

**Regular Meeting**  
**KILLINGLY BOARD OF EDUCATION**  
**Wednesday, April 9, 2025**  
**7:00 PM**  
**Central Office, Conference Room A**  
**79 Westfield Ave., Killingly, CT 06239**

**AGENDA**

1. **CALL TO ORDER & PLEDGE OF ALLEGIANCE**
2. **ROLL CALL**
3. **BOARD SHOUT-OUTS**
4. **RECOGNITION OF VISITORS**
  - A. Student Recipients of the 2025 Connecticut Association of Public Schools Superintendent (CAPSS) Student Leadership Award.
  - B. Student Engagement Steering Committee Presentation
5. **EXCELLENCE IN EDUCATION: TEACHING & LEARNING SHOWCASE**
6. **REPORT BY STUDENT BOARD MEMBERS**
7. **PUBLIC COMMENT-** *Members of the public are encouraged to share their thoughts with the Board of Education and are invited to do so during this segment of the meeting. 30 minutes will be allotted for public comment per meeting, limited to no more than 3 minutes , maximum per person. People wishing to speak must sign-up prior to the start of the meeting. When appropriate to do so, members of the Board and the administration may respond to comments. However, in consideration of those in attendance and in an effort to proceed in a timely manner, follow-up discussion may need to take place outside of the meeting setting.*
8. **INTERVIEW OF DEMOCRATIC TOWN COMMITTEE'S RECOMMENDATION OF APPLICANT TO FILL BOARD VACANCY**
9. **TOWN COUNCIL LIAISON REPORT**
10. **BOARD CHAIRPERSON, COMMITTEE & LIAISON UPDATES**
  - A. **Curriculum Committee**
    1. Discussion and Possible Action of New Textbook: My Perspective & English Language Arts, Grade 10
    2. Discussion and Possible Action of New Course at KHS: Class Piano/Keyboard Harmony
  - B. **Facilities Committee**
  - C. **Fiscal Committee**
  - D. **Personnel Committee**

Continued

**Regular Meeting**  
**KILLINGLY BOARD OF EDUCATION**  
**Wednesday, April 9, 2025**

**E. Policy Committee**

1. Discussion & Possible Action as First Reading of New Policy #3171.1 Business & Non-Instructional Operation, Non-Lapsing Education Fund
2. Discussion and Possible Action of Revised Bylaw #9321 Time, Place and Notification of Meetings
3. Discussion and Possible Action as First Reading of New Policy#4113.13, Personnel Certified, Minimum Duty-Free Lunch Periods for Teachers
4. Discussion and Possible Action as First Reading of New Policy#5113.2 Students-Truancy

**F. AdHoc Committee to Discuss District-wide Bullying**

**G. AdHoc Committee to Discuss School Mascot**

**H. Updates from Liaisons for: Town Council, CABE, Cable Advisory, EASTCONN, Economic Development, Parks & Recreation, PBC**

**11. SUPERINTENDENT'S UPDATE**

- A. Budget Update

**12. CONSENT AGENDA**

- A. March 26, 2025 Board Meeting Minutes
- B. April 1, 2025 Student Enrollment
- C. Employee of the Month Nominee

**13. EXECUTIVE SESSION TO DISCUSS SUPERINTENDENT EVALUATION PROCESS**

**14. ADJOURNMENT**

## Participants and Presenters

### Brooklyn

Ms. Michele Raynor, Superintendent  
 Melanie Carchidi      Wes Wojcik  
 Aiden Black              Lillian Dumond

### Canterbury

Dr. Christopher Bitgood, Superintendent  
 Michael Chapman      Jennifer Shea  
 Gavin Goodale          Nikki-Marie Young

### Killingly

Dr. Susan Nash-Ditzel, Superintendent  
 Rory Newcomb          Makayla Shay Flores  
 Daniel Lobe              Paityn Simonds  
 Penelope Fernandes      Noah Reinhart

### Plainfield

Mr. Paul Brenton, Superintendent  
 Rylynn Colburn          Juniper Flynn  
 Katelyn Gercic          Alexis Smith  
 Leilanie LaPrade          Colin Williams

### Pomfret

Mr. Michael Cummings, Superintendent  
 Alexandra Dobosz      Ryan Turbesi

### Putnam

Mr. Steven Rioux, Superintendent  
 Ally Mead                  Quinn Poisson  
 Kaylee Roberts          Michael Visbeek  
 Madison Lamothe          Justin Vukas

### Sterling

Mr. Theodore Friend, Superintendent  
 Cameron DiMartino      Lily Nolan

### Thompson

Ms. Melinda Smith, Superintendent  
 Annabelle Chrzanowski      Pranshu Patel  
 Nathan Lyon                  Levi Tucker  
 Ian McIntyre                  Serena Smith

### Woodstock

Mr. Viktor Toth, Superintendent  
 Mason Briglia              Aylin Stevens  
 Hayden Ferguson

### The Woodstock Academy

Mr. Christopher Sandford, Head of School  
 Addison Beausoleil          Samuel Clark  
 Emma Costa                  Gavin Gluck  
 Margaret McHugh          Elizabeth Roberts  
 Evelyn Young

## *About the Program*

This recognition program was instituted in 1986 by the Connecticut Association of Public School Superintendents (CAPSS) to recognize students who demonstrate academic success, school leadership and service to others.

