4,915,477	(130,270)	FAV
3	SALARIES	25,967,645	27,168,752	26,849,015	(165,458)	26,683,557	(485,195)	FAV
4	5200-MEDICARE - ER	354,550	393,384	373,379	0	373,379	(20,005)	FAV
5	5210-FICA - ER	293,447	315,690	279,613	0	279,613	(36,077)	FAV
6	5220-WORKERS' COMPENSATION	203,071	237,774	215,228	20,000	235,228	(2,546)	FAV
7	5255-MEDICAL & DENTAL INSURANCE	3,134,277	4,229,925	3,873,624	(350,000)	3,523,624	(706,301)	FAV
8	5860-OPEB TRUST	40,950	31,678	31,678	0	31,678	0	FAV
9	5260-LIFE INSURANCE	42,820	47,280	50,399	0	50,399	3,119	UNF
10	5275-DISABILITY INSURANCE	10,277	10,529	11,479	273	11,752	1,223	UNF
11	5280-PENSION PLAN - CLASSIFIED	851,987	790,234	790,234	0	790,234	0	FAV
12	5281-DEFINED CONTRIBUTION RETIREMENT PLAN	99,079	120,224	124,787	0	124,787	4,563	UNF
12	5282-RETIREMENT SICK LEAVE - CERT	0	0	0	0	0	0	FAV
13	5283-RETIREMENT SICK LEAVE - CLASS	0	0	0	0	0	0	FAV
14	5284-SEVERANCE PAY - CERTIFIED	0	0	0	0	0	0	FAV
15	5290-UNEMPLOYMENT COMPENSATION	109,160	7,431	11,431	0	11,431	4,000	UNF
16	5291-CLOTHING ALLOWANCE	1,438	2,000	2,000	(611)	1,389	(611)	FAV
17	BENEFITS	5,141,056	6,186,149	5,763,852	(330,338)	5,433,514	(752,635)	FAV
18	5322-INSTRUCTIONAL PROG IMPROVEMENT	21,594	22,200	18,870	24,103	42,973	20,773	UNF
19	5327-DATA PROCESSING	110,412	102,829	102,829	0	102,829	0	FAV
20	5330-OTHER PROFESSIONAL & TECHNICAL SRVC	1,385,205	1,759,359	1,985,755	(67,816)	1,917,939	158,580	UNF
21	5440-RENTALS - LAND, BLDG, EQUIPMENT	48,229	113,634	97,858	43,083	140,941	27,307	UNF
22	5510-PUPIL TRANSPORTATION	2,861,329	3,544,897	3,092,361	(70,558)	3,021,803	(523,094)	FAV
23	5521-GENERAL LIABILITY INSURANCE	238,281	247,562	249,804	0	249,804	2,242	UNF
24	5550-COMMUNICATIONS: TEL, POST, ETC.	77,186	114,356	95,324	148,745	244,069	129,713	UNF
25	5560-TUITION EXPENSE	2,640,986	3,446,498	3,239,338	(15,220)	3,224,118	(222,380)	FAV
26	5590-OTHER PURCHASED SERVICES	181,818	99,307	238,348	(43,560)	194,788	95,481	UNF
27	PURCHASED SERVICES	7,565,040	9,450,642	9,120,487	18,777	9,139,264	(311,378)	FAV

Column 7: FAV=Favorable Variance
Revenues: At or OVER budget
Expenditures: At or UNDER budget

