

SEYMOUR BOARD OF EDUCATION
REGULAR MEETING MINUTES - REVISED
Seymour Middle School Library Media Center
September 11, 2023
7:30 pm

BOARD MEMBERS IN ATTENDANCE:

Christopher Champagne
Kristen Bruno
Stephan Behuniak
James Garofolo
Jay Hatfield
Kristen Harmeling
Shannon Levey
Beth Nesteriak
Ed Strumello

OTHERS IN ATTENDANCE:

Dr. Susan Compton, Superintendent of Schools
Mary Sue Feige, Director of Curriculum & Instruction
Salvatore A. Bucci, Business Manager
Dr. Boyle, Director of Pupil Services
Derrick Martin, Technology
Alison Brett, Interim Assistant Principal, BES
Cathy Federowicz, Athletic Director, SHS
Dave Willadsen, Assistant Athletic Director, SHS
Jim Freund, Principal, SHS
Paul Lucke, Assistant Principal, SHS
Keith O'Rourke, Principal, SMS
Stacey Long, Interim Principal BES
Alana Zhingri, Interim Board Clerk

I. CALL TO ORDER

A. Pledge of Allegiance

Mr. Champagne called the meeting to order at 7:38 pm. With the Pledge of Allegiance.

II. BOARD AND ADMINISTRATIVE COMMUNICATIONS

A. Moment of Silence

1. Dennis DeBarber – Long time athletic coach
2. Sandra Kazo – Former elementary art teacher

A. Seymour High School – Top 100 High Schools in Connecticut

Seymour High School was acknowledged by the State of Connecticut as one of the top 100 High Schools in the state.

B. Resolution – Seymour High School Sports Hall of Fame Class of 2023

Mr. Champagne read the Seymour Board of Education Resolution, recognizing inductees and their accomplishments and wishing them the best of luck. A round of applause was held for the six members inducted.

III. PUBLIC COMMENT

Public Comment provides the opportunity for the public to make a comment. It is not a dialogue between the Board and the public. Based upon what is heard during Public Comment, the Board may choose to add a topic to the agenda. If questions are posed that the Chairman is able to answer, those questions may be addressed under the Chairman's Comments portion of the agenda. The Board will not discuss personnel matters. Comments should be respectful and no longer than 3 minutes in length so that all who wish to comment may have the opportunity to do so. All the public wanting to comment will need to state their name and address for the record prior to addressing the Board.

Elizabeth White, 49 Sagamore Drive, is a parent of a member on the girl's swim team. She mentioned they have some donations parents put together. She stated the pool area is in need of TLC. Things such as the American flag, start blocks, and general cleaning, as it is used for 2 out of 3 seasons. Being mindful of the next budget season, she asked if some athletic funds could be donated to the pool.

IV. CONSENT AGENDA

A. Approval of Minutes

1. Regular BOE Meeting Minutes – August 7, 2023
2. Special BOE Meeting Minutes – August 15, 2023
3. Special BOE Meeting Minutes – August 23, 2023

B. Financial Management Reports – September 11, 2023

C. Staff Hiring

1. Non-Certified

a. LaLLave, Dawn

- Instructional Paraeducator
- Seymour Middle School · Replacing Dawn LaLLave

(Returning)

b. Torres, Loybeth

- Instructional Paraeducator
- Chatfield-LoPresti School
- Replacing Lisa Teixeira

