
TRUMBULL PUBLIC SCHOOLS

TRUMBULL, CONNECTICUT

Regular Meeting – Tuesday, October 22, 2024, 7:00 p.m.

Long Hill Administration Building

Agenda

<https://us06web.zoom.us/j/81824604852?pwd=pOPrl3abU1xl3JH1iWjXkWL7KjcZWU.1>

Webinar ID: 818 2460 4852

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I. CALL TO ORDER

II. PRELIMINARY BUSINESS

- A. Pledge of Allegiance
- B. Recognition: First Selectman's Golf Classic Presentation - Hon. Vicki Tesoro
- C. Correspondence – Correspondence may be sent to BoardofEd@trumbullps.org
- D. Public Comment – The Trumbull Board of Education will be allowing public comment at the upcoming Board Meeting. If you are interested in speaking during the Public Comment portion of the meeting, please use [this form to signup](#). We will limit participants to the first **15** individuals that submit the form. Public comment will be limited to 2 minutes.
- E. Superintendent Report
- F. Board Chairman Report
- G. Teacher BOE Representative Report

III. REPORTS/ACTION ITEMS

- A. Approval/Minutes
 - Regular Meeting of October 8, 2024
- B. Personnel Report
- C. Policy Committee Report – Mr. Gallo
 - Policies – First Reading
 - 1316 – Civility and Respectful Conduct
 - 1316 – Public Conduct at School Sponsored Activities

IV. RECEIVE AND FILE

- A. Pending Litigation
- B. Negotiations

V. OTHER

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting - October 22, 2024

Hon. Vicki A. Tesoro

Agenda Item II-B

Recognition: First Selectman's Golf Classic Presentation

Proceeds from the First Selectman's Golf Classic will benefit the several student organizations listed below. The students and their advisors bring pride, honor, and distinction to the Trumbull community year after year. These organizations provide extraordinary opportunities outside of the classroom for students to excel, whether through athletic pursuits, musical presentations, or academic team activities.

- Academic Challenge for Excellence (ACE) Foundation
- Trumbull High School Golden Eagle Marching Band
- PowerPlay Club—Hockey
- Laxmen's Club—Lacrosse
- Touchdown Club—Football
- Diamond Club—Baseball and Softball
- Tipoff Club-Basketball

First Selectman Vicki A. Tesoro will present a check to a representative of each organization.

Recommendation:

Recognize

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting – October 22, 2024

Dr. Semmel

Agenda Item – III-A

Approval/Minutes

- BOE Regular Meeting of October 8, 2024

Recommendation:

Approve the minutes of the above noted meeting.

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT
Board of Education
Regular Meeting – October 8, 2024, 7:00 p.m.
Minutes

The Trumbull Board of Education met for a Regular Meeting at the Long Hill Administration Building.

Members present:

L. Timpanelli – Chairman
J. Norcel – Vice Chair
L. Nuland – Secretary
C. Bandecchi
J. McNamee
M. Petitti
A. Squicciarro

Members absent:

T. Gallo

Agenda Item I—Call to Order

The meeting was called to order at 7:00 p.m.

Agenda Item II—Preliminary Business

- A. Salute to the Flag - The Public Session began with the Pledge of Allegiance to the Flag.
- B. Correspondence – Mrs. Nuland read the following correspondence: Melissa Usseglio and Vanessa Vargas-Guijarro both wrote to the Board regarding transportation issues that have been resolved.
- C. Public Comment – there were no speakers at this evening’s meeting.
- D. Superintendent Report
 - Dr. Semmel thanked all those who attended the Hillcrest forum on September 25, 2024 that included student led tours of Hillcrest. The forum is available for public view on TCTV Trumbull. The total cost to Trumbull taxpayers to construct a new Hillcrest Middle School is \$82 million after a 44% state reimbursement. We encourage all Trumbull residents to vote yes for the Hillcrest referendum on Election Day.
 - Dr. Semmel held a budget kick-off meeting with the administrative team that included the impact of this year’s budget and the projected needs of the 2025-2026 budget that will require mandated state statutes. By focusing on collaboration and data-informed decisions, the budget can effectively support both student and staff needs and educational excellence.
- E. Board Chairman Report