AMITY REGIONAL SCHOOL DISTRICT NO. 5
REVENUES AND EXPENDITURES
FOR FY 2020-2021

		COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6	COL 7
LINE	CATEGORY	2019-2020 ACTUAL	2020-2021 BUDGET	APR 2021 FORECAST	CHANGE INCR./(DECR.)	APR 2021 FORECAST	VARIANCE OVER/(UNDER)	FAV UNF
28	5830-INTEREST	809,210	788,835	788,835	0	788,835	0	FAV
29	5910-REDEMPTION OF PRINCIPAL	3,750,000	3,665,000	3,665,000	0	3,665,000	0	FAV
30	DEBT SERVICE	4,559,210	4,453,835	4,453,835	0	4,453,835	0	FAV
31	5410-UTILITIES, EXCLUDING HEAT	620,438	709,866	599,490	11,000	610,490	(99,376)	FAV
32	5420-REPAIRS, MAINTENANCE & CLEANING	774,787	761,354	841,099	(38,962)	802,137	40,783	UNF
33	5611-INSTRUCTIONAL SUPPLIES	311,910	366,196	298,605	5,762	304,367	(61,829)	FAV
34	5613-MAINTENANCE/CUSTODIAL SUPPLIES	228,327	229,557	251,775	(37,150)	214,625	(14,932)	FAV
35	5620-OIL USED FOR HEATING	42,700	42,700	58,000	(7,245)	50,755	8,055	UNF
36	5621-NATURAL GAS	47,475	67,173	46,173	(7,500)	38,673	(28,500)	FAV
37	5627-TRANSPORTATION SUPPLIES	96,789	124,202	124,202	(3,020)	121,182	(3,020)	FAV
38	5641-TEXTS & DIGITAL RESOURCES	291,630	63,778	84,473	(8,969)	75,504	11,726	UNF
39	5642-LIBRARY BOOKS & PERIODICALS	18,584	20,215	15,933	3,280	19,213	(1,002)	FAV
40	5690-OTHER SUPPLIES	502,949	522,933	489,630	0	489,630	(33,303)	FAV
41	SUPPLIES (INCLUDING UTILITIES)	2,935,589	2,907,974	2,809,380	(82,804)	2,726,576	(181,398)	FAV
42	5730-EQUIPMENT - NEW	332,148	70,947	167,510	9,756	177,266	106,319	UNF
43	5731-EQUIPMENT - REPLACEMENT	439,067	63,106	118,646	14,335	132,981	69,875	UNF
44	EQUIPMENT	771,215	134,053	286,156	24,091	310,247	176,194	UNF
45	5715-IMPROVEMENTS TO BUILDING	160,841	55,940	79,495	37,150	116,645	60,705	UNF
45a	5715-FACILITIES CONTINGENCY	100,000	100,000	100,000	0	100,000	0	FAV
45b	TRSF. FROM FACILITIES CONTINGENCY	(100,000)	0	(100,000)	0	(100,000)	(100,000)	FAV
46	5720-IMPROVEMENTS TO SITES	61,825	0	0	5,000	5,000	5,000	UNF
47	5850-DISTRICT CONTINGENCY	150,000	150,000	150,000	0	150,000	0	FAV
47a	TRSF. FROM CONTINGENCY TO OTHER ACCTS.	(150,000)	0	(96,496)	0	(96,496)	(96,496)	FAV
48	IMPROVEMENTS / CONTINGENCY	222,666	305,940	132,999	42,150	175,149	(130,791)	FAV
49	5580-STAFF TRAVEL	10,723	24,850	18,637	(14,000)	4,637	(20,213)	FAV
50	5581-TRAVEL - CONFERENCES	22,406	46,660	35,098	(23,865)	11,233	(35,427)	FAV
51	5810-DUES & FEES	77,379	105,654	90,654	(6,000)	84,654	(21,000)	FAV
52	DUES AND FEES	110,508	177,164	144,389	(43,865)	100,524	(76,640)	FAV
53	5856-TRANSFER ACCOUNT	495,482	0	507,844	0	507,844	507,844	UNF
54	ESTIMATED UNSPENT BUDGETS		0	0	0	0	0	FAV
55	TOTAL EXPENDITURES	47,768,411	50,784,509	50,067,957	(537,447)	49,530,510	(1,253,999)	FAV

Column 7: FAV=Favorable Variance
Revenues: At or OVER budget
Expenditures: At or UNDER budget

AMITY REGIONAL SCHOOL DISTRICT NO. 5

Bethany Orange Woodbridge
25 Newton Road, Woodbridge Connecticut 06525



Theresa Lumas
Director of Finance and Administration
terry.lumas@amityregion5.org

Phone (203) 397-4813
Fax (203) 397-4864

To: Dr. Jennifer Byars, Superintendent of Schools

From: Theresa Lumas, Director of Finance and Administration

Re: Award of Contracts of \$35,000 or More

Date: May 5, 2021

Fiscal Year 2020-21

1. Technology Telephone System:

The District's phone system is no longer supported and is on the capital plan for replacement. The State is offering another round of security grant funding and the phone system is an eligible item. The District must allocate funding for the project in order to be eligible for reimbursement. The reimbursement rate averages 35% between all three towns. An RFP was posted for VoIP systems on premises and cloud based. A mandatory site visit was held on June 1, 2021. 19 vendors attended. Proposals were due on June 9, 2021 and 15 vendors submitted proposals. The District will apply for reimbursement from the State Department of Education. The reimbursement rate is approximately 35%. The District is required to secure funding first.

The Director of Technology and Network Administrator reviewed all proposals comparing cloud based systems and on premise systems, products and functionality. Their recommendations is an on premise NEC brand system proposed by Environmental Systems Corporation of West Hartford. The price is \$159,989.45. The cloud based systems require significantly more annual costs over an on premise system. The NEC product has highly rated among our peers. The system allows for future replacement of our PRI phone lines with SIP lines. This system has the capability to notify the police dispatcher the classroom and building the emergency call originates. The monthly service is an added cost which we plan to budget for in 2022-23.

Amity Finance Committee:

Move to recommend the Amity Board of Education...

Amity Board of Education:

Move to ...

award the implementation of a new phone system to Environmental Systems Corporation (ESC) of West Hartford at a price of \$159,989.45.

Capital Nonrecurring Funds

1. Facilities – High School Parking Lot Phase 3:

The third phase of paving at Amity High School was bid in May. Five contractors bid on the project and the pricing ranged from \$1.91 per sq ft to \$2.75 per sq foot for paving; pricing for line striping ranged from \$4,500 to \$6,100; and pricing for curbing ranged from \$5.85 per sq ft to \$8.50. Total project costs ranged from \$192,974 to \$279,335. H & L Paving, LLC from Norwalk is the overall low bidder. The District has worked with the project manager on previous projects and references were checked.