- c. Torres, Karen
 - Monitor Paraeducator
 - Chatfield-LoPresti School
 - Replacing Kelly Yustin
- d. Swan-Buhl, Erin
 - Part Time Custodian
 - Chatfield-LoPresti School
 - Replacing Ted Vincent
- e. Stewart, Melissa
 - School Nurse
 - Seymour Middle School
 - Replacing Sarah Acevedo
- 2. Appendix D
 - a. Cleveland, Brian
 - Robotics Club
 - Seymour High School
 - New Position
- 3. Volunteers
 - a. Nardella, Ashley
 - Sports Volunteer, Volleyball
 - Seymour High School
 - b. Danka, Melanie
 - Sports Volunteer, Cheerleading
 - Seymour Middle School
 - c. Taylor, Sandra
 - School Volunteer, Senior Mentor
 - Bungay School
 - d. Faircloth, Kathleen
 - School Volunteer, Senior Mentor
 - Bungay School
- 4. Transfers
 - a. Brasche, Eleanor
 - .5 Bungay Language Arts Consultant (BES current)
 - .5 TESOL Teacher (CLS)
 - 2023-2024
 - b. Paz, Karrie
 - Long Term Substitute Special Education Teacher
 - Chatfield-LoPresti School
 - Replacing Alison Liberda

- c. Lantanowich, Alyssa
 - Instructional Paraeducator
 - From Chatfield-LoPresti
 - To Bungay School
 - Preschool Program
- d. Sullivan, Jackie
 - Instructional Paraeducator
 - From Chatfield-LoPresti
 - To Bungay School
 - Preschool Program

~~D. — Authorized Signatures Change Form~~

~~To remove Vonda Tencza and add Salvatore Bucci~~

MOTION: (Ms. Harmeling/sec., Mr. Strumello) to approve the consent agenda with the removal of item D.

AFFIRMATIVE: Mr. Champagne, Mr. Behuniak, Mr. Hatfield, Ms. Harmeling, Mr. Garofolo, Ms. Levey, Ms. Nesteriak, Mr. Strumello

ABSTAIN: Ms. Bruno

MOTION PASES: 8-0-1

V. ITEMS REMOVED FROM CONSENT AGENDA

~~D. — Authorized Signatures Change Form~~

~~To remove Vonda Tencza and add Salvatore Bucci~~

Mr. Champagne explained removing signatures is done separately outside of the consent agenda. Dr. Compton stated it's mainly a formality.

MOTION: (Mr. Strumello/sec., Mr. Garofolo) to remove Vonda Tencza and add Salvatore Bucci to the authorized signature form

AFFIRMATIVE: Mr. Champagne, Mr. Behuniak, Ms. Bruno, Mr. Hatfield, Ms. Harmeling, Mr. Garofolo, Ms. Levey, Ms. Nesteriak, Mr. Strumello

MOTION PASES: 8-0-0

VI. DISCUSSION and POSSIBLE ACTION

A. Cooperative Agreement with Oxford Public Schools for Student Transfers

Dr. Compton explained that it is a cooperative agreement with Oxford Schools, based upon a recommendation and working with Oxford's Board of Education, prepared by our attorney. Privacy of the students are protected. It was done once in the past incorrectly, so we have one student going there and two coming here. Ms. Harmeling asked where the funding is coming from, and what would happen if one student stopped attending in one place, and in the other place, the other student continued to attend. Dr. Compton

stated it opens a door with an official agreement working with them now and in the future. This current situation is based on social, emotional, special ed, and harassment reasons. Dr. Boyle stated a big factor is regarding some social challenges that have been long standing, despite best efforts of school staff. If this wasn't the solution, there would have been less ideal solutions with bigger impact on the Board. Mr. Champagne asked if we have to revisit this every year. Dr. Compton said yes.

MOTION: (Mr. Hatfield/sec., Ms. Bruno) to approve the Cooperative Agreement with Oxford Public Schools for Student Transfers for 2023-2024

AFFIRMATIVE: Mr. Behuniak, Ms. Bruno, Mr. Hatfield, Ms. Harmeling, Mr. Garofolo, Ms. Levey, Ms. Nesteriak, Mr. Strumello
Chair abstains (Mr. Champagne)

