



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, AUGUST 17, 2022

7:00 P.M.

MINUTES

Present: Mr. Seaman, Mrs. Kulesa, Mrs. Lucian, Mr. Showers, Mr. Foote,
Mrs. Candrea-Florenciani, Mr. Perugino and Mr. Zbuska

Also Present: Mr. Falcone, Superintendent, Mrs. Melillo, Director of Pupil Personnel and Special Education Services, Mr. Tencza, Business Manager and Mr. Trudeau, Director of Technology.

Absent: Mrs. Mozak-Pezza, Director of Curriculum & Instruction

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

Mr. Seaman called the meeting to order at 7:01 p.m. The group joined in the Pledge to the Flag.

2. **Adoption of the Agenda**

MOTION: To entertain a motion to adopt the Agenda as presented. Motion Mr. Foote, second Mr. Showers, any discussion, all in favor, any opposed, any abstentions, motion carries

3. **Approval of Minutes**

MOTION: To entertain a motion to approve the minutes of the Special Meeting of the Plymouth Board of Education of June 8, 2022 at 5:30 p.m. (executive session to discuss personnel matters). Motion Mr. Showers, second Mr. Perugino, any discussion, all in favor, any opposed, any abstentions, (Mr. Zbuska abstains), motion carries.

MOTION: To entertain a motion to approve the minutes of the Special Meeting of the Plymouth Board of Education of June 8, 2022 at 7 p.m. Motion Mrs. Lucian, second Mr. Showers, any discussion, all in favor, any opposed, any abstentions (Mr. Zbuska abstains), motion carries.

MOTION: To entertain a motion to approve the minutes of the Special Meeting of the Plymouth Board of Education of June 13, 2022 (executive session, interviews for the possible appointment of Assistant Principal of Eli Terry Jr. Middle School). Motion Mr. Foote second Mr. Perugino, any discussion, all in favor, any opposed, any abstentions, motion, carries.

MOTION: To entertain a motion to approve the minutes of the Special Board Subcommittee Meeting (Executive Session - Expulsion Hearing) on June 29, 2022. Motion Mr. Foote, second Mr. Showers, Mr. Showers withdraws his second, Mrs. Candrea-Florenciani, seconds the motion. (Mr. Showers, Mr. Perugino, Mrs. Kulesa, Mrs. Lucian and Mr. Zbuska abstain) any discussion, all in favor, any opposed, any abstentions, motion carries.

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

None

5. **Superintendent's Update**

a Mr. Falcone welcomed back everyone to the 2022 – 2023 school year. He stated it has been very productive summer and he is looking forward to the return of Faculty, Staff and Students.

Some events happening in August

- * Tuesday, August 23rd, first day with Faculty and Staff. New Teacher Orientation and the first District Leadership Meeting.
- * Wednesday, August 24th, Convocation, Opening Meeting Day.
- * Thursday, August 25th and Friday, August 26th, Professional Development Days.
- * Monday, August 29th, First Day of School for Students.

Over the Summer

- * Two separate Administrative Retreats were held at Terryville High School focusing on:
 - o Specific protocols and procedures of how we operate.
 - o Coherence and alignment with the district to better meet the needs of our students.
 - o Two Administrative Professional Developments.
 - o Reviewed work that needed to be done in relation to the Board Goals which were adopted last Fall. (copies of proposed Goals for 2022 – 2023 we included in Board Members packets.

* 2022 Summer School Project Update

Both Jim Mazon and Matt Tencza have been very busy over the summer with numerous projects that have taken place in the schools. (Copy of all projects were placed in Board Members packets for reference)

- Plymouth Center School
 - * Outdoor Sidewalk
 - * Painted Cafeteria
 - * New Cafeteria Tables
 - * Roots Pulled on the Hill
- Harry S. Fisher Elementary School
 - * Sidewalk Repair
 - * Ordered New Cafeteria Tables
 - * All of the Common Areas are being painted in the building
 - * Removed Old Middle School Lockers
 - * Installed AC in Nurse's Office
- Eli Terry Jr. Middle School
 - * Sidewalk Repair
 - * New Solar Powered Portable Scoreboards for the Athletic Fields
 - * All Common Areas Painted
 - * Painted Gym
 - * Renovation of Family & Consumer Science Classroom
 - * Renovation of Technology Education Classroom
 - * New Art Kiln Ordered
 - * Back Wall Brush Cleanup
- Terryville High School
 - * Landscaping Projects
 - * New Portable Sound System for Outside
 - * Ordered New Baseball and Softball Scoreboards
 - * Upgraded Auditorium Sound System
 - * Replaced Front, Side and Back Sidewalks

Thank you to Walt and the Mayor for moving these projects along.