Mrs. Timpanelli thanked all those in the Trumbull community who attended the Hillcrest forum. Special thanks to the students and staff who led building tours that evening. FAQ sheets are being prepared with responses to questions that were not answered during the Hillcrest presentation. Please vote “yes” on November 5, 2024 to approve the construction of a new Hillcrest Middle School.

F. Student BOE Representatives Report

Student BOE Representatives Jiya Malhotra and Vanessa Maignan reported on October 18, TPS will be wearing pink in support of Breast Cancer Awareness. TECEC- fall vocabulary scavenger hunt; Daniels Farm- peace week; International Dot Day, Boo Bash; Frenchtown- welcome back family bingo night; Jane Ryan- school spirit day, pumpkin fair; Middlebrook- Scholastic Book Fair, ice cream social; Booth Hill- DIBELS testing; Tashua- all town car wash, fire truck visit, sock drive for Bridgeport Rescue Mission; Hillcrest- community presentation for the Hillcrest referendum, summer reading challenge celebration, Scholastic Book Fair; Madison- Madison's Got Talent, grade 8 open house; Trumbull High- PSAT and i-Ready assessments, Great Pumpkin Classic, Junior Cotillion, and fall sports.

Agenda Item III—Reports/Action Items

A. Approval/Minutes

The minutes of the BOE Regular Meeting of September 24, 2024 were presented for Board approval.

It was moved (Bandecchi) and seconded (Norcel) to approve the minutes of the BOE Regular Meeting of September 24, 2024 as presented. Vote: Unanimous in favor.

B. Personnel Report

Dr. Semmel presented the following certified retirement/resignation:

McGrath, Michael; district music teacher since January 1978, retiring effective June 30, 2025.

It was moved (Norcel) and seconded (Bandecchi) to accept the above retirement/resignation as presented. Vote: Unanimous in favor.

C. High School Report

THS Principal Todd G. Manuel and School Counseling Department Chairperson Alex Kovachi presented updates on the opening of the 2024-2025 school year, recent student achievement and participation reports on AP, SAT, NGSS, graduation rates as well as opportunities for our students to earn college credit and post-secondary trends for THS Students.

D. Enrollment as of October 1, 2024

Dr. Semmel presented the official student enrollment reported to the State of Connecticut as of October 1, 2024.

E. Approval/ Donation to ELITE

Mr. Catalano presented the \$10,000 donation from Mr. Peter DiNardo to support the ELITE program.

It was moved (Bandecchi) and seconded (Squicciarro) to approve and accept with gratitude the donation of \$10,000 from Mr. Peter DiNardo to support the ELITE Program as presented. Vote: Unanimous in favor.

Adjournment

Board Members gave unanimous consent to adjourn the Public Session at 8:05 p.m.

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting, October 22, 2024

Dr. Semmel

Agenda Item III-B

Personnel

Resignations – Certified

Davis, Mary Anne; family and consumer science teacher at Trumbull High School since August 1997, retiring effective January 21, 2025.

Yarmosh, Nancy; math teacher at Madison Middle School since August 1993, retiring effective June 30, 2025.

Recommendation:

Accept.

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education

Regular Meeting – October 22, 2024

Dr. Iwanicki

Agenda Item – III-C

First Reading
Policy for Review

Dr. Iwanicki will review with the Board the following policy for revision:

- **1316/Civility and Respectful Conduct**
- **1316/Public Conduct at School-Sponsored Activities**

Recommendation:

Review Policies

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Policy Committee of the
Trumbull Board of Education
Special Meeting
Long Hill Administration Building

Tuesday, October 15, 2024-- 5:30p.m.