MOTION PASSES: 8-0-1

B. ProActive Sports Contract 2023-2024

Dr. Compton stated it was received very late in the day today. Ms. Federowicz was asked to speak on this. She came up and stated when the original contract was presented to us 2 months ago, there was language that said if we cancel their services late, there would be 10% charge. We questioned when that meant. At the time they said 24 hours. They claimed we canceled late on them. If it's bad weather, we won't be charged. But if we have something on Friday, they show up but the game was moved to Saturday...then we would be charged. I have a problem with some of that and we ask what days can you make it which can you not? But depending on weather and other stuff, things change. Dave and I are trying to put out a weekly schedule. This week we have a soccer and volleyball game. The lady said they can only do volleyball. I said we will look elsewhere. We are covering for the school. If I find out Thursday that another company can cover both events....that is what's best for Seymour. But if I find out on Thursday...I'm worried about the first place's cancellation policy. Dr. Compton recommended tabling it after taking a look with an attorney.

MOTION: (Mr. Hatfield/sec., Mr. Strumello) to table ProActive Sports Contract 2023-2024

AFFIRMATIVE: Mr. Champagne, Mr. Behuniak, Ms. Bruno, Mr. Hatfield, Ms. Harmeling, Mr. Garofolo, Ms. Levey, Ms. Nesteriak, Mr. Strumello

MOTION PASSES: 9-0-0

C. Memorandum of Understanding – School Resource Officer
Connecticut Statutes 10-233 Section 73 of Public Act 167

Dr. Compton said understanding should be completed by October and the Chief of Police is doing his due diligence. It mainly deals with duties of school resource officers and their reporting of investigations, reasons etc. It

is important that the Board is part of the selection process, but in the end it will be the Chief of Police hiring. Executive sessions will have to be held for confidentiality of students.

D. Donation

1. Seymour Swim Team

Superintendent Dr. Susan Compton recommends the approval of a donation of computer equipment to the Seymour Public Schools and asks that the BOE direct the Superintendent to determine the placement of this donation.

Discussion of the donation to Seymour swim team was held. Dr. Compton gave a special thank you to Annmarie Drugonis for working with the team. Mr. Bucci stated that up until this past year, the pool was using a chlorinated system that required an injection with Co tanks. This past year, we converted to a power form, which saved money, and it is a more reliable method to maintain proper chlorine levels.

MOTION: (Mr. Hatfield/sec., Mr. Behuniak) to accept with gratitude current and future donations from the Wildcat swim club, and direct the Superintendent to do with it what she sees fit.

AFFIRMATIVE: Mr. Champagne, Mr. Behuniak, Ms. Bruno, Mr. Hatfield, Ms. Harmeling, Mr. Garofolo, Ms. Levey, Ms. Nesteriak, Mr. Strumello

MOTION PASES: 9-0-0

E. Create an additional mathematics teaching position, Seymour Middle School based upon the increase in enrollment.

Mr. O'Rourke stated there is a need, as at least twenty students came into the district as new students for this fall. Dr. Compton agreed the increase in enrollment has put us over the edge as far as math classes go. Ms. Harmeling clarified that we are not creating a new defined position, and questioned if we should be moving away from the "team" structure. Dr. Compton stated we would like the middle and high schools to be on the same schedule next year. That way some staff can be flexible. Mr. Champagne asked if it would be beneficial to have subject-based team leaders? Dr. Compton stated special education student needs must be addressed and advanced math as well. Mr. Champagne asked what the fifth grade class looks like for next year as incoming sixth graders. Mr. O'Rourke stated by looking at the numbers whether it be team sections or junior high, that additional teacher would still be needed for at least the next three years out. The numbers warrant an additional math teacher. Ms. Bruno agreed as we look to build next year's budget, we have to look at

those predictions. Ms. Harmeling asked if at the end of the marking quarter if we can shift it around a bit. Mr. Champagne said thank you for bringing this forward with the data. Ms. Nesteriak thought it was positive to have new eyes and having recommendations.