- District
 - * New Van for Special Education, Career Center, and Athletic Transportation
 - * Digitized Employee Files
 - * New Website
 - * New Electronic Human Resource System
 - * New Ticket System for Maintenance, Technology and Facility Use Requests

Mrs. Melillo – Director of Pupil Personnel & Special Education

Summer School Programs

- * Regular Summer School Program funded through Essers. A Total of 67 students in K – 8 participated in a 3-week program in July that focused on ELA, Writing and Math.
- * Fifteen high school students participated in a 3-week Enrichment Program focusing on career skills and personal finance.
- * Thirty-Five high school students participated in a 6-week credit recovery program.
- * Some Special Education Students participated in the summer's ESY (Extended School Year) Program which ran six weeks for students in APPLE and a three-week program for students receiving Special Education who require instruction in Reading, Math, and/or Writing to prevent any regression.
- * Nineteen students in APPLE ESY and fifty-five students in the three-week program.

Mr. Falcone

* COVID 19

The District is following the guidance from the Center for Disease Control on COVID quarantine and isolation. Copies were presented to BOE Members in their packet. If someone tests positive for COVID, they will need to remain home for five days in isolation. When they return to school, they will need to wear a mask for five additional days after that. No longer are we contact tracing, masks are completely optional, all schools are returning to business as usual, events, traditions and celebrations.

* Student Representatives

Robert Pederson, Anna Greene and Emily Ieronimo. These students will be present at Board of Education Meetings beginning in September.

Mr. Seaman – Comment – The work at the schools has just been phenomenal. A night will be scheduled for Board Members to tour the schools.

6. New Business

(a) Plymouth Board of Education Policies

First Read of Plymouth Board of Education Policies

Mr. Seaman – Comparisons were distributed to Board Members.

Mr. Falcone – Between the current and proposed policies, the proposed are much shorter and that is what Shipman said their policies would be because there were a number of items embedded in the CAGE policies that are truly not policies. They fall in contracts, in contractual agreements or there are a lot of repeated language so Shipman is much tighter and aligns to what the regulations are. Mr. Falcone indicated he tried to align everything to Town Charter as well with regard to purchasing and business.

Mr. Perugino – We have to remember the Town Charter is what the Board needs to go by on certain items in policy.

Mr. Falcone – He indicated he looked more at the purchasing and business aspect and aligning it to the former CAGE policies because he knew those were aligned from the Town Charter. He indicated if he missed anything to please let him know.

(b) Plymouth Board of Education Goals

On October 13th of last year, the Board adopted new Board Goals. The goals are not that new. He feels the Board should keep the goals and his recommendation is to keep those goals moving forward. However, there are some strategies that need to be adjusted.

Change – We have hit the goal with offering Library Media in Plymouth Center School and Science (STEM). We are focusing on STEM at Harry S. Fisher Elementary School, Technology Education and Family and Consumer Science. Lower grades have been addressed in giving our students the opportunity to different educational learning. Therefore, we are eliminating the following language: “Increase Unified Arts options PreK through Grade 8”.

Add - “Create a required high school Personal Finance Course.”

Omit – Strategies – “Create a Capital Improvement Plan to address the district’s infrastructure needs”. The district has a Capital Improvement Plan which was created by Matt last year.

Add – “Evaluate and revise the Capital Improvement Plan to address the district’s infrastructure needs”.

Mr. Falcone requested the Board go forward with the recommended goals.

Mrs. Kulesa – How many more sections of the class would need to be offered or added?

Mr. Falcone – If we adjust some certifications and individuals start teaching what is under their certification rather than our business teacher, we would have to probably add four to five sections of Personal Finance to our business teacher’s course load.

Mrs. Kulesa – There is only one person teaching right now.

Mr. Falcone – But there is only one section. The teacher is teaching coding and other things so if we move those to the right teacher, it will free up the space so there should not be any additional cost to offer that to our students other than possibly textbooks or workbooks that would go along with the course.

Mrs. Kulesa – I am not worried about the cost. I am worried about the time. Is it going to be something we can build in?

Mr. Falcone – We can build it into the schedule especially since they went from a seven period schedule to an eighth period schedule this year.

