

The Regular Meeting of the Regional School District 14 Board of Education was held Monday, December 7, 2015 at Nonnewaug High School 5 Minortown Road, Woodbury, Connecticut.

Present: Board members George Bauer, Carol Ann Brown, John Chapman, Michael Devine, and Maryanne Van Aken; Superintendent Anna Cutaia-Leonard, Ed.D., Director of Finance and Operations Wayne McAllister, Director of Special Services Christina Fensore, Director of Human Resources Kimberly Culkin, Director of Teaching and Learning Michael Rafferty; Board Clerk Deb Carlton, and two community members.

Absent: Charles Cosgriff, Janet Morgan, Pamela Zmek

1. Call to Order

Mr. Bauer called the meeting to order at 7:30 pm.

2. Pledge of Allegiance

Mr. Bauer led the Pledge of Allegiance.

3. Report from Student Representative

None.

4. Approval of Minutes

Mr. Bauer requested a *motion to approve the regular meeting minutes of November 17, 2015.*

Entered by Ms. Van Aken and seconded by Ms. Brown, the *motion carried 3-0-2* with Ms. Brown and Mr. Bauer abstaining.

5. Presentation

None.

6. Information and Proposals

A. Committee reports

For the Building Committee, Mr. Chapman reported having met with the group, will meet again on 12/17, and is working on the RFP for architectural services.

For the Policy Committee, Mr. Chapman commented that the support of the administrative team on policy revisions has been stellar. The board will approve policies this evening, and the committee will meet again next Monday.

B. Superintendent's Report

Dr. Cutaia-Leonard presented an update on BoE goals, stressing the need to provide students with what they need, and to give voice to everyone in the district as we move towards those goals. She shared with them four district strategic priorities to improve teaching and learning that aligned to the BOE's mission and goals which focused on curriculum, instructional leadership, community, and necessary resources - about which she received input of her leadership team. She offered examples of the work done at a recent leadership meeting. She will do the same with staff in January, giving them the "power of the pen" in order to have their voices heard. In order to measure outcomes, she will look at doing so in a dual approach measuring processes and products. She wants to ensure that all stakeholders know of the district's work and priorities.

Ms. Culkin gave an update on her work in human resources. Her two priorities are improving/enhancing systems for staff, and building instructional capacity of staff to enhance student learning. In the first area, she reported the hiring process has been streamlined; common interview questions developed; enthusiastic new staff added; and updated/modernized staff attendance processes implemented. Staff has received updates from CIRMA; benefits have been added; she has met with Aflac and will be offering Aflac as a provider after the new year; and expanded the use of time clocks for hourly staff.

In the second area, she has been working to build a bridge between the central office and the rest of the staff. She spoke about communication; FTE recommendations with regard to staff capacity and student needs; enhancing interventions; and

enhancing the skill sets of existing staff using current resources, new communication techniques, and new technologies for staff.

C. Board Chair's Comments

Mr. Bauer deferred his comments until later in the agenda.

7. Privilege of the Floor

None.

8. Business Requiring Board Action

Mr. Bauer requested the following motion: *that the Board of Education approve the following policies as revised:*

1110.1 Community Relations - Communication with the Public – Parent Involvement

1330(a-b) Community Relations - Use of School Facilities

2111 Administration - Equal Employment Opportunity

4115 (a-c) Personnel – Certified - Evaluation and Support Program

4117.4 Personnel – Certified – Dismissal/Suspension

4131 (a-c) Personnel – Certified – Staff Development

4152.6/4252.6 – Personnel – Certified/Non-Certified – Personal Leave

5111 (a-c) Students – Admission/Placement

5111.1 Students – Foreign Exchange Students

Entered by Ms. Van Aken and seconded by Ms. Brown, the motion carried 5-0.

Mr. Bauer requested the following motion: *that the Board of Education approve NHS Agriscience students to PA Farm Show in Lancaster, PA, January 8-9, 2016, for 45 students and 6 chaperones (2 faculty and 4 background checked parents), via coach bus, and funded by students' families (approximately \$120/student).*

Entered by Ms. Van Aken and seconded by Ms. Brown, the motion carried 5-0.

Mr. Bauer requested the following motion: *to amend the resolution previously adopted by the Board of Education on December 1, 2014 regarding the establishment and membership of the Building Committee for the Nonnewaug High School renovation project so as to eliminate the provision restricting the Committee to 7-11 members, and to instead provide that the membership of the Building Committee, in terms of both the total number of members and the individuals serving, be determined by way of the recommendation of the Building Committee Chairman and appointment by the Board of Education Chairman.*

Entered by Ms. Van Aken, second by Mr. Chapman. Discussion followed regarding the long term stability of the committee, and whether or not "alternates" could be identified to attend meetings when regular members are not present.

Motion carried 4-0-1 with Mr. Devine abstaining.

Mr. Bauer requested the following motion: *that a Vice Chairman of the Building Committee for the NHS renovation project be designated by way of the recommendation of the Building Committee Chairman and appointment by the Board of Education Chairman.*

Entered by Ms. Van Aken and seconded by Mr. Chapman, the motion carried 5-0.

Mr. Bauer appointed JP Fernandes to serve as the Vice Chair of the Building Committee.

9. Announcement of Future Meetings

Mr. Bauer reviewed upcoming meetings:

Monday, December 14, 2015, Policy Committee Meeting, 6:30 pm, COCR

Thursday, December 17, 2015, Building Committee Meeting, 6:30 pm, NHS LMC

Friday, December 18, 2015, Ad hoc Safety Committee Meeting, 12 noon, COCR

Monday, December 21, 2015, BoE Regular Meeting, 7:30 pm, NHS LMC

Monday, January 4, 2016, BoE Regular Meeting, 7:30 pm, NHS LMC

Tuesday, January 19, 2016, BoE Regular Meeting, 7:30 pm, Bethlehem Elementary

10. Adjournment

Ms. Van Aken entered a *motion to adjourn*, second by Mr. Chapman. **Motion carried 5-0.**
The meeting adjourned at 8:33 pm.

Respectfully Submitted,

Carol Ann Brown, Secretary
Regional School District #14 Board of Education

Recorded and filed subject to Board of Education approval by: Debra W. Carlton, Board Clerk, 12/15/2015