

PLYMOUTH PUBLIC SCHOOLS
CENTRAL OFFICE
27 NORTH HARWINTON AVENUE
TERRYVILLE, CONNECTICUT 06786

MISSION STATEMENT

The Mission of Plymouth Public Schools is to challenge, inspire, and prepare all students for success in an ever-changing and complex world.

PLYMOUTH BOARD OF EDUCATION
REGULAR MEETING
TERRYVILLE HIGH SCHOOL CAFETERIA
33 NORTH HARWINTON AVENUE
TERRYVILLE, CT 06786
WEDNESDAY, FEBRUARY 13, 2019

7:00 P.M.

MINUTES

PLYMOUTH, CT
TOWN CLERK'S OFFICE
RECEIVED FOR RECORD
2019 FEB 25 PM 2:08
Robert H. Fickard
TOWN CLERK

Present: Mrs. Johnson, Mrs. Kulesa, Mrs. Lucian, Mr. Showers, Mr. Bourbonniere,
Mr. Foote, Mr. Elsaghir, Mrs. Kremmel and Mrs. Candrea-Florenciani

Also Present: Dr. Semmel, Superintendent, Mrs. Parsons, Director of Curriculum & Instruction,
Mrs. Trinks, Director of Pupil Personnel & Special Education Services,
Mr. Trudeau, Director of Technology and Mr. Hendrickson, Business Manager

1. **Call to Order & Pledge to the Flag**

Mrs. Johnson called the meeting to order at 7 p.m. The group joined in the Pledge to the Flag.

2. **Adoption of the Agenda**

MOTION: To adopt the agenda as presented. Motion Mrs. Kremmel, seconded Mrs. Kulesa. Discussion: Mr. Bourbonniere questioned what the new agenda item is. Mrs. Johnson stated item 9, New Business was added and agenda posted with that addition. Vote: unanimous.

3. **Approval of Minutes**

MOTION: To approve the minutes of the Regular Meeting of January 9, 2019
Motion Mrs. Lucian, seconded Mrs. Kremmel. Discussion: none. Vote: all in favor with Mr. Foote abstaining. Motion passes.

MOTION: To approve the minutes of the Special Meeting of January 16, 2019.
Motion Mrs. Kremmel, seconded Mrs. Lucian. Discussion: none. Vote: all in favor with Mr. Foote abstaining. Motion passes.

MOTION: To approve the minutes of the Special Meeting of January 23, 2019.
Motion Mr. Showers, seconded Mr. Foote. Discussion: none. Vote: all in favor with Mr. Foote abstaining. Motion passes.

4. **Presentation**

- Great East Music Festival – Dr. Semmel gave an overview of this trip on behalf of Mr. Hart who had a prior commitment.

MOTION: To approve the out-of-state field trip to Bristol Central High School & the Great East Music Festival and Six Flags, New England for band and choral students in grades 7 & 8 at Eli Terry Jr. Middle School on May 31, 2019.
Motion Mr. Foote, seconded Mrs. Kremmel. Discussion: none. Vote: unanimous.
Motion passes.

- Transition Program at Terryville High School – Presentation and PowerPoint given by Mrs. Trinks, Director of Pupil Personnel & Special Education Services; Mrs. Tammy Card, Transition Teacher and Mrs. Pat Borda, Transition Coordinator. The focus of the presentation included why we have the Program, guidelines, goals of the program and what it includes, employment opportunities, vocational sites and next steps. Kayla Ireland, student in the Transition Program, relayed her experiences and insights on the positive impact of this opportunity for students in the Transition Program. Board Comments: Mr. Bourbonniere thanked the presenters for this update stating there are transition programs around us and in terms of transportation, to speak with those groups and work on grant opportunities; also to reach out to large corporations such as Microsoft and Google to see their community outreach opportunities. Mrs. Johnson stated she had two children in the Transition Program and was completely thrilled and proud of students who come out of it and thanked Mrs. Card for coming to our district.