F. Reinstatement of the position of Director of Guidance/Coordinator (Appendix I, page 58, Teachers Contract), Seymour High School and reappoint Melissa Anelli

Dr. Compton stated if we look at an appendix area, this used to exist, in the archives from around 2008. It was run by both Board attorneys, the union and board attorney. She wants to do what is best for the kids, administration, and school district. This person can do observations in the school counseling department. Appendix one, page fifty eight of the teacher contract, it would be \$3,280. This person would coordinate the whole guidance counseling wing, which is the counselors and two social workers. Dr. Compton said we will call it a coordinator, and clarified it is not a new position, rather, adding duties. The person who is applying already does many things including AP and smarter balance. This is a way to supplement with additional observations because some high schools do this and it works. Ms. Harmeling clarified by asking that the only thing we are changing is to add observations and everything else is exactly the same. Dr. Compton said the duties will also include master scheduling. No action was taken. An MOU will be sent.

G. To approve the creation of five teacher attendance/tardy officers for Seymour High School

Mr. Lucke explained the data of the need for these positions.

MOTION: (Mr. Hatfield/sec., Mr. Strumello) to approve the creation of five teacher attendance/tardy officers for Seymour High School.

AFFIRMATIVE: Mr. Champagne, Mr. Behuniak, Ms. Bruno, Mr. Hatfield, Mr. Strumello

OPPOSED: Mr. Garofolo, Ms. Harmeling, Ms. Levey, Ms. Nesteriak

MOTION PASSES: 5-4-0

H. To approve an additional monitor paraeducator to be utilized in ISS at Seymour Middle School for the 2023-2024 school year

Mr. O'Rourke explained the rationale for the position.

MOTION: (Mr. Strumello/sec., Ms. Nesteriak) to approve an additional monitor paraeducator to be utilized in ISS at Seymour Middle School for the 2023-2024 school year.

AFFIRMATIVE: Mr. Champagne, Mr. Behuniak, Mr. Hatfield, Ms. Harmeling,,
Ms. Levey, Ms. Nesteriak, Mr. Strumello
OPPOSED: Ms. Bruno
ABSTENSIONS: Mr. Garofolo
MOTION PASSES: 7-1-1

I. To approve the creation of two BCBA/Teacher Specialists
(Stipend Position) Districtwide
(Must possess a Board-Certified Behavior Analyst Certification)
MOTION: (Mr. Hatfield/sec., Mr. Strumello) to approve the creation of two
BCBA/Teacher Specialists (Stipend Position) Districtwide (Must possess a
Board-Certified Behavior Analyst Certification)

AFFIRMATIVE: Mr. Champagne, Mr. Behuniak, Ms. Bruno, Mr. Hatfield, Ms.
Harmeling, Ms. Levey, Ms. Nesteriak, Mr. Strumello
ABSTENSIONS: Mr. Garofolo
MOTION PASSES: 8-0-1

J. Seymour High School Wrestling Mats
MOTION: (Mr. Strumello/sec., Mr. Behuniak) to postpone until the next
meeting.

AFFIRMATIVE: Mr. Champagne, Mr. Behuniak, Ms. Bruno, Mr. Hatfield, Ms.
Harmeling, Mr. Garofolo, Ms. Levey, Ms. Nesteriak, Mr. Strumello
MOTION PASSES: 9-0-0

MOTION: (Mr. Hatfield/Mr. Behuniak) to add to the agenda discussion of the
cross country program.

AFFIRMATIVE: Mr. Champagne, Mr. Behuniak, Ms. Bruno, Mr. Hatfield, Ms.
Harmeling, Mr. Garofolo, Ms. Levey, Ms. Nesteriak, Mr. Strumello
MOTION PASSES: 9-0-0

There is a proposal to combine middle and school coaching for cross country
teams due to lack of coaches.

MOTION: (Mr. Hatfield/Mr. Strumello) to reapportion the stipend for the
2023-22024 year for the middle school cross country program.

