



## 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, SEPTEMBER 11, 2019

7:00 P.M.

### MINUTES

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

Late Arrival Mrs. Kulesa

Others in Attendance: Dr. Semmel, Superintendent, Mr. Hendrickson, Business  
Manager, Mrs. Parsons, Director of Curriculum &  
Instruction, Ms. Aronheim, Director of Pupil Personnel  
& Special Education Services and Mr. Trudeau,  
Director of Technology

#### 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.

A MOMENT OF SILENCE IN ACKNOWLEDGEMENT OF 9/11

#### 2. Adoption of the Agenda

MOTION: To adopt the agenda as presented. Motion Mr. Showers, seconded, Mrs. Lucian any discussion, all in favor, any opposed, any abstentions, motion passes.

#### 3. Approval of Minutes

MOTION: To approve the minutes of the Regular Meeting of August 14, 2019. Mrs. Kremmel, seconded Mrs. Lucian, any discussion, all in favor, any opposed, any abstentions (Mr. Foote & Mrs. Candrea-Florenciani abstain) motion passes.

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4. **Presentation**

- Update on Suicide Prevention – Mr. Nave and Mrs. Jobbagy
- Introduction of New Certified Staff

**Harry S. Fisher Elementary School** – Mrs. Parsons, Director of Curriculum & Instruction

Kaylin Spaulding                      Music

**Eli Terry Jr. Middle School** – Ms. Suffridge, Principal

Julia Cohen	ELA
Cassandra Dagata	ELA
Courtney Piotrowski	Literacy Coach
Marcely Rodriguez	School Psychologist

**Terryville High School** – Mr. Vigliotti, Assistant Principal

Amy Werner                      School Psychologist

**District** – Ms. Aronheim, Director of Pupil Personnel & Special Education Services  
Mrs. Parsons, Director of Curriculum & Instruction

Nicole Johnson	Speech & Language Pathologist
Stacey Simpson	Literacy Specialist

RECESS:

MOTION: To RECESS at 7:14 p.m. Motion Mr. Foote, seconded Mr. Showers, all in favor, motion passes.

RESUME REGULAR SESSION

MOTION: To RESUME regular session at 7:24 p.m. Motion Mrs. Kremmel, seconded Mr. Foote, all in favor, motion passes.

5. **Superintendent's Update**

- Great start to the new school year
- All certified staff are now hired and introduced at tonight's Board Meeting
- Kudos to our maintenance department; tech team and administrative team
- Parent Reports for the Smarter Balanced Assessment will be mailed on Friday, September 13, 2019 to parent of students in grades 4 – 9.
- Public Forum will be held on September 25 at 7 p.m. to specifically afford any member of the community an opportunity to provide the Board with feedback about the options presented by NESDEC. The public may view the NESDEC presentation on our website. Some options include recommendations to close a school, however, at this time; the Board has made no decisions.

**6. Student Representatives**

- \* Tyler Mendela – Junior at Terryville High School and Student Council Secretary

(a) Fall Sports In Full Swing – Opening games for this week: Boys' and Girls' Soccer, Cross Country and Volleyball. Log into CIAC.com to find home and away game schedules.

(b) Music Department created a "rap" song which was awarded a special prize of \$5,000 by Barry Manelow.

(c) Friends of Music and Booster Club seeking more parent volunteers.

(d) Terryville High School Drama Club - auditions for the fall show are this coming weekend; Next week, grades 3 – 12 are welcome to come and audition; Audition schedule may be found on the district's Facebook page; and the fall play is entitled Frenzied Fairy Tales.

- \* Julia Zaniewski – Absent

- \* Taylor Greenwood – Senior at Terryville High School and Student Council President

(a) Friends of Music will be sponsoring band camp on weekends; Mum Parade is on Sunday, September 22, 2019 with the annual Big E trip the following weekend.

(b) September 5, 2019 was college planning night to help seniors understand the steps that are necessary to apply for college.

(c) PTSA is organizing and fundraising for the Aftergrad Party.

(d) Update on Paint a Parking Spot – 28 spots were painted.

(e) Incredible opening day for freshmen and all students and staff.

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

Rachel Marlak, 20 Tomlinson and her son, all expressed their gratitude for the additional teacher at Plymouth Center School.

Kaylin Spaulding – Music Teacher at Harry S. Fisher Elementary School – expressed her gratitude to the Board of extending her the invitation to the meeting to meet the Board Members.