5. **Superintendent's Update**

- CABC'S "Day on the Hill" – Wednesday, March 20, 2019 at 8:30 a.m. at the Bushnell in Hartford. Attendees have opportunity to speak with legislators who are available. Please respond to Mrs. Piskorski if you have not already done so if you are able to attend.
- Brown Bag Lunch is Wednesday, February 27th from 12 – 1 p.m. in the Central Office Conference Room. Principals do attend and the agenda goes out in Dr. Semmel's monthly update to parents.
- Two administrative positions are posted and due to close on February 17th for a Principal at Plymouth Center School and the Director of Pupil Personnel & Special Education Services; both are retiring at the end of the school year. At the April board meeting they will bring 2 people forward.

- Mrs. Parsons and Mrs. Trinks gave update on PreK for children with birth year of 2015 and 2016 stating lottery is open and application/information is on our website to join 3's and 4's. This is an integrated and comprehensive preschool program.
- DEADLINE FOR APPLICATIONS FOR PREK IS MARCH 1, 2019 @ 4 P.M. Parents will be notified on or about March 15, 2019 if their child was accepted or placed on the waitlist.

Questions: Mr. Bourbonniere gave a CABA update on house bill proposed on regionalization of small school districts with 2000 or less students stating the only way we can get out is to send a letter to the State Board of Education explaining why you do not want to regionalize and can also talk with Bristol State Representative Cara Pavalok D'Amato. Senator Fasano sent email on possibilities of redistricting which will be done by probate court area and for us that means Bristol, Plainville and Plymouth. Mrs. Johnson stated there are 3 different versions of that one bill, not yet through committee and all vary.

6. Student Representatives

- * Diana Ieronimo
~PTSA – Crabby Al's fundraiser was extremely successful; next fundraiser is March 8th when the Harlem Wizards will come to ETJMS and play against THS/ETJMS staff.
~February 11th - THS "Roo Reps" visited the Mayor's office to ask questions, pose concerns and become involved with the leadership in our community.
~February 6th - National Honor Society visited Plymouth Center School to read to PreK and Kindergarten students which also happened to be the 100th day of school.
~March 2nd – Leo Club and Boy Scouts 2nd annual pasta supper from 4 pm – 7:30 pm at the Lyceum. Tickets are \$10 adults, \$9 seniors, \$8 children 6-12.
- * Taylor Greenwood
~March 1st is the 2nd blood drive this school year in the THS gym; recruiting students and donations for the canteen.
~American Legion Oratorical contest was held at THS and THS student Jade Ockenfels won second place in district. This was our first year of this contest which was successful and informative.
~March 8, 9 & 10th – THS spring play "44 Plays for 44 Presidents".
- * Devin Girch
~Indoor Track for States– 7 students represented THS with Chris DeForest placing 2nd in the 3200 meter and the 4x8 team placed 7th.
Girls basketball record of 2 – 15 and will be playing their last game tomorrow vs Housatonic and senior night was last Tuesday vs Northwest.
Boys basketball record is 5-12 and their senior night is Wednesday vs Lewis Mills.
~Booster Club will be hosting a fundraiser at McDonald's on Feb. 21st from 5-8.
~Winter Pep Rally held last Friday before the Thomaston game with students competing in "minute to win it" games and cheerleaders showed their new routine.

7. Public Comment (limited to 3-minutes per speaker)

Mrs. Johnson read prepared statement on entire Public Comment will be given 30-40 minutes due to large agenda the Board needs to get through on the budget. The board has been carefully listening to everything said and groups can send a representative to the podium to speak on behalf of your group. Please write down name and address at the

podium before speaking. Mr. Bourbonniere stated he does not want people to feel we do not have leeway with public comment timeframe. Public Comment time was extended to 8:30 p.m.