Minutes

- I. Call to Order/Introduction- The meeting was called to order at 5:42pm.

Members Present

T. Gallo, Chair of Policy
A. Squicciarro, BOE Member
M. Petitti, BOE Member
P. Coppola, TAA representative
Mike Ward, community representative
Abbey Dayton, student representative
Michael Hunter, Student representative

Members Absent

N. Banks, TEA representative
B. O'Connor II, community rep
Camila Turrieta, parent representative
T.Gray, parent representative

- II. Correspondence/Public Comment. No public comment was received.

- III. Approval of Minutes. Mr. Gallo moved to approve the minutes from the May 13, 2024 Policy Committee meeting. Mrs. Petitti seconded. The motion passed unanimously.

- IV. New Business

- a. Student Representative Introductions- The Policy Committee was very pleased to welcome Abbey Dayton and Michael Hunter to the committee as student representatives. They shared a little bit about their interests and goals with the group.
- b. Policy 1316/Public Conduct at School-Sponsored Activities: Update to School/Community Relations. Dr. Iwanicki shared that in January, the committee discussed that while we have a policy, a broader policy was requested from school stakeholders. A draft of a new policy was completed in January 2024 by the committee. The committee reviewed the draft, and after considerable conversation and edits, Mr. Gallo recommended that the Policy 1316, as drafted, be brought to the full Board for approval. Mrs. Squicciarro seconded. The motion passed unanimously. Mr. Gallo also moved to edit the number for Policy 1316 to 1316.1 in order to differentiate it from a new broader policy Policy 1316 about civility in

all school interactions. unanimously. Mr. Gallo further recommended to change current Policy 1316 /Public Conduct at School-Sponsored Activities to Policy 1316.1. Mrs. Petitti seconded. The motion passed unanimously.

- c. Appointed Members- Thank You- Mr. Gallo thanked the members for their service to the committee. As their two-year term ends this year, new members will need to be selected. Mrs. Choudhary shared that she felt it was a true learning experience being on the committee. She furthered that she has more respect for policy creation. She also thanked the committee for the opportunity.
- d. Discussion of Dates and Times for 2024 Meetings- Mrs. Squicciarro shared that she prefers 6:00pm as a start time and Tuesdays work better for her. Mrs. Petitti noted that 6:00 start time can be a long day for staff members. Mr. Gallo moved to pick dates at a later time, noting the preferences.

Mr. Gallo adjourned the meeting at 6:52.

SECTION:	1000
CATEGORY:	Community Relations
POLICY CODE:	1316/Civility and Respectful Conduct

CIVILITY AND RESPECTFUL CONDUCT

Policy Statement

It is the intent of the Trumbull Board of Education (“the Board”) to promote mutual respect, civility, and orderly conduct among parents/guardians, students, District employees, and the public. It is not the intent of the Board to deprive any person of his or her right to freedom of expression. The intent of this Policy is to maintain, to the greatest extent reasonably possible, a safe, harassment-free workplace for students, teachers, administrators, other staff, parents/guardians, and other members of the community. In the interest of presenting teachers and other District employees as positive role models, the Board encourages positive communication and discourages disruptive, volatile, hostile, or aggressive communications or actions.

The Board recognizes that education of children is a process that involves a partnership between a child’s parents/guardians, teachers, school administrators, and other school and Board personnel. The Board recognizes that parental/guardian participation in their child’s educational process through parent/guardian/teacher conferences, scheduled classroom visitation, serving as a school volunteer, serving as a field trip chaperone, PTA participation, and other such service is critical to a child’s educational success. For that reason, the Board welcomes and encourages parental participation in the life of their child’s school and the District as a whole.

However, from time-to-time parents/guardians, visitors to the District, and District employees act in a manner that disrupts the educational process, the work of District employees, or school activities. This type of conduct can be threatening and/or intimidating to students, District employees, parents/guardians, and visitors.