The remaining budget for paving is \$329,485. The Administration would like the option to work with the low bidder to repair any damaged done to the rear parking lot at Amity High School once the tent is removed. The tent company will patch the area but our intent is to have it in the new condition it was at the start of school this year. We will assess the condition of the parking lot and if further work is needed contact H & L Paving to expand the project to include the rear parking lot. This remains in the scope of the original bond project.

I recommend the Amity Finance Committee and the Amity Board of Education award the contract to H & L Paving, LLC.

Amity Finance Committee:

Move to recommend the Amity Board of Education...

Amity Board of Education:

Move to ...

award phase 3 of the paving project at Amity High School to H & L Paving, LLC of Norwalk, CT at a price of \$192,974 with the option of repairing the rear parking lot if needed.

From: [Matt McDermott](#)
To: [Pamela Pero](#)
Subject: Board of Ed public comment submission
Date: Monday, June 14, 2021 1:44:56 PM
Attachments: [ABOE public comment 6-14-21.pdf](#)

Ms. Pero,

Please share the attached PDF document as a public comment for the Board of Education meeting tonight.

Thanks,
Matt McDermott
50 Hunting Hill Road
Woodbridge CT 06525

A School Environment of Intolerance and Hostility that Demands Action

Amity parents, students, and alumni are saddened, angered, and, in some cases, shocked to learn about the intolerant and hostile environment many students of color experience at Amity High School and Amity Middle School Bethany.

Since March of this year, dozens of community members have had ongoing meetings and discussions in reaction to the unsafe climate, and in reaction to this year's sole Black History Month presentation using a Kanye West video arguing that Black History Month subjugates and denigrates Black Americans. Choosing Kanye West as the spokesperson for all Black people was socially and academically irresponsible.

These community conversations have revealed numerous incidents of racial abuse and ineffective or lax discipline in response to these incidents. This inaction by the Administration has given tacit permission for hateful and racist language to become commonplace, creating an unsafe environment. Our school is disempowering all of our students: leaving graduates with an implicit understanding that it is acceptable to spew hate onto other people who do not reflect their norm. This is a great disservice and injustice to all our students and families regardless of race, ethnicity, or background and does not prepare any of them for the diverse, multicultural world they will enter upon graduation.

An Unsettling and Unacceptable Pattern:

Racist and intolerant behaviors are unfortunately not new to Amity:

- In 2018, parents and students complained to the Amity Regional Board of Education their "outrage at school officials for not doing enough" following Swastikas being found on a bathroom stall and a desk, as well as students chanting "We are Nazis" and "The Jews deserve to die". One parent spoke at the Board of Education meeting stated, "...there is a rising undertone of hatred, anti-Semitism, anti-gay, racism and bigotry in our community that has not been properly addressed or stamped out."
- In 2019, Amity High School students took part in a school protest due to inaction by the school in the face of racism because the school failed to create a policy to discipline students for racist actions and behavior.
- In 2021, Amity used a Kanye West video in an attempt to educate our children about Black history, which called for the abolition of Black History Month.

These, however, are only the publicized incidents that you can find through a google search. Many other incidents go unreported and never hit the press. Microaggressions and blatant racist acts happen not just between students, but have also started to characterize the culture and climate of our school.

Sustained, Meaningful Action is Required:

Therefore, we call on the Amity Board of Education and the Administration to take meaningful, substantial, and sustained action to address these concerns. Our students deserve better. We need to do better and work to create a positive, tolerant, and safe school environment for all our students.

Proposed Action Steps:

Near-Term Action Steps -- for start of next school year:

1. Designate a safe space for students to go when they need to, with designated / trained / trusted faculty and staff to support students on call / as needed;
2. Administration finds a new trusted Black Student Union advisor
3. Work with community leaders to procure or prepare additional professional development programming for faculty / staff regarding racial / cultural sensitivity and competence;
4. Review all disciplinary policies and procedures and faculty / staff training to ensure a safer environment for students of color where racial epithets and harassment are not brushed off.

Medium Term Action Steps -- during the 2021-22 school year:

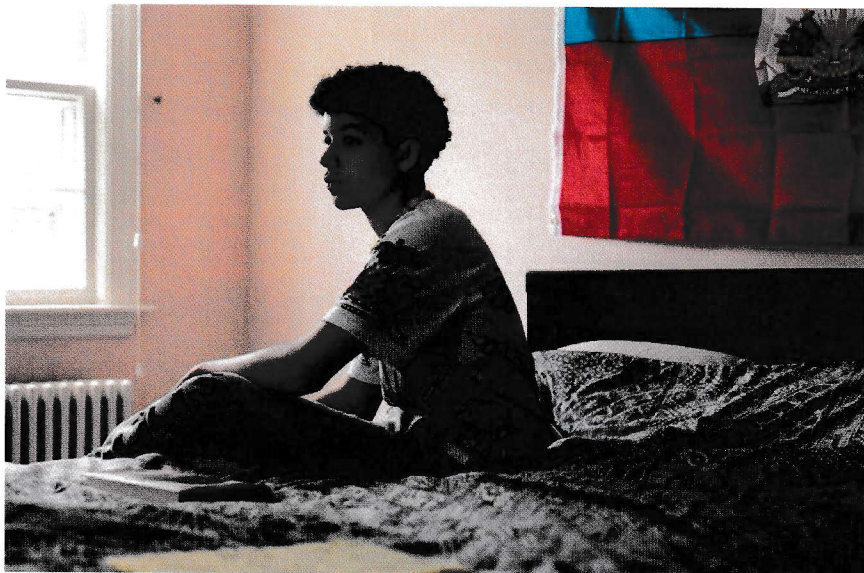
1. Hire an outside, professional DEI Consultant to work with the Amity HS community (Board, the Superintendent, Principal and administrators, teachers, and students) to improve the school climate and culture and identify key areas for systemic change;
2. Form an Amity Diversity Committee that will work with the Amity HS community (Board, the Superintendent, Principal and administrators, teachers, and students) and the DEI consultant,
3. Plan a robust, positive Black History Month program for all students in consultation with the BSU and newly formed Amity Diversity Committee