The following people spoke regarding the second grade class at Plymouth Center School:

Rachel Marlak, 20 Tomlinson Avenue
Ray Zagurski, Scott Road
Bernadette Persico, 62 Fall Mountain Lake Road
Cassandra Geel, 9 Fall Mountain
Kelly Accetura, 490 North
Brandy Armbruster, 355 North Harwinton Avenue
Diane Lassy, 425 North Street
Nicole Kliege, 32 East Washington Road
Chris Simo Kinzer, 52 Old Farm Road
Walter Seaman

The following people spoke regarding the Terryville High School music program

Diane Lassy, 425 North Street
Jackie Lundy, 48 Ridge Road
Emily Seeds, 45 Allentown Road, sophomore at THS
Arianna Lance, 4 Bobin Road, sophomore
Stacey Lallier, 260 East Washington Road
Julie Kozikowski, 4 Park Street, Plymouth
Tim Keane, THS Music

The following people spoke regarding the Dean position for Fisher Elementary School

Dina Schaffrick, FES Math Coach
Cory Mazon, FES Reading Coach

The following person spoke on the Music Program at Terryville High School and the Budget in general

Dan Gentile

8. **Consent Agenda** (See Schedule A attached hereto and made a part hereof as if fully stated herein.)

- A. New Hires
- B. Resignations
- C. Spring Coaching Appointments

MOTION: To approve the consent agenda. Motion Mrs. Kulesa, seconded Mrs. Kremmel.
Discussion: Mrs. Lucian questioned under "Internal" the "2019 ESY Coordinator" and if line item is in the budget for ESY. Dr. Semmel stated a yearly position for summer program and posted now as there is work to do to get ready. Vote: unanimous; Motion passes.

9. **New Business**

A. Additional Staffing at Plymouth Center School

Mrs. Johnson stated the Board will discuss current staffing and possible action and opened item to the Board for discussion.

Mr. Showers questioned why students from Fall Mountain go to PCS. Mr. Bourbonniere

gave background with the new high school the Board had to draw a line and determine how many kids had to go where; demographics of town. He reviewed enrollment for PCS 2nd grade to initially be 22 at the end of June and in August it grew to 27; discussion followed. Dr. Semmel stated for this current year his recommendation is to add/hire a tutor specifically for this 2nd grade class full time, 5 days per week. The benefits would be to support the grade 2 class and the tutor could be pulled but he will work with Mrs. Collins to make sure that tutor stays in the classroom as much as possible. The tutor will provide support to the teacher, provide more opportunity to help the teacher with management, ability to break class into small groups and to take group into another location to provide education as appropriate. The 2nd grade students are performing very well academically. The tutor would provide more assistance to special teachers in the areas of art, music, etc. The tutor currently there would support (2) 1st grade teachers in that building. To hire a teacher at this time is hard to find someone highly qualified; may find someone very brand new and likely looking for a job. A new teacher would likely not have background in education and some students would be working with a very new teacher; will that teacher know grade 2 curriculum and the rapport piece would have to be built again. The principal would have to decide which students get into that class. If he hired a teacher, it would be as a long term sub and do not know how the budget will work out as if we hire, and cannot sustain next year and need to lay off, you are taking on additional cost of unemployment. We will be paying attention to what this additional tutor would do and in one month will reassess and learn how that tutor is working. We do have a teacher coming back that has been out and is a support to what is going on in the building.

Mr. Foote questioned person (s) causing havoc, is it two or more kids and is anything being done to remove from classroom at certain times or permanently. Dr. Semmel stated individual students cannot be discussed but for any student having specific issues there is a number of processes the school is going thru. There are students in classes throughout the district on behavioral plans that are monitored and adjusted. All students in classes are receiving supports they need.

Mrs. Candrea-Florenciani – questioned number of times the current tutor has not been in 1st or 2nd grade. Mrs. Collins stated she has tried very hard not to use that tutor and maintains a record in her office of who was pulled for what purpose.