**8. Unfinished Business**

**a. Approval of Regulation 4112.4, 4212.4**

MOTION: To approve Regulation 4112.4, 4212.4, with modifications, – Personnel-Certified & Non-Certified (Health Examination- Practice and Procedures). Motion Mrs. Kremmel, coming out of committee this motion does not require a second. any discussion, all in favor, any opposed, any abstentions, motion passes.

**b. Approval of Policy 5114(c)**

MOTION: To approve Policy 5114(c), with modification, - Students – Removal/Suspension/Expulsion. Motion Mrs. Kremmel, coming out of committee this motion does not require a second, any discussion, all in favor, any opposed, any abstentions, motion passes.



9. **New Business**

**a. Out of State Field Trips**

MOTION: To approve the following out of state field trips:

To approve an out of state field trip on September 27, 2019 for members of the Terryville High School Marching Band and Color Guard in grades 9 – 12 to the Eastern States Exposition (The Big "E") West Springfield, MA to perform a well-prepared marching performance before thousands of people from throughout the Northeast.

AND

To approve an out of state field trip on November 2, 2019 for members of the Terryville High School Marching Band and Color Guard in grades 9 – 12 to McGuirk Stadium, University of Massachusetts Amherst Stadium Dr., Amherst, MA. to learn and perform alongside one of the best marching bands in the nation at a real college football game.

Motion Mr. Foote, seconded Mrs. Kremmel, any discussion, all in favor, any opposed, any abstentions, motion passes.

**b. Amendment Regarding Operating Agreement and Procedures with Respect to the Sinking Fund**

MOTION: To amend the Operating Agreement and Procedures between the Board of Finance and the Board of Education of the Town of Plymouth Regarding Non-Lapsing Capital Expenditure Sinking Fund with respect to the following and to authorize the Board of Education Chair to execute said amended agreement.

2. The amount of the allocation to the Fund cannot exceed more than ~~1%~~ (change to 2%) of the Board of Education's operating budget for that fiscal year.

4. Any withdrawal from the Fund can only be initiated by an affirmative vote of the Board of Education, and such request must receive the consent of the Plymouth Board of Finance.

Motion Mrs. Kremmel, seconded Mrs. Kulesa, any discussion

ROLL 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

Vote was unanimous, motion passes.

Hopefully, the Amended Operating Agreement and Procedures along with the \$138,000 (approximate figure) to be deposited into the sinking fund will be on the agenda for the September 19, 2019 Board of Finance Meeting. The Board of Finance was aware of some possible changes.

Point of Order – Mr. Bourbonniere made the following motion for Dr. Semmel to present this request at the September 19, 2019 Board of Finance Meeting with the previous two items.

MOTION: That we take out of our of our sinking fund \$6,000 to place a scoreboard on the soccer field which there is not one on there now. Motion Mr. Bourbonniere, seconded Mr. Showers, any discussion

Discussion included: Is this an amount that can be taken from the sinking fund? It is a capital expenditure? Can funds be raised by the Booster Club and other organizations. It is possible for potential donations from the Lions Club? A portable would be more affordable.

Mrs. Kulesa, being a parent of an athlete that plays soccer, she would be supportive of this request; however, she is uncertain if it is appropriate for the funds to come out of the sinking fund. Mr. Hendrickson feels we need to look at the total cost of the scoreboard and installation. This was briefly looked at last year and normally capital would be a long life project of about 3 years and a cost of normally \$5,000. Mrs. Johnson, if it is a scoreboard that is \$6,000 that considered a capital. That's the definition of it. Mr. Hendrickson indicated that would be his definition, however, he can check with AnnMarie to see if she is in concurrence with that. Mr. Foote would like to explore if there are other funds available from other sources. Dr. Semmel suggested to use this as a capital expense, we need to know more about this project and do more research since we actually do not know the actual costs. Mr. Bourbonniere indicated this should be done as a Board of Education thru the sinking fund. Mrs. Kulesa just wants to be certain that enough funds would be allocated to this project.

Mr. Bourbonniere suggested that he could amend the motion to allow the Administration to look into the cost and bring it back to the Board for a vote. However, Mrs. Kulesa does not feel that a motion is needed. We could just request this and ask that Mr. Fowler be prepared to present at the next Board Meeting. Dr. Semmel suggested bringing this matter to the Finance/Operations at their next meeting.