Longer Term Action Steps --for the 2022-23 school year:

1. Develop and implement a robust plan for recruitment and hiring of teachers of color that includes tracking data of applicants, interviewees, offers, hires, and retention;
2. Create and hire a new administrator for the Amity HS community focused on Diversity, Equity and Inclusion

Anger, Confusion After School Uses One-Sided Kanye West Video During Black History Month

By [Frankie Graziano](#) • Apr 30, 2021



Sage Paglia recalled being in virtual high school in February when a student-driven lesson began on the sensitive topic of bias. The teacher of this lesson? Celebrity Kanye West, who argued that the month of observance does more harm than good.

"What they show in Black History Month is us getting hosed down, reminding us that we were slaves," West says in the video shown to students at Amity Regional High School in Woodbridge. "What if we had, 'Remember when I cheated on you' month?' 'Remember when you first found the text messages?' How does that make you feel? It makes you feel depleted."

The Connecticut school's decision to run the video criticizing Black History Month -- without offering a counterpoint -- has sparked an ongoing controversy that resulted in a school principal's apology to students, the school board receiving several complaints and a Zoom meeting between parents and the principal. And it left Paglia, who identifies as Black and Afro-Latino, angry and confused.

"Because there was no discussion afterwards, so I didn't even have a chance to ask questions," Paglia said in an interview with Connecticut Public Radio. He's also the vice president of Amity's Black Student Union. "Then, I had to go talk about it with my friends instead of asking the teachers."

The two-minute video was shown to some, if not all, of Amity's students on Feb. 17 in a homeroom-type workshop called "Spartan Seminar."

Nazorine Ulysse, Sage Paglia's mother, went to the school for an explanation shortly after it aired.

"There was an apology to me as if there should be an apology to me," said Ulysse, who identifies as Haitian. "This isn't about me. This is about the

Byars, who identifies as Haitian. "This isn't about me. This is about the message you're teaching in your school that is demoralizing to the Black students."



Principal Anna Mahon referred questions to Superintendent Jennifer Byars, who provided a written statement.

"The main goal of the series was to promote inclusion and to encourage students and teachers to recognize implicit bias," said Byars, superintendent of Amity Regional School District No. 5. "'Spartan Seminar' advisors accepted it after suggesting other celebrity videos. Students felt strongly [that] including the video would engage students in the discussion."

Byars looks back on the decision differently now, but she defended the process.

"We recognize it was a mistake to show the Kanye West video, but we will continue to be respectful to the perspectives, objectives and goals of the students who commit the time to planning 'Spartan Seminar,'" Byars said. "Planning a lesson that perfectly meets the needs of 1,500 students, delivered by 225 different teachers, in a world where high school is but one

avenue to address local, national and global issues of implicit bias and racism is an unrealistic expectation. But we will keep trying."

'Out In The Daylight'

Earlier in the school year, administrators at Amity took pitches from students on how to teach others about implicit bias. The plan reportedly called for three lessons during a "Spartan Seminar," Amity's student advisory program.

One group of students asked the program's advisers if they could play a clip for students featuring a take on Black History Month from one of their "heroes," rapper and fashion designer Kanye West. Byars said that some teachers knew the clip didn't match the intent of the lesson, but they let the students show it anyway.

But for Paglia and others interviewed for this story, the issue is that the perspective in the Kanye West video was the only perspective offered.

"My problem is that there's no education about Black history," Paglia said. "You can't put across the idea that the month of February, Black History Month, should be taken away if there's no preliminary discussion."

When he told his mother about what he saw in "Spartan Seminar," Ulysse said she couldn't believe it.

"First, I was questioning my son because I just can't believe in 2021 -- out in the daylight -- they're just totally being completely ignorant about it," Ulysse said.

She says administrators are responsible for what the students see in class.