Mr. Bourbonniere stated the Board hired Dr. Semmel to be the boss, to manage the budget and put us in the direction we need to go; agrees about teacher being hired as timing may be mid-March and then getting a teacher up to speed may not be feasible. If split the class, will we have people coming on who is in what class. He wants to make sure that tutor is specific to the 2nd grade class. Mrs. Kulesa stated she is not comfortable with the tutor being pulled and needs that commitment. Mr. Showers agreed the tutor should only be in the 2nd grade class. Dr. Semmel reviewed plan for the return of a teacher this month and once staff is back in position, a staff member would lose a position and why he has posted for an anticipated tutor; that person is already in the building and knows the children. We cannot tell Mrs. Collins to never pull that person but we can say we will do our utmost best to not pull that tutor. Mrs. Kulesa stated she will want an update in one month if we go with the tutor. Dr. Semmel stated it is difficult to get subs in buildings and if ever a significant epidemic, we may need to pull the tutor. Mrs. Lucian stated at first she supported a teacher and after thinking about it, every time class size is huge a teacher will be requested. She does agree that the full time tutor not get pulled. Mrs. Candrea-Florenciani stated she agreed with Mr. Bourbonniere as a lot of parents are frustrated and upset, ultimately it is up to Dr. Semmel and the school system on what is in the best interest of the school and staff. Further discussion held on budget cuts each year and we dig deeper and deeper into our programs. We need more financial support and what he feels is best comes with constraint of Boards' resources. He does feel strongly that adding a second grade teacher would not go well and adding a tutor is most beneficial. Further discussion held on funding for a full time; Dr. Semmel stated with changeover in insurance we are seeing the savings hoped for. Some of those savings went to cover \$175,000 cut last year but believes \$8,000 will be covered. We

are trying to provide teachers with computers, upgrade safety with cameras at both elementary schools noting the police department can get access to all cameras in the buildings.

MOTION: To approve a full time tutor to support Grade 2 at Plymouth Center School for the remainder of the school year by Mrs. Kulesa; second Mr. Bourbonniere. Discussion: Mrs. Candrea-Florenciani questioned the hire date. Dr. Semmel stated he expects the staff member to return February 25th and that is the soonest he can do this. Roll call vote: Mr. Showers, yes; Mr. Bourbonniere, yes; Mr. Foote, yes; Mr. Elsaghir, yes; Mrs. Kremmel, yes; Mrs. Candrea-Florenciani, yes; Mrs. Lucian, yes; Mrs. Kulesa, yes and the motion carries unanimously.

MOTION: For a 3-4 minute recess and to allow the student reps to leave by Mrs. Kremmel; second Mrs. Kulesa and the vote unanimous at 9:01 p.m.

MOTION: To come out of recess at 9:12 p.m. by Mr. Showers; second Mrs. Kremmel and the vote unanimous.

10. **Unfinished Business**

- 2019 – 2020 Budget – Dr. Semmel stated the Board is voting on the 2019-2020 budget and responsibility to provide to the Board of Finance stating Mr. Kilduff, BOF Chairman, is in attendance. He reviewed background of proposed budget and workshops and request to provide costs for an additional teacher for Plymouth Center and to add a .5 music teacher to Eli Terry Jr Middle School and information is provided. He also heard from the people to bring this to the Town Council and those families will come out and give support for the budget you approve tonight. The proposed budget was \$24,516,665 or 1.992% increase. Cost for increase in staff as requested (1 teacher for PCS and a .5 music teacher at the middle school) at a minimum range is \$74,949 and maximum of \$144,343 noting it is difficult to predict as we do not know the candidate pool or insurance needs. A .5 teacher would get full benefits. Discussion held on adding 2 positions, mid-range, to bring the new budget amount to \$24,616,665 or a 2.408% increase; whether to go through the budget to see what could be eliminated to make these two positions more feasible. Dr. Semmel stated the budget brought to the Board was difficult and we try to provide a budget to the town knowing what we got in the past. He came in with what we absolutely need and in the past we have not seen parents coming out to defend the budget. He reviewed past budgets of getting 0-1% and he is balancing needs of the town with the needs of the students and there is nothing in the budget he presented that can be cut in good faith. Mr. Bourbonniere stated displeasure and huge problem with Dean of Students at FES, feels it is an administrative position and concern if we have behavioral problems which we do at PCS, do we need to put a Dean at PCS to alleviate problems next year with new principal. We hired a behavioral specialist from EdAdvance to go in 2-3 days per week to help Mrs. Loveland. If we go with Dean, he better see in one year a significant increase in test scores and equated with PCS. Mrs. Kulesa stated she is looking for less disruption in school and an environment more conducive to learning but that stated timeframe is difficult. Mr. Elsaghir requested Dr. Semmel educate him on discipline process in school; Dr. Semmel reviewed process starting with classroom teacher, reaching out to parents, principal, suspension and tiered approach with psychologist, social worker, BCBA. Discussion held on Title 1 funding for Dean; option to use those funds for more tutors instead of one Dean. Mrs. Parsons stated it can be called a Behavior Coach instead of Dean who has expertise but can't do more than one duty a day due to contract. Mrs. Johnson reminded the Board they are not here to micro manage administration; it is a layered process and we have to get behavior under