MOTION: To Table, motion Mr. Foote, seconded Mrs. Lucian, all in favor motion passes.

c. Board of Education Meeting Dates for 2020

MOTION: To approve the Board of Education Meeting Dates for the 2020 School Year as presented. Motion Mrs. Kulesa, seconded Mrs. Kremmel, any discussion, all in favor, any opposed, any abstentions, motion passes.

d. Connecticut Association of Boards of Education Recognition Award

MOTION: To approve the submission of a packet of information on behalf of the Plymouth Board of Education for the Connecticut Association of Boards of Education Recognition Award. Motion Mrs. Kulesa, seconded Mrs. Kremmel, any discussion, all in favor, any opposed, any abstentions, motion passes.

10. **Board Member/Committee Reports**

A. Finance/Operations - Mr. Foote, Vice-Chair

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

\* The Accounts-by-Facilities Report for the month of August 2019, which will be forwarded to the Town of Plymouth Board of Finance.

B. Student Achievement – Mrs. Lucian, Chair

The Student Achievement Subcommittee met prior to the Board Meeting, and discussed the following: (a) Smarter Balanced Assessment Results; (b) Curriculum Cycle Update; and (c) Back to School Professional Learning.

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

None

12. **Board Liaison Reports**

Mrs. Johnson/Mrs. Kremmel -- Harry S. Fisher Elementary School

September 17 Meeting

Mr. Elsaghir -- Plymouth Center School

PTO is now PTA – PCS Mustang PTA  
Ice Cream Social was well attended

September 12

Open House at 5:30 p.m.

September 24 – October 8

Fall Fundraiser through Cherrydale Farms

October 17

October Family Feast at Jakes Wayback Burgers

October 21 – October 25

Fall Scholastic Book Fair

Principal is recruiting parents to volunteer in a variety of different ways.

Mrs. Candrea-Florenciani -- Eli Terry Jr. Middle School

Awarded \$1,000 grant from Walmart

September 24

Next Meeting at 7 p.m.

October 8

Roller Skating Rink to open

Paperwork to be submitted for the first Townwide Skate Night

February 11

Second Town Wide Skate Night

Open House was well attended. Fifteen new members signed up for the PTA



Mrs. Candrea-Florenciani -- Booster Club

September 9 Meeting

October 7 Meeting

Open House was well attended. Fifty new members signed up for the Booster Club 23 of those were students.

October 4 Soccer Under the Lights (this will be incorporated as a Townwide Event)

Reaching out to have more female students sign up for cross country and soccer.

Mrs. Kulesa -- Terryville High School

September 4 Meeting focused on Aftergrad Fundraisers and asking parents of Juniors to get involved to prepare for next year.

Mr. Foote/Mrs. Kremmel -- SEPTA

September 21 2 p.m. Paint Party – contact Mrs. Kremmel or Mrs. Johnson for more information.

Mr. Bourbonniere -- CABE

If you are planning to attend the CABE/CAPSS Convention on November 15 & 16, please contact Mrs. Piskorski.

Mrs. Johnson -- EdAdvance

All Agency Day; Step Program In Torrington (32 students); Next meeting will be a morning meeting in Terryville; RESC Alliance Statement of Beliefs; Title 5 Grant – Education Money for Seniors lost after 28 years and was given to an agency outside of Connecticut; Curriculum is starting shortly; New Tech Director from the Masters School; and the Ribbon Cutting for the Partnership Learning Academy (old Main Street School – character of the building is still maintained).

Mr. Showers --- District Safety Committee

No Report

### 13. **Board Comments**

Mrs. Candrea-Florenciani – Attended the walk through the schools on opening day. All schools were decorated differently and everything looked so nice. It was a nice first day of school for all.

Mr. Elsaghir – Also attended the walk through. Mom of a second grade student he knew visited his home on the first day of school to thank him for sending her a picture of her daughter.

Mrs. Johnson – This was her fourth or fifth opening day and was happy she attended.

14. **Next Board Meeting** –The next Regular Meeting of the Plymouth Board of Education is on Wednesday, October 9, 2019 at 7 p.m. in the cafeteria at Terryville High School.

15. **Grievance**

Mrs. Johnson – We are here today to consider the grievance filed by the UAW Local 376 on behalf of employees.

The evidentiary portion of the grievance hearing will be held in open session, in accordance with the Freedom of Information Act. However, in the event that any portion of the hearing relates to individually identifiable information regarding a student or students, that portion of the hearing will be held in executive session, in order to ensure compliance with the federal laws regarding student confidentiality.

At this time, I would like to ask the representative for the Administrative and the Union introduce themselves for the records.

Administration – Dr. Martin J. Semmel, Superintendent will represent the Administration in the public session.

The Union – Craig Smith, President of the UAW, 376. He represent the paraprofessionals and the secretaries unit for the Board of Ed in Plymouth. Part of his duties are not only contract negotiations but also pursuing grievances at a certain point. We are at that point now although I have had meetings with previous steps of the meeting over this grievance....