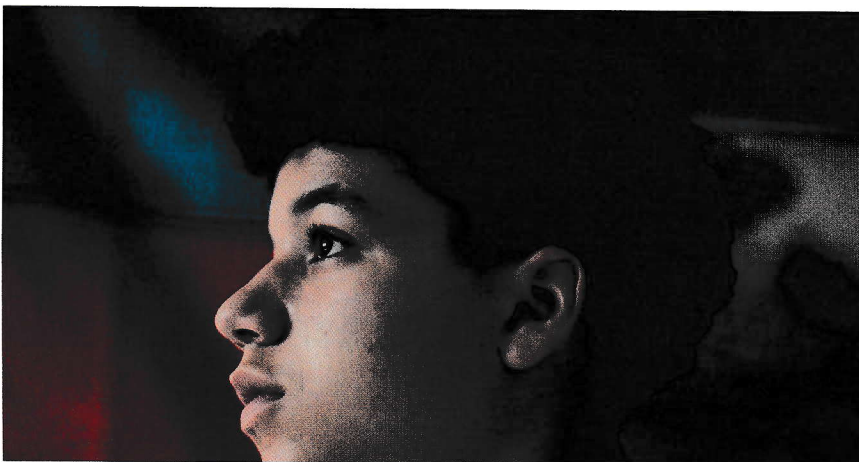
"Any message that gets out has been approved or been looked at somewhat by the administration or by the principal," Ulysse said. "So if you let the message go out ... then you are supporting these bigoted ideas."

Another parent complained directly to the school board in an email.

"The fact that lessons like these were allowed to be presented at Amity High School is a downright disgrace to our entire community and [does] not reflect a community that celebrates diversity and inclusion," Heather Parady, a mother of three, wrote in a March 8 email. "I urge the board to consider 'Leading with Racial Equity' training for all teachers, staff and administration."

As a student leader, Paglia said he also felt snubbed by the process. He and other students in Amity's Black Student Union say they actually asked staff to lead a "Spartan Seminar."

"Some of the ideas that we had for 'Spartan Seminar' were to address real issues that are going on instead of these vague topics -- instead of bias, focus on racism. Instead of discrimination, focus on discrimination of Black Americans or Asian Americans that's actually going on," Paglia said.





Ultimately, the school went with the kids who picked the Kanye video.

Byars dismisses Paglia's account of a "Spartan Seminar" pitch, saying that the Black Student Union never made a formal proposal.

She says that moving forward, the school will be more proactive in how it engages Paglia and his classmates in the Black Student Union.

'Two Sides'

In a subsequent seminar two weeks after the Kanye class that slammed Black History Month, students who suggested playing the video were given a chance to explain.

"The group recorded a conversation about why they had made the choice to include Kanye West, even though he is controversial, in the first lesson," Byars said. "The video was shown during the second 'Spartan Seminar' lesson, which was focused on identifying implicit biases based on stereotypes."

Parents shared that video with Connecticut Public, but Byars won't consent to its use because she says it was recorded in violation of district policies. Parents of the students involved declined to comment, and one threatened legal action if their child was identified without their consent.

But that second, five-minute seminar didn't get to the question of why Black History Month should be celebrated. And that, again, left parents frustrated.

Emily Melnick, the mother of an Amity sophomore, said she saw the videos and expected more from the adults.

"We don't hear two sides," Melnick said. "How about having a dialogue about why it would be important for these predominantly white children to be learning about Black history?"

While the school didn't run a counterpoint to the Kanye West video during the lesson, the school superintendent is pointing to other ways the high

school observed Black History Month -- including classes in art, band, English and social studies.

Still, Melnick says that the West video and the response to it don't reflect the values of the community she wants to live in.

"We want this to be a community that is desirable for people from all backgrounds, all races and all classes," Melnick said.

Connecticut Public reached out to the Amity school board chair, but he didn't respond to a request for comment.

Group of parents calls for more diversity, inclusion at Amity High School

News 12 StaffMay 11, 2021, 5:14pm EDTUpdated on:May 11, 2021, 5:14pm EDT

A group of Amity High School parents is calling for greater diversity, equity and inclusion in the school district.

Nazorine Ulysse's son is a junior at Amity High School. Ulysse says her eighth grader won't be going there next year because of concerns she has about racial inequalities.

"Over the years my kids have been called the N-word, all sorts of things," said Ulysse.

She and Emily Melnick are two moms from Woodbridge who've recently formed a group calling for change in the district.

"The sole content of Black History Month was a Kanye West video advocating for the eradication of Black History Month," said Melnick.

Melnick says that's what led her to get involved.

She says the group includes about 40 parents from Woodbridge, Bethany and Orange who believe in teaching kids how to live in a multicultural world.

"Regardless of what the composition of students looks like at Amity," said Melnick.

Statistics from the state Department of Education show Black students make up 3.6% of the population.

News 12 is told many are from New Haven and attend Amity as part of the Open Choice Program.

"We have a curriculum that is extremely euro-centric and that curriculum doesn't help us move forward to heal our country," said Ulysse.

In a statement to News 12 that is included in full below, Superintendent Dr. Jennifer Byars says work is already underway. A consultant will undertake a two-to-three-year systematic curriculum review process aimed in part at addressing social and cultural diversity.

She says changes have already been made to a world history unit.

Byars adds teachers and administrators have diversity training each spring, but these moms say its not enough.

"We all have to do our part. It can't just be 'Let me put my head down and if my kid's doing fine, then that doesn't matter,'" said Ulysse.