The purpose of this policy is to provide rules of conduct for parents, other visitors to schools, and District employees which encourage civil communication between parents, other persons, and District employees, and to empower the Board to identify and address those behaviors which are inappropriate and disruptive to the operation of a school or other District facility.

Legal References: Connecticut General Statutes
 1-225 Meetings of the government agents to be public.
 1-232 Conduct of the meeting.
 10-221 Boards of education to prescribe rule(s), policies, and procedures.
 10-238 Petition for hearing by board of education.
 10-239 Use of school facilities for other purposes.

Adopted: 11/?/2024

Regulations

I. Standards of Conduct

To protect the rights of all parties, the following provisions shall be in effect:

1.Expected Level of Conduct:

- a. District employees will treat colleagues, parents/guardians, students, and other members of the public with courtesy and respect.
- b. Parents and other visitors to schools and school District facilities will treat teachers, students, school administrators, and other District employees with courtesy and respect.

2.Unacceptable/Disruptive Conduct: Disruptive behavior includes, but it not limited to, and behavior which interferes with or threatens to interfere with the educational process, the operation of a classroom, an employee’s office or office area, an activity occurring anywhere on District property, or the work of a District employee. Such conduct includes, but is not limited to:

- a. Using loud and/or offensive language, profane/obscene language, intimidating language, or display of temper;
- b. Threatening to do bodily harm (or causing bodily harm) to a District employee, Board member, a parent/guardian, student, or other individual if that individual is on District property or participating in a school activity, regardless of whether the behavior constitutes or may constitute a criminal violation;
- c. Damaging or destroying District property;
- d. Any other behavior that disrupts the work of a District employee or the orderly operation of a school, a school classroom, any other Board of Education facility; or other activity on District property;
- e. Abusive, threatening, intimidating, or obscene emails, texts, voice mail messages, or other communications; or
- f. The repeated use of emails, voicemails, or other communications intending to harass and/or intimidate the recipient will be considered unacceptable/disruptive behavior under this Policy.

II. Recourse for Addressing Inappropriate Conduct

1. Parent/Guardian/Visitor Recourse:

Any parent/guardian or visitor who believes they were subject to conduct that violates this policy on the part of a staff member should bring such behavior to the attention of the staff member’s immediate supervisor, appropriate school administrator, and/or the Superintendent of Schools.

III. Recourse for Addressing Inappropriate Conduct (continued)

2. Employee Recourse:

Any District employee who believes they were subject to conduct that violates this policy by another staff member, parent/guardian, or visitor should notify their immediate supervisor, appropriate school administrator, and/or the Superintendent of Schools.

If any member of the public uses obscenities or speaks in a demanding, loud, insulting, and/or demeaning manner, the employee to whom the remarks are directed shall calmly and politely warn the speaker to communicate civilly. If the conduct continues, the employee to whom the remarks are directed may, after giving appropriate notice to the speaker and/or reminding the speaker of this policy, end (or suspend) the meeting, conference, or telephone conversation. If the meeting or conference is on District property, any employee may request that an administrator, or other authorized personnel, direct the speaker to promptly leave the premises. If the person refuses to leave the premises as directed, the administrator or other authorized personnel shall seek the assistance of law enforcement and request that law enforcement take such action as is deemed necessary. If the employee is threatened with personal harm, the employee may contact law enforcement directly.

3. Student Recourse:

Any student who believes they were subject to conduct that violates this policy on the part of a staff member, parent/guardian, or visitor should bring such behavior to the attention of a teacher, guidance counselor or school administrator.

IV. Disciplinary Consequences

It is recommended that any person found to be in violation of this policy be provided with a copy for reference.