AFFIRMATIVE: Mr. Champagne, Mr. Behuniak, Ms. Bruno, Mr. Hatfield, Ms.
Harmeling, Mr. Garofolo, Ms. Levey, Ms. Nesteriak, Mr. Strumello
MOTION PASSES: 9-0-0

VII. INFORMATION

A. Committee Reports

1. Finance Committee Meeting Minutes – August 7, 2023
- B. Staff Resignations
 1. Certified
 - a. Catanese, Michael
 - Business Teacher
 - Seymour High School
 - Effective September 22, 2023
 2. Non-Certified
 - a. Acevedo, Sarah
 - School Nurse
 - Seymour Middle School
 - Effective August 25, 2023
 - b. DeFrank, Andrea
 - Instructional Paraeducator
 - Chatfield-LoPresti School
 - Effective August 23, 2023
 - c. Gieger, Caroline
 - Literacy Numeracy Tutor
 - Chatfield-LoPresti School
 - Effective August 25, 2023
 - d. Molyneux, Alison
 - Monitor Paraeducator
 - Bungay School
 - Effective August 14, 2023
 - e. Martin, Sharon
 - Instructional Paraeducator
 - Seymour High School
 - Effective September 1, 2023

VIII. BOARD OF EDUCATION COMMENTS/SUPERINTENDENT REPORT

- A. Board of Education Comments
 1. Chairman's Comments

These are things we like to hear, and data to support them.
Hopefully we hear more about issues with data behind it going into the budget process.
 2. Board Member Comments

Mr. Behuniak hopes people are inspired by different ways they can help our Board of Education.
Ms. Nesteriak spoke about the importance of getting professional guidance about the new legislative updates.
Mr. Hatfield spoke about needing to know where dollars will come from, perhaps a monthly system.

Ms. Harmeling stated it is not the system, but a quarterly basis is most efficient as a finance committee looking and making transfers.

Mr. Strumello encouraged people to attend the upcoming CABE meeting.

Mr. Garofolo was displeased with the SHS presentation. Felt it lacked information.

B. Superintendent Report

Dr. Compton reported that the School year was off to a great start. The heat index was tough but we weathered it and got through it. Many parts of the country were dealing with it. She stated the budget process should start next month to be best prepared.

MOTION: (Mr. Strumello/Mr. Behuniak) to add to the agenda discussion and possible action on the matter of student attendance.

AFFIRMATIVE: Mr. Champagne, Mr. Behuniak, Ms. Bruno, Mr. Hatfield, Ms. Harmeling, Mr. Garofolo, Ms. Levey, Ms. Nesteriak, Mr. Strumello

MOTION PASSES: 9-0-0

IX. SUPERINTENDENT PERFORMANCE EVALUATION FOLLOW UP/CONTRACT

*A. Discussion and possible action concerning the employment, performance, and evaluation of the Superintendent of Schools (may be discussed in executive session)

*It is anticipated that the asterisked items will be discussed in Executive session from which the public will be excluded

The Board entered Executive Session at 10:06 pm.

The Board exited Executive Session at 10:29 pm.

MOTION: (Mr. Hatfield/sec., Mr. Behuniak) to enter executive session to discuss the employment, performance, and evaluation of the Superintendent of Schools.

As voted 9-0-0

X. POSSIBLE ACTION AFTER EXECUTIVE SESSION

A. Discussion and possible action on the Superintendent's contract

The Board entered 2nd Executive Session at 10:31 pm.

The Board exited the 2nd Executive Session at 10:44 pm.

MOTION: (Mr. Champagne/sec., Mr. Strumello) to move to offer Dr. Susan Compton, Superintendent of Seymour Schools a new contract effective July 1st, 2023 through June 30th, 2026, further move that the salary increase for the 2023-2024 school year will be 2.25%.

As voted 9-0-0

XI. ADJOURNMENT

The meeting adjourned at 10:45 pm.

YouTube Link: (09/11/23)

<https://youtube.com/live/ROMstOk1NGA?feature=share>

Submitted by:
Alana Zhingri
Interim Board Clerk