The group invites anyone to join and offer up ideas for a solution. Anyone interested in joining the group can send an email to **nulysse1976@gmail.com**.

Full statement from Superintendent Dr. Jennifer Byars outlining ongoing efforts:

Curriculum Work –

Starting last summer, the summer, the District worked with a consultant to begin a 2-3 year systematic curriculum review process. Part of this work has been aimed at addressing social and cultural diversity in literature, reflecting multiple perspectives in STEM courses, and continue to expand our resources for all disciplines.

Also in summer 2020, the World History Teachers revised the first unit to

FORUM

Amity High must do better on inclusion

By Mohini Ranganathan
and Erin Williamson

5/27/24

These days we often find ourselves on the sidelines of soccer practice or games watching our kids chatting, laughing and running up and down the field. Our kids have been the closest of friends since kindergarten, spending countless hours at each other's houses, attending each other's birthday parties, and living in the world of make believe and more recently Pokémon. But this afternoon, our conversation moves from their current activities to questioning whether their friendship will sustain the test of time, or more specifically the test of high school.

Over the past few weeks, we have been participating in community conversations discussing the recent events at Amity High School. The stories we have heard paint a picture of a school community in which students self-segregate along racial lines, racism and intolerance flourishes, and the administration continuously fails to meaningfully affirm the identities of all — especially Black — children in attendance. In fact, even as we watch their soccer practice today, we see a group of high schoolers come on the field and immediately begin to self-segregate into smaller groups along racial lines.

Intolerance is not new at Amity. In June of last year, Woodbridge held a Black Lives Matter Rally during which Amity alumni spoke about their experiences with racism growing up in Woodbridge and attending Amity High, and less than three years ago swastikas were carved on surfaces throughout the school.

Now we know that not all students at Amity have experienced or witnessed this intolerance, but we also believe we should be striving for an environment in which no students experience it. Amity is a bubble, and when our children leave Amity they enter a diverse world and workforce that demands cross-cultural understanding, communication and integration. By not proactively addressing issues of diversity, equity and inclusion, we are failing our kids today and in the future, and we risk living in a community in which 10 years from now, as our two boys — one brown and one white — enter high school we continue to see racism and intolerance flourishing.

The diversity that exists at Amity High and at the middle schools that feed into Amity High offer our children a wonderful learning opportunity to engage in healthy cross-racial communication — skills that they need now and certainly, in the future. For our

schools, ensuring that all children in our community have a safe and nurturing learning environment in which they can thrive, and providing critical skills that will help our children thrive in a global world should not be political. We should all be striving for this as a community.

So, as we watch our boys on the soccer field, one of us brown and the other white, we are saddened to think of what might become of our sons' special friendship, and what struggles they may face together and apart. It's clear that previous and current efforts to address issues of diversity, equity and inclusion have failed. For the students of today and tomorrow, our school administration must develop a multi-year strategic plan with measurable goals for how the school will actively address these issues at the student, staffing, leadership and board of education levels. Otherwise, the prevalent apathy that has resulted in the continued failing of our students will only result in a school system on the wrong side of history as the rest of the state, and nation, proactively discusses and addresses the inequalities that have gone unaddressed for so long.

*Mohini Ranganathan and Erin Williamson
are Woodbridge residents.*

Letters: 300-word limit, signed and phone number included. We reserve right to edit for space and clarity. Send to New Haven Register, HAVE YOUR SAY, 100 Gando Dr., New Haven, 06513; or email to letters@nhregister.com.

9:13



[Redacted name]



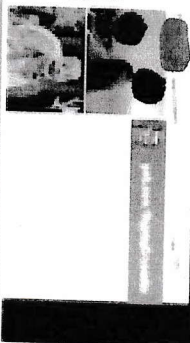
MAY 11TH

ghetto fuck
get yourself to the projects
where you belong

MAY 11TH

you and your faggot ass cousin

WEDNESDAY



FRIDAY

look at that

Chats Delete after Viewing

When you view a chat, it will be deleted from the sender's phone.

TODAY



Send a chat



Ian H. Glassman
Woodbridge, CT 06525
June 14, 2021

Board of Education
sent via email

Dear Members of the Board,

I hope that the 2020-2021 school year has ended on a good note.

My name is Ian Glassman, and I am a Woodbridge resident and recent graduate of Amity Regional High School. I am writing with other community members to voice my concern about the Amity administration's consistent apathy surrounding bigotry in the school.

Over my four years here, there has been no accountability for those who repeatedly choose inaction against bigotry—particularly against racism. A precedent which tolerates oppressive behavior and which teaches socially-regressive educational lessons begins to give validity to these regressive values and reveals our community's true priorities.

It should go without saying that marginalized Amity students do not need to face death threats for existing. The consistent dismissal of accountability over my four years here says otherwise.

Condemning bigotry alone will not protect marginalized students and faculty harmed by oppressive infrastructure.

Thank you for your time.

Sincerely,
Ian H. Glassman
Woodbridge, CT 06525

Re: Public Comment for the 6/14 Amity Board of Ed Meeting

Dear Amity Board of Education,

I'm a parent of 3 children who will be at Amity High School in the next few years, and I am extremely concerned about some situations at the High School - bullying, racist incidents, and lack of administrative action.