control and if administration is saying this is what we need, we need to consider they are the expert. Further discussion held on qualifications to receive Title 1 funding.

MOTION: To approve the Budget for 2019 – 2020 in the amount of \$24,616,665.00 by Mrs. Kulesa; seconded Mr. Foote. Roll Call Vote: Mr. Elsaghir, no; Mrs. Kremmel, yes; Mrs. Candrea-Florenciani, yes; Mrs. Lucian, no; Mrs. Kulesa, yes; Mr. Showers, no; Mr. Bourbonniere, no; Mr. Foote, yes. Mrs. Johnson stated there is a 4-4 tie and her vote is a yes, Motion passes.

11. **Board Member/Committee Reports**

A. Finance/Operations - Mrs. Kulesa, Chair

1. The Finance/Operations Subcommittee met prior to the Board Meeting. The subcommittee reviewed:

* The Accounts-by-Facilities Report for the month of January 2019 This report will be forwarded to the Town of Plymouth Board of Finance.

2. Mr. Hendrickson, Business Manager, briefed us on the Facilities Study Request for Proposals of which he received three. He will be reviewing in depth and give us an update at the next Finance/Operations Subcommittee.

B. Student Achievement – Mrs. Lucian, Chair

The Student Achievement Subcommittee met on Wednesday, February 13, 2019 at 6:00 p.m. prior to the Board Meeting in the conference room at Central Office and discussed the following: Subcommittee Calendar Approval for 2019 – 2020; Assessment Data Review; Curriculum Budget; Curriculum Review Cycle; and New Courses 2019 – 2020.

12. **Public Comment**

~Dan Gentile, 369 Mt. Tobe Road stated comment on recess which he googled State Statute, read into record, adding it is up to the Board of Education to set policy.

~Kelly Accetura, 490 North Street – Asked (a) to confirm the vote by this Board included a teacher in place, maintain music and included Dean. Mrs. Johnson responded yes. (b) When a Board member votes “no”, does it means they do not agree to item. Mrs. Johnson stated they vote individually on how they feel. (c) speaking for herself, she will go to the Board of Finance and Town Council to do whatever they can as parents concerned for kids and will follow until the end and you will have her support. Appreciates the Board taking into consideration all that was discussed. Please do not let tutor be taken away to sub.

Dr. Semmel stated March 21st is the presentation to the BOF and an opportunity for them to hear presentation for the first time. April 22nd is the public hearing on the town budget.

13. **Board Liaisons to Schools**

Mr. Showers	--	Harry S. Fisher Elementary School – no meeting.
Mr. Elsaghir	--	Plymouth Center School – no meeting.
Mrs. Candrea-Florenciani	--	Eli Terry Jr. Middle School – snowed out; kids adore mascot at basketball games; skate night was rescheduled to February 19 th and have 80 kids signed up; quarter auction is coming up.