1. Parents/Guardians/Visitors found to be in violation of this policy may be directed to leave school property and/or a school-sponsored activity, and/or may be directed to limit and/or refrain from communicating with Board employees or others in person and/or via electronic means (e.g., email, text message, telephone) for a specified period of time. Repeat violations may result in a long-term denial of access to school property, school-sponsored activities, and certain modes of communication with Board employees and/or others.
2. Board employees found to be in violation of Board Policy #1316 and these administrative regulations may be subject to disciplinary action, up to and including termination of employment.
3. Students found to be in violation of Board Policy #1316 and these administrative regulations may be subject to disciplinary action in accordance with the Board's Policy #5131 concerning Student Standard of Conduct.

TRUMBULL PUBLIC SCHOOLS
BOARD OF EDUCATION
POLICY MANUAL

SECTION: **1000**
CATEGORY: **Community Relations**
POLICY CODE: **1316.1/Public Conduct at
School-Sponsored Activities**

PUBLIC CONDUCT AT SCHOOL-SPONSORED ACTIVITIES

Policy Statement

Spectators are permitted and encouraged to attend school-sponsored activities, including sporting events, as guests of the District, and accordingly, as a condition of such permission, they must comply with the District's policies. Spectators, just like the student participants, are expected to display mature behavior and sportsmanship. Failure of spectators to do so is disruptive and embarrassing to students, the school district, and the entire community. At school-sponsored activities, it is the policy of the Trumbull Board of Education that spectators not be allowed to interfere with the participation of students, the enjoyment of other spectators, and/or the performance of employees and/or supervising officials.

Good sportsmanship is viewed as a commitment to fair play, ethical behavior, and integrity. In perception and practice, sportsmanship is defined as those qualities that are characterized by generosity and genuine concern for others. The ideals of sportsmanship are critical and apply equally to all. All individuals, regardless of their role, are expected to be aware of their influence on the behavior of others and to model good sportsmanship. Any spectator using or shouting inappropriate or abusive language will be removed from the activity and may be charged with disorderly conduct. The school will cooperate with law enforcement personnel to ensure spectator, participant, and employee safety and enjoyment.

Adopted: 9/3/2002
Revised: 8/1/2006,
7/16/2013, 6/16/2020,
11/01/2024

References

- Connecticut General Statutes § 19a-342
- Trumbull Board of Education Policy Code 4118.231: Staff Use and Possession of Smoking Products, Tobacco Products, Drugs, and Alcohol
- Trumbull Board of Education Policy Code 5131: Student Standard of Conduct
- Trumbull Board of Education Policy Code 5131.6: Student Use and Possession of Smoking Products, Tobacco Products, Drugs, and Alcohol

Regulations

I. Standards of Appropriate Conduct

To protect the rights of students to participate in school-sponsored activities without fear of interference and to allow sponsors and officials of such activities to perform without interference, the following provisions shall be in effect:

1. Abusive verbal or physical conduct of spectators directed at participants, officials, or staff involved in such activities will not be tolerated.
2. Verbal or physical conduct of spectators that interferes with the performance of students, officials, or staff involved in such activities will not be tolerated.
3. The use of all smoking products, tobacco products, drugs, and alcohol is prohibited at all times in all school facilities, in all school buildings, on all school property, both inside and outside, and on all buses or other transportation vehicles under the jurisdiction of the Board of Education. The use and/or possession of all firearms is prohibited at all times in all school facilities, in all school buildings, on all school property, both inside and outside, and on all buses or other transportation vehicles under the jurisdiction of the Board of Education.

II. Notification of Standards of Appropriate Conduct

The following guidelines may be used to notify the public of the level of conduct expected of them:

1. Staff may make an announcement at the beginning of an activity letting those present know the conduct expectations and that a violation could warrant removal from the activity.
2. Staff may post signs at the entrance to the facility where the activity is taking place stating that individuals whose conduct violates Board policy may be removed from the activity.
3. Lack of an announcement or signage shall not constitute a waiver of Board regulations.

III. Guidelines for Removal for Inappropriate Conduct

1. If a spectator at a school-sponsored activity engages in inappropriate conduct, including, but not limited to, becoming physically abusive or verbally abusive, using vulgar, obscene, or demeaning language, in any way impeding the performance of an activity, and/or using smoking products, tobacco products, drugs, alcohol, and/or firearms, the spectator will be asked to leave the event by a school official and/or by the police.