I've heard from some alumni who find themselves in situations in college and in life where they don't know how to participate in difficult conversations. They've been sheltered and hidden from some of the toughness the world requires. I want my kids to go to a school that recognizes people's differences and celebrates them -- not ignores them.

I teach at Middletown High School (MHS), which is a diverse school that celebrates its diversity. I know MHS is a flawed school, but MHS doesn't ignore incidents that occur; MHS has the uncomfortable conversations through the lens of diversity, equity, and student voice.

Diversity, equity, and student voice are common threads of all new initiatives. Amity High School needs to have tough conversations (about gender, race, equity, sexual orientation, etc.). Amity High School, its admin team, and its teachers need some professional development on creating an environment that celebrates diversity, equity, and student voice...not just great test scores or athletic achievements.

Please give our children the education they need; but that starts with educating the educators, first.

Thank you for your time and consideration.

Matthew Cohen

From: [Nina Carmeli](#)
To: [Pamela Pero](#)
Subject: Public Comment
Date: Monday, June 14, 2021 12:09:07 PM

Samuel Bae

Good afternoon. I'm Samuel Bae. I'm a rising sophomore at Amity High School and a member of the Inclusion at Amity Committee. I'm here today to speak about my experience with racism and mistreatment here at Amity.

I feel unwanted and unsafe at Amity. I moved to Orange when I was 9 years old. In Elementary school, I wasn't allowed to play Four Square by some other kids. I was told to go back to Asia. I wasn't accepted to play at recess. At the end of 6th grade, I wrote a speech, much like this one I'm reading now. I presented that speech. I hoped things would change for the better in middle school.

I was wrong.

Here, at Amity Middle School Orange, I was made fun of for my small eyes. I was called a ching-chong. I was called a chink. Sometimes by the same classmates that harassed me in Elementary school, sometimes by classmates I didn't know. In 8th grade, I started to report every time an incident like that happened. I hoped things would change for the better.

I was wrong.

The principal called me a disappointment to the school for constantly coming to the office and reporting these incidents. I was not provided resolution. Instead, I was shamed by my teachers. In High School, this year as a freshman at Amity High, I hoped things would change for the better.

I was wrong.

I was called more slurs. On top of being berated for my race, I was insulted as I struggled finding my sexual identity. One Friday, I was proud for getting my personal best time for the mile during gym. As I left the school, two juniors said my hair made me look like a little faggot. My weekend was ruined. Again, I felt alienated. Unwanted.

I'm sure the Board thinks these acts of hate do not represent Amity. However, these acts of hate have defined my Amity experience. I don't want others to share my experience. I don't want others to share my experiences. I'm speaking today because I want change for the better.

I don't want an apology.

I don't want pity.

I want change.



Public Speaking to BOE

From: [Nina Carmeli](#)
To: [Pamela Pero](#)
Subject: Public Comment
Date: Monday, June 14, 2021 12:14:23 PM

Good evening and thank you for the opportunity to speak. My name is Nina Carmeli, and I am a rising junior in the class of 2023. When I joined Amity in my freshman year, I was determined to be a part of every club, every organization, everything that our school has to offer, because I thought that our community was perfect, and I wanted to represent this amazing place that I call home.

Amity has so many clubs, athletic programs, academic resources, and more to make the high school a welcoming and thriving place. But unfortunately, not all students are able to fully enjoy these wonderful aspects of our school. Over the past few weeks and months, I have been listening, hearing countless outrageous and horrifying stories of my closest friends, classmates, and peers, who have shared their terrible experiences regarding being discriminated against or targeted because of the color of their skin, their religion, sexual orientation, anything that differentiates them.

Amity claims to celebrate diversity and encourage inclusivity, but the Board of Education, as well as the administration, has fallen short to properly deal with these challenges. I was disappointed when I realized that the perfect place I wanted to represent and play such a large role in, was not as great as I made it out to be. I was embarrassed to learn that students that contacted their guidance counselors, reported the incident to the anonymous tip line, or even went as far as speaking with the administration itself, returned empty-handed, still feeling like an outcast, which defeats the point of coming forward at all. Tomorrow it may be me so I can't stay silent and watch as others are discriminated against. While these issues go beyond Amity, we all need to be the change we would like to see in the world, the student body, the administration, and the BOE.

I am aware that the One Book One Amity topic of this summer is Social Justice, and that the ADL is being brought in to teach students how to stand up to hate, and while these are great first steps, this is simply not enough. The ADL, nor any other program that is brought to the school, on its own does not solve the problem. Making students better leaders in our community and being aware of the issues that occur is only part of the solution, we must also have teachers, faculty, and administration take an active part in these workshops, and learn how to address the inclusivity and diversity issues that are deeply rooted at Amity. Only if we have all the previously mentioned parties involved, including parents, do we have a chance to make a dent in this complicated issue.

Amity is defined as a place of peace and of harmony, but right now, our Amity does not feel like that. I urge you to take a hard look at the reality that we are living in and use your role as

the leaders and models of our school to listen and act, and to make preparing students to leave this school as informed citizens who are ready to conquer the racism, inclusivity, and diversity problems of the world, a priority. This way, we all can see we are the change we want to see in the world. Thank you again.