Mrs. Johnson – Please give me a moment, as I need to say something before you begin. I was just asking that you introduce yourself at this moment.

Mrs. Johnson – I understand that Craig Smith will be presenting this matter on behalf of the Union. You may now proceed.

Mr. Smith – The grievance arose from my members being assigned duties which violated their job description. The portion of their job description that is being violated is that their job description says that they will not push, pull more than 90 pounds and uses an example, for instance, pushing a grocery cart filled with supplies that is more than 90 pounds. They also cannot lift more than 10 pounds. And they have been assigned duties that are requiring them to do that and that is in violation of the contract. That is our position and that is why the grievance was filed and pursuable.

Mrs. Johnson – Is there anything else you can say publicly because once I go into Executive Session we are not coming back out publically.

Mr. Smith – No.

Mrs. Johnson – Is there any additional information?

Mr. Smith – I do not know your procedure as far as questioning, whether the public has a right to question if not then I will sit down.



Attorney Wilde – So the Board Members have a right to question, so you want to inquire whether or not the Board has questions and understand that as the Chair described if there is a reason to go into the executive session, we will.

Mrs. Johnson – At this point, does the Board have any questions for the Union?

Mrs. Kremmel – For clarification, you are saying that we're asking an employee to push or pull a weight over 90 pounds?

Mr. Smith – Correct

Mrs. Candrea-Florenciani – Do we know what the weight is, like what the item? (To be discussed later)

Mr. Bourbonniere – Clarification, you cannot push more than 90 or lift any more than 10?

Mr. Smith – Correct

Mr. Bourbonniere – So those are the issues in this grievance?

Dr. Semmel – Will share some additional information from the Administration side once we are in deliberation phase of this particular grievance. But for now, I do want to share one item publicly regarding this. The contract between the UAW Local, 376 articulates the grievance procedure in Article V of the contract. I do have a copy of the contract we can look at later. The contract specifically defines a grievance as a complaint that there has been as to them a misapplication, misinterpretation or violation of any of the specific provisions of the agreement. And in this grievance submitted to the Administration and the Board of Ed tonight, you will notice that the UAW, Local 376 never identifies a specific provision of the contract agreement and there is nothing in the contract agreement they're saying is misapplied, misinterpreted or violated. They're talking about a job description. Where the grievance procedure specifically talks about a specific provision in the contract. So, therefore, on that alone I submit that this grievance should be denied. But, with that being said during the deliberation process, I will provide plenty of additional information that I believe only strengthens the case to deny the grievance.

MOTION: To enter into executive session at 8:15 p.m. The purpose of going into executive session is evidence concerning confidential information that is privileged from disclosure under the Family Educational Rights and Privacy Act, which is FERPA.

Motion Mr. Showers, seconded Mr. Foote, any discussion, all in favor, any opposed, any abstentions, motion passes.

Invited into executive session are the following individuals:

Dr. Martin Semmel, Superintendent of Schools  
Attorney Julia Wilde, Board of Education Counsel  
Mr. Darren Vigliotti, Assistant Principal, Terryville High School  
Ms. Lindsay Aronheim, Director of Pupil Personnel & Special Education Services  
Ms. Roberta Lanning, Nurse, Terryville High School  
Mrs. June Danis, UAW, Local 376, President  
Mr. Craig Smith, UAW Representative  
Beverly Studer, Representative of the UAW

If your name was not called, you must leave the room.

16. **Possible action concerning grievance filed by UAW, Local 376.**


**MOTION:** To come back into regular session at 9:28 p.m. Motion Mr. Showers, seconded Mrs. Kremmel, all in favor, any opposed, any abstentions, motion passes.

**MOTION:** That the Board of Education hereby denies the grievance on the grounds that it does not properly state a grievance and there was no contract violation. Motion Mrs. Kulesa, seconded Mr. Showers.

ROLL VOTE: Mr. Showers, Mr. Bourbonniere, Mr. Foote, Mr. Elsaghir, Mrs. Kremmel, Mrs. Candrea-Florenciani, Mrs. Lucian, and Mrs. Kulesa all voted in favor of the motion, Motion passes unanimously.

17. **Adjournment**

**MOTION:** To adjourn at 9:30 p.m. Motion Mr. Showers, seconded, Mrs. Lucian all in favor, any opposed, any abstentions, motion passes.

  
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Patricia Piskorski  
Recording Secretary  
For the Plymouth Board of Education