Mr. Seaman – Comment – His personal feeling is Personal Finance is something that needs to be in the district. It is well needed and a necessity.

PLYMOUTH PUBLIC SCHOOLS

Mission Statement

The mission of the Plymouth Public Schools is to Challenge, Inspire, and Prepare all students for success in an ever-changing and complex world.

Vision

The vision of the Plymouth Public Schools is to create a learning community where the academic experience, student engagement, and well-being develop a foundation for learning.

Board of Education Goals and Strategies

Student Achievement Goal – Support all students in achieving their best possible learning outcomes.

Strategies:

- Expand the instructional capacity of certified and non-certified staff.
- Update and enrich the Pre-K through Grade 12 curriculum and common assessments.
- Enhance special education programs and student supports.
- Revise and align the SRBI process Pre-K through Grade 12.

Engagement Goal – Engage students in the learning process by providing authentic and real-world learning experiences.

Strategies:

- Establish learning opportunities for students to grow and explore academically, both in and out of school.
- Develop performance based learning opportunities Pre-K through Grade 12.
- Create a required High School Personal Finance Course.

Well-Being Goal – Create an environment and opportunities that support well-being for all students.

Strategies:

- Enhance wellness supports and services Pre-K through Grade 12.
- Expand safety measures and establish security drill schedules at each building.
- Increase extracurricular offerings to foster student engagement in the school community.

Fiscal Oversight Goal – Align budgetary spending with district goals and objectives.

Strategies:

- Evaluate and revise the capital improvement plan to address the district's infrastructure needs.
- Refine our zero base budgeting system.
- Develop a framework to identify and request larger budgetary needs.

MOTION: To entertain a motion to approve the Plymouth Board of Education Goals for the 2022 – 2023 as submitted. Motion Mr. Showers, second Mr. Perugino, any discussion, all in favor, any opposed, any abstentions, motion carries.

7. **Board Member/Committee Reports**

A. Finance/Operations - Mr. Tencza, Business Manager

- Included in the packet are the following; Accounts by Facilities Report for The fiscal year end June 30, 2022 and the Accounts by Facilities Report for the month of July 2022 and 7 different submissions: (1) Business Office Activity Report – June/July 2022; (2) Final Board of Education Budget Summary Report through June 30, 2022 (Fiscal Year 2021 – 2022); (3) Board of Education Budget Summary Report through July 31, 2022 (Fiscal Year 2022 – 2023) (4) Final Cumulative Total Board of Education Budget % by Month – 2021 - 2022; (5) Cumulative Total Board of Education Budget % by Month – 2022 – 2023; (6) Final Plymouth Public Schools Food Service Performance – Year-to-Date – July 1, 2021 – June 30, 2022; and (7) Plymouth Public Schools Food Service Performance – Year-to-Date – July 1, 2022 – July 31, 2022.

Mr. Tencza

*Encumbered Funds – This year \$452,000 funds were encumbered which is significantly less than last year. We expect this to be cleared off in October or December.

*\$200,000 from the Sinking Fund – Shows how it is being used and we are doing relative to what we budgeted and estimated how the actual costs are coming through.

*Capital Plan Document was omitted – So many projects are underway, he would like to get some of them wrapped by before the report for the next Board Meeting.

Mr. Seaman and Mr. Perugino to attend the Capital Improvement for the Town.

*Food Service – Plymouth Public Schools have received \$139,000 from the State of Connecticut this year that will allow us to offer free meals to all students until late December or January. We can do this until the funds are exhausted at which time we will need to revert back to full pay lunches.

Mr. Falcone – Urging parents to fill out and return paperwork for full and reduced lunches. Mr. Tencza is sending additional notice which will be included with the actual application to parents. Alicia, Food Service Director will be sending out an e-blast to parents in order to reach as many individuals as possible.

Mr. Perugino – Our budget is finally clear and we will now go forward with the new budget?

Mr. Tencza – All set, zero.

- The Accounts by Facilities Reports will be forwarded to the Town of Plymouth Board of Finance

B. Personnel Report

Mr. Falcone reviewed the Personnel Report with the Board Members which included hires for the 2022 – 2023 school year.

Mr. Falcone commented on teacher and staffing shortage. Currently, all certified staff positions are filled with the exception of three. BCBA, English Teacher at Terryville High School and .60 Science Teacher at Plymouth Center School.