These Certificates of Excellence are presented at a regional program with ten school districts participating. The goal of this event is to focus on students whose accomplishments and activities go far beyond academic success and include service and leadership, thus making them role models for other students.

## *Program*

### Welcome

Dr. Susan Nash-Ditzel  
Superintendent of Killingly Public Schools

### Pledge of Allegiance

Killingly CAPSS Award Recipients

### Presentation of Awards

School and District Leaders

### Reception

Killingly High School Auditorium Lobby





## KILLINGLY PUBLIC SCHOOLS

### Killingly Memorial School

#### Rory Newcomb – Grade 4

Rory Newcomb, a fourth-grade student at Killingly Memorial School, is an exceptional student known for his academic excellence, exemplary behavior, and active involvement in extracurricular activities. Rory consistently puts maximum effort into his schoolwork, approaching every subject with focus and determination. His work is always of high quality and submitted on time. Rory readily accepts feedback and uses it to improve, demonstrating a strong commitment to his learning and setting a positive example for his classmates.

In addition to his academic achievements, Rory is known for his kindness and respect toward others. He eagerly helps his peers, follows classroom rules, and possesses a genuine sense of fairness and empathy. Rory's humble nature allows him to celebrate his successes while supporting others, fostering a positive and inclusive classroom environment. His positive attitude and willingness to learn inspire both his peers and teachers alike.

Rory is actively involved in a variety of extracurricular activities, including karate, soccer, and Robotics club. These activities highlight his dedication to discipline, teamwork, and creativity. Whether learning new techniques in karate, encouraging teammates on the soccer field, or solving challenges in robotics, Rory's enthusiasm and commitment shine through. Rory is a well-rounded student who excels in every aspect of his life, and his hard work, kindness, and positive attitude make him a deserving candidate for the CAPSS Award. With his continued dedication, Rory will undoubtedly continue to achieve great things.



## KILLINGLY PUBLIC SCHOOLS

### Killingly Memorial School

#### Makayla Shay Flores – Grade 4

Makayla Shay Flores has consistently shown a strong commitment to community involvement, including organizing emergency first aid packs for the local homeless population and personally distributing them with care. Makayla also donates clothes, supports local food banks, and contributes to animal shelters, demonstrating her dedication to helping all members of the community.

Makayla's kindness and empathy are evident in her interactions with others. She exhibits patience and understanding when assisting a special needs individual hosted by her family once a month, guiding them through the house. This ability to connect with and support those who are different speaks volumes about her character. At school, she is a compassionate and helpful peer, frequently assisting new students in adjusting to the school environment. Makayla was honored as the September Student of the Month for her dedication to her work, positive attitude, and excellent behavior, becoming a role model for her classmates.

Academically, Makayla is driven to excel and embraces challenges with enthusiasm and determination. Her humble nature allows her to accept feedback and strive for continuous improvement. She has earned top grades and inspired her peers to achieve excellence in their studies. Makayla aspires to attend Harvard University and pursue a career in law. Given her dedication, work ethic, and character, I have no doubt that she will continue to excel in all future endeavors. Makayla is a remarkable student and an outstanding individual, making her a deserving candidate for the CAPSS Award.



## KILLINGLY PUBLIC SCHOOLS

### Killingly Intermediate School

#### Daniel Lobe – Grade 8

I am pleased to nominate Daniel Lobe for the prestigious CAPSS Student Leadership Award. As his teacher, I have had the privilege of watching Daniel grow and thrive in my classroom. He exemplifies the qualities of a true leader, consistently demonstrating respect for others and fostering a positive, collaborative environment. Whether working independently or with peers, he actively listens, values contributions, and promotes inclusivity, creating a supportive atmosphere both inside and outside the classroom.

Daniel excels academically, standing out for his strong writing abilities and remarkable capacity to communicate ideas clearly and persuasively. His critical thinking skills are evident in every assignment, where he consistently analyzes and evaluates material at a high level. This intellectual depth inspires his classmates to engage more meaningfully with the content, fostering a deeper level of academic involvement and encouraging them to strive for excellence.

What truly sets Daniel apart is his natural leadership. He motivates his peers to participate and challenge themselves, always leading by example. Whether offering constructive feedback, supporting classmates, or stepping up to take on leadership roles, Daniel sets a high standard for those around him. His commitment to both his academic and leadership development makes him an outstanding candidate for the CAPSS Student Leadership Award. Looking ahead, Daniel plans to continue fostering his leadership abilities while pursuing further academic growth, confident that he will continue to positively influence those around him.