BOE Statement

Public Comments submitted by Joseph Ross (56 N. Pease Rd, Woodbridge) to the Amity Regional Board of Education for consideration during its regular meeting on Monday, June 14, 2021

Thank you to the Amity Regional Board of Education for allowing public comment this evening.

My name is Joseph Ross and I am a resident of Woodbridge, having moved to the community with my wife and two children, now 17 and 18, in 2010.

Like many parents of means, education and privilege, we moved to the area because of the benefits we hoped it would confer for our children: the opportunity to grow up in wide open spaces, with lots of trees and trails to hike, and excellent schools.

Our kids' first experience at Beecher Road School, in the Multi-Age Group program, strongly validated our decision to move to the area. The teachers created a classroom community that not only afforded opportunities for self-directed learning and individual attention, but they also emphasized the value and importance of diversity. The kids learned about one another, their families and cultures. Differences were celebrated.

Unfortunately for my kids, each successive year in the Amity Schools after their completion of the Multi-Age Group program, particularly in the High School, less resembled this ideal school environment and was instead increasingly sowed with division and hate.

Examples of intolerance were common, including racism, sexism, and anti-Semitism and other types of religious intolerance.

My kids have described to me a school environment where there is frequent use of the N-word, including in the presence of teachers. And where White students tease Black students for being Black, explaining that the Ku Klux Klan is going to get them, and caricaturing them using other ugly racial stereotypes.

My kids have described to me a school environment where female students are disrespected by male students and where some teachers are both subtly and not so subtly dismissive of female students, including being visually annoyed by questions from and less likely to call on female students.

And my kids have described to me a school environment where swastikas are commonly found drawn on the bathroom walls, not 3 years after our community received unwanted attention for homes being vandalized and hateful messages being heard throughout the school, such as “The Jews Deserve to die.”

Being an excellent school is more than graduation rates and test scores.

No school is perfect, and I do not expect the teachers and administrators to take responsibility for every student’s action or utterance.

But they can set a tone and establish a culture, as was done for my kids in the Multi-Age Group program. And the current culture in the Amity schools is awful.

I can only imagine how minoritized students must feel, having to come to the middle or high schools each day, knowing they will be teased, insulted, and ridiculed while teachers and other authority figures stand by.

Our community is not alone in facing these same issues. But there are concrete steps we can take to change the culture in our school district.

I hope the Board will take these concerns seriously and work with the schools and their administrators to establish a culture that fosters diversity, equity and inclusion going forward.

To Whom This May Concern:

I graduated from Amity High School in 2005. While I received a fantastic education, my experiences at Amity left me in an identity crisis. If I remember correctly, I was one of five Black students in my graduating class. One of the Black students was my sister.

While at Amity, I experienced micro aggressions daily. Slowly over time, these daily and persistent insults to my blackness resulted in my developing low self-esteem and contributed to my depressive tendencies.

As a Black person, I felt like I didn't really belong. Yes, I was the captain of the track team and yes, I had many friends, but at the same time I felt lonely, isolated, and misunderstood. I heard disparaging comments about my skin being too dark and needing to stay out of the sun. I was told that I was undatable because I was Black. At one point, I bought skin bleaching cream, in hopes that I could lighten my skin and fit in.

I developed the false perception that I was inferior to my classmates. I truly believed that because I was Black, I wasn't good enough. I grew up believing that I wasn't as smart as my fellow classmates. That the only reason I got into a good college was because I was Black. I became so insecure about this that when I did tell people where I was going to college, I immediately followed up with all of my achievements, so that way they knew I earned my spot.

At the same time, I would receive "compliments" that I wasn't like other Black people because I spoke well and I dressed nice. I constantly heard that I wasn't really Black and that I was basically a white girl. That I wasn't "like them." This further contributed to my belief that it was better to be white. This further contributed to me hating my dark skin.

I harshly learned that I wasn't white when my "friends," who were upset by me, threw my blackness in my face. They made it clear that I wasn't like them because I was Black. One time a student from Amity created the following screen name: "reggin," and I believe there were some numbers after it. This classmate began to message me about how I didn't belong at Amity and then continued to discuss how my mother gave me up. I later learned this student was a "friend" of mine who I had gotten into an argument with. When she became mad at me, she believed it was appropriate to call me a hateful word and go as far as to create a screen name of it backwards. She spewed hateful and racist rhetoric as me. She decided that I was no longer worthy of being her friend and thought it was ok to use my Blackness against me.

When I was at Amity, there were students that would get bussed in from New Haven. All of them were Black. I remember one cold winter day coming down the side stairs and hearing a banging on the door. It was the New Haven students. I watched as my class mates walked by them as the Black student stood in the cold. I was the only person who opened the door for them.

I understand no school is perfect, but Amity has a problem that must be addressed. I graduated sixteen years ago and the negative experiences still follow me. They are experiences I cannot forget because of the scars they have left on me. I write my story to urge change at Amity and to hopefully start a discussion within the school system.

Sincerely,

Tatiana Kline
T. Kline 6.9.21