Non-Certified Staff, excluding Paraprofessionals, Tutors, In-School-Suspension Monitor, etc. the district has six unfilled positions at this time. Regarding Paraprofessionals, this is a huge concern in trying to meet student hours when the District has sixteen part-time openings for paraprofessionals at this time. That number is not that far off from last year's number and the District was able to get through the year. What this does do is it puts a tremendous strain on our staff. It is difficult to meet everyone's needs when we are short on these non-certified positions. The work force is not out there. If we get anyone to apply for these positions, we interview them almost immediately. The Personnel Report changes by the minute, day and hour. We are doing our best.

Mrs. Kulesa – Added – Just so everyone understands, there is not a teacher shortage. There are plenty of people who are qualified to teach. They are just not willing to take on some of the difficulties. She wants people to understand when they hear the media say "Teacher Shortage, Teacher Shortage" it is not a shortage of people who are willing to do the job. We are in decent shape as far as teachers. She would imagine this is the same situation for Paraprofessionals as well. We all need to take a look at why and what can we do to improve that? This is how she would like to approach this.

Mr. Seaman – This situation is being looked at at the State and Local Level.

Mr. Falcone – He and his Administrative Team are trying to figure out not only hiring for these positions but to retain the right people in those positions to work with our children because that is what this is about. It is retaining them and after we retain them to keep them so they do not leave and go to another district.

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

Mandee Lassy – 178 Poland Brook Road, Terryville
Expressed her concern about the shortage of Paraprofessionals.

9. Board Liaison Reports

Mr. Perugino -- Harry S. Fisher Elementary School
No Report

Mr. Zbuska -- Plymouth Center School
No Report – Said goodbye to Mrs. Worhunsky

Mrs. Candrea-Florenciani -- Eli Terry Jr. Middle School
First meeting next week

Mrs. Candrea-Florenciani -- Booster Club
Planning Fundraisers

Mrs. Kulesa -- Terryville High School
No Report

Mr. Perugino -- CABE
Summer Leadership Conference beginning on Thursday, August 18th at the Water's Edge in Westbrook

Mrs. Kulesa -- EdAdvance
No Report

Mr. Showers --- District Safety Committee
No Report

Mr. Seaman – Individual heading this committee has been assigned to another school. Individuals possible taking over will be Mr. Falcone and himself.

10. **Board Comments**

Mr. Zbuska – Happy to be back.

Mr. Perugino – Complimented the staff on all the work that has been done. Great job on the sidewalks at the high school. Question: Has the Town Engineer left?

Mr. Showers – Yes, as of last Friday.

Mr. Seaman – Yes, they do have a person in place currently who is interning. He has experience. He has done this for the town previously. Extensive career in the Town of Thomaston as well. His name is Paul Pronovost.

Mr. Perugino – He did not want there to not be any supervision. The town is responsible for the sidewalks, not the Board.

Mr. Seaman – Once cured the sidewalks will need to be sealed. No salt on the sidewalks.

Mrs. Candrea-Florenciani – Glad to get the kids back on schedule. The letter “E” is coming off the building in the back.

Mr. Falcone – On the list to be fixed.

Mrs. Lucian – Wished parents and students a great school year.

Mrs. Kulesa – Welcome Back

Mr. Showers – Sidewalks look great. Is the work near the middle school going to affect the buses?

Mr. Tencza – Heavy equipment to be moved next week. He was assured the buses would have free passage through the area. There should not be any interruption to the buses.

Mr. Perugino – Will they repair any damage that is done?

Mr. Tencza – It does not look any different than before.

Mr. Seaman – We are going to try to get them to sweep the parking lot.


Mr. Foote – Good to be back. Sidewalks look wonderful. Miss the frosting on the cake.

Mr. Seaman – Excited for the school year. There will be challenges which every district faces. We will meet those challenges and conquer them as they come. The Board has done a lot of work these past couple of years. Putting things in place. From the Superintendent to the Administrators, everyone has put a ton of time in, re-organized, building teams, etc. He is excited to see what comes out of this year. He is expecting great things.

11. **Next Board Meeting** –The next Regular Meeting of the Plymouth Board of Education is on Wednesday, September 14, 2022 at 7 p.m. in the cafeteria at Terryville High School.

12. **Adjournment**

MOTION: To entertain a motion to adjourn at 7:40p.m. Motion Mr. Showers, second, Mr. Foote, all in favor, motion passes.


Patricia Piskorski
Recording Secretary
Plymouth Board of Education