1316.1/Public Conduct at School-Sponsored Activities

2. For all other conduct, the offending individual will typically first be given a warning to allow him/her to correct the misconduct. Upon continued misconduct, either at the same or at a future event, a school official will ask the individual to leave the event.
3. Following any removal, a school official will follow up with a letter to the individual, if known, or to an official at the school the individual attends, if known. A number of issues should be addressed in the letter, including: conduct expectations of spectators; the individual's current banishment from future activities; and a timeframe as to if/when/how the individual will be allowed to return as a spectator.

TRUMBULL PUBLIC SCHOOLS

Policy Committee

October 22, 2024
Susan Iwanicki, Ed.D.
Assistant Superintendent



Policy 1316/Civility and Respectful Conduct

**First
READING**

- ❖ Director of Pupil Services, Dean Catalano
- ❖ Received requests from staff members that CAGE has such a policy in place in many other districts

In January...

- ❖ Committee reviewed CAGE's recommended policy
- ❖ Reviewed local district policies, such as Darien, Weston, and others
- ❖ Reviewed our previous policy and noted it pertained mostly to athletic events.

In October

- ❖ Reread policy to address any further need for changes before bringing to the Board

Policy 1316/Civility and Respectful Conduct

**First
READING**

- ❖ Shares Board expectation to promote mutual respect, civility, and orderly conduct among District employees, students, parents/guardians, and the public- “Expected Level of Behavior”
- ❖ Communicates Recourse, if expectations are not met
- ❖ Outlines Disciplinary Consequence procedures
- ❖ If this policy is adopted, it would also mean changing the title of previous policy to 1316.1, since it addresses conduct particularly at School-Sponsored Activities.

**Board Discussion
and
Questions**

TRUMBULL BOARD OF EDUCATION
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting, October 22, 2024

Martin Semmel, Ed.D.

Agenda Item IV-A

Pending Litigation

No current Pending Litigation

Recommendation:

Receive and file.

TRUMBULL BOARD OF EDUCATION
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting October 22, 2024

Agenda Item IV-B

Status of Negotiations

Please see reverse side for status of
negotiations with the eight bargaining units.

Recommendation:

Receive and file.

STATUS OF NEGOTIATIONS

<u>Unit</u>	<u>Member of Board's Negotiating Team</u>	<u>Status of Negotiations</u>
Teachers TEA	Attorney Floyd Dugas Marie Petitti Alison Squiccimaro	The TEA Agreement covers the period from July 1, 2023 to June 30, 2026.
Administrators TAA	Attorney Floyd Dugas Marie Petitti Alison Squiccimaro	The TAA Agreement covers the period from July 1, 2024 to June 30, 2027.
Administrative Support Services	Attorney Floyd Dugas	The (TASS) Administrative Support covers the period from July 1, 2021 to June 30, 2025.
CALU		
Custodial/Maintenance	Attorney Floyd Dugas	The Custodial/Maintenance Agreement covers the period from July 1, 2021 to June 30, 2025. Negotiations for a successor Agreement have begun.
UPSEU LOCAL #424		
Paraprofessionals UPSEU LOCAL #424	Attorney Floyd Dugas	The Paraprofessional Agreement covers the period from July 1, 2021 to June 30, 2025.
Cafeteria Workers UPSEU LOCAL #424	Attorney Floyd Dugas	The Cafeteria Workers Agreement covers the period from July 1, 2024 to June 30, 2028.
UE Local #21 Supervisor/ Support Staff UE LOCAL #21	Attorney Floyd Dugas	The UE Local #21 Supervisors Agreement covers the period from July 1, 2024 to June 30, 2027. The UE Local #21 Support Agreement covers the period from July 1, 2024 to June 30, 2027.