- Mrs. Candrea-Florenciani -- Booster Club - winter sports winding up; did t-shirts for games and gave away two at pep rally; McRoo night is Thursday, February 21st; IGA round up proceeds were almost \$1000 in one week.
- Mrs. Kulesa -- Terryville High School – not able to make meeting but student reps gave a good update tonight; Crabby Al's fundraiser was very successful; Wizards coming up; encourage everyone to attend a meeting for After Grad for seniors to have safe time together after graduation.
- Mr. Foote -- SEPTA – cancelled. Mrs. Kremmel gave reminder on hosting a community conversation on February 25th at 7 p.m. at FES with opportunity for community to speak about experiences specifically with child serving systems in CT with 3 questions of what is working, what is not working and what are your recommendations.
- Mr. Bourbonniere -- CABE – Day on the Hill that will give you much information on legislature, conversation on regionalization, graduation date for high school seniors and issue with snow days.
- Mrs. Johnson -- EdAdvance – Discussion on Main Street School property as they are interested in purchasing it, legislation, classroom safety, Transition 18-21 program, now have a driving school.

14. **Board Comments**

Mr. Elsaghir – Board members vote certain ways as elected officials and the public can confront him on why he voted a certain way at any time.

Mr. Bourbonniere – to Mrs. Trinks – great job; Kayla gave him goosebumps and she is awesome and did a very good job.

Mrs. Kulesa – Thanked Kayla, has known her for many years and proud to see her.

Mrs. Johnson – Proud of Kayla who has also worked on graduation presentation, works for another organization and is amazing. Parents and townspeople, thank you for speaking.

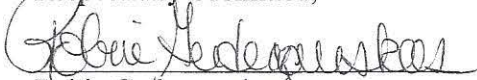
Going forward, we are here for kids and moving forward please go to town meetings and support our budget. Happy Birthday to our Superintendent.

15. **Next Board Meeting** –The next Regular Meeting of the Board of Education is scheduled for Wednesday March 13, 2019 at 7 p.m. in the cafeteria at Terryville High School.

16. **Adjournment**

MOTION: Motion to adjourn at 10:26 p.m. Motion Mrs. Kremmel, seconded Mr. Foote, all in favor, motion passes.

Respectfully Submitted,



Robin Gudczauskas

Substitute Recording Secretary For the Plymouth Board of Education

SCHEDULE A
BOARD OF EDUCATION MEETING
February 13, 2019

NEW HIRES			
Abigail Peck	Long Term Substitute Music Teacher	Harry S. Fisher Elementary	
Penny Bissonnette	29.5 hr. per week Special Education Paraprofessional	Harry S. Fisher Elementary	
Nicole Cook	Recess Monitor	Harry S. Fisher Elementary	
Danielle Balducci	29.5 hr. per week Special Education Paraprofessional	Harry S. Fisher Elementary	
Julia Pilarski	STEM Club Instructor	Eli Terry Jr. Middle School	
Adam Boice	Technology Specialist I	District	
SPRING COACHING APPOINTMENTS			
Eli Terry Jr. Middle School			
Matthew Bossi	Baseball		
Leo Normandin	Softball		
Stephanie Satow	Track		
Taylor Bettcher	Track		
Terryville High School			
Brian Rosano	Varsity Baseball		
Patrick Norton	JV Baseball		
Stephanie Fuller	Varsity Softball		
Molly Northrop	JV Softball		
Mark Fowler/Dean Martin	Co-Golf Coaches		
Jeff Foulds	Track		
Kevin Schumann	Track		
Christopher Perkins	Track		
RESIGNATION(s)			
Michael Maffia	29.5 hr. per week Special Education Paraprofessional	Harry S. Fisher Elementary	
Amy Werner	29.5 hr. per week Special Education Paraprofessional	Plymouth Center School	
Stephen Alvarez	Lunch Monitor	Plymouth Center School	