## KILLINGLY PUBLIC SCHOOLS

### Killingly Intermediate School

#### Paityn Simonds – Grade 8

Paityn is an exceptional student who consistently produces outstanding work. She is focused, determined, and often exceeds expectations. Her maturity and sound decision-making make her an exemplary role model both in the classroom and beyond. Known for her patience and kindness, Paityn is an excellent peer mentor, guiding others with her collaborative spirit. Her leadership, demonstrated through superior work habits and commitment, makes her a respected figure among her peers.

Paityn's success can be attributed to her positive attitude and strong work ethic. She approaches every task with enthusiasm and a can-do spirit, inspiring those around her. Her dedication to excellence, regardless of the task, highlights her perseverance and commitment to personal and academic growth. Paityn's ability to remain motivated and focused makes her a shining example for her peers.

As an active member of the National Junior Honor Society (NJHS), the Forgive and Forget program, and the school basketball team, Paityn has demonstrated a deep commitment to school spirit and community service. Her involvement in these organizations has positively impacted her school community and beyond, fostering growth and connection. Paityn plans to continue contributing to her community and pursuing her academic goals, with a strong focus on leadership and service in her future endeavors.





## KILLINGLY PUBLIC SCHOOLS

### Killingly High School

#### Penelope Fernandes – Grade 12

Penelope Fernandes is an ambitious, creative, kind, and hardworking student who has excelled academically while taking a challenging course load. She has pursued advanced coursework, including AP English, AP Biology, Calculus AB, and honors classes, maintaining a cumulative GPA of 4.1. Despite her demanding schedule, Penelope has actively participated in various community service initiatives and leadership programs.

As a member of a leadership club, Penelope helped develop a survey to assess how stress impacted KHS students. Her team then organized a school wide stress workshop that was well-received for its support and valuable resources. Penelope's commitment to service continued throughout her high school years, where she collaborated with her peers to raise funds for Feeding Florida, create holiday cards for the elderly, and develop a mentoring program for younger students. She also participated in the LINK Crew program, offering mentorship to new KHS students. In her senior year, Penelope assisted a new student with adjusting to the school environment, providing translation support and alleviating the student's stress.

Penelope plans to attend QVCC to study Information Technology or Theater, where she intends to continue her academic growth and personal development. Her leadership skills, dedication to service, and strong work ethic position her to succeed in her future endeavors. Penelope's achievements, including completing over 50 hours of community service, reflect her commitment to helping others while setting herself up for future success. She is a deserving candidate for the CAPSS Superintendent's Student Recognition Award.



## KILLINGLY PUBLIC SCHOOLS

### Killingly High School

#### Noah Reinhart – Grade 12

Noah Reinhart is a compassionate and motivated leader who excels as both a student and a role model. He has shown exceptional dedication to his academic and extracurricular activities, particularly within the Agricultural Education program. As an active member of the local FFA chapter, Noah has served as vice president, leading presentations to over 150 people, advocating for agriculture funding at the state level, and attending various leadership conferences. Additionally, as a member of LINK Crew, he frequently leads student tours and hosts 8th-grade students during shadow days, helping new students feel welcomed and supported.

Noah's leadership extends beyond the classroom, where he is admired by both peers and staff. He is a member of the National Honor Society, where he has contributed to successful blood drives and a fundraiser for breast cancer research. As a student council member, he has played a key role in organizing events such as homecoming, prom, and pep rallies, showcasing his ability to collaborate and lead large-scale projects. Outside of school, Noah works part-time and volunteered to train a new employee, using Google Translate to assist with communication, demonstrating his willingness to help others in any situation.

Noah plans to attend American University to study International Relations, where he intends to continue developing his leadership skills and commitment to making a positive impact. With his dedication to academics, community service, and leadership, Noah is poised for a successful future. His kindness, intelligence, and outgoing personality make him a deserving recipient of the CAPSS Award.

# Killingly Democratic Town Committee

Killingly Connecticut

April 3<sup>rd</sup> 2025

Re: Killingly Board of Education

Board opening created by the passing of Mr. Rovero

Dear Members of the Killingly Board of Education:

I am writing to inform you that Joseph Zarnado, PhD, DC. Has been endorsed by the Killingly Town Committee to fill the vacated seat created by Mr. Rovero's passing.

Dr. Zornado is a dedicated educator and community advocate with extensive experience in academia and public service. I believe his experience and commitment to quality education will serve the Board and our students well during this temporary appointment which extends to November 2025.

Dr. Zornado is a dedicated educator and community advocate with extensive experience in academia and public service. We believe his expertise and commitment to quality education will serve the Board and our students well during this temporary period.

We appreciate your consideration of this matter, and look forward to hearing your decision. Please feel free to reach me at 860-460-4567.



John R. LaBelle, Chairman

Killingly Democratic Town Committee

Copy-Killingly Town Clerk

RECEIVED  
TOWN CLERK, KILLINGLY, CT  
2025 APR -4, AM 10:34  
Elizabeth M. Wilson



# Joseph L. Zornado

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32 Foster Street, Danielson, CT 06239 | (860) 617-2416 | josephzornado@gmail.com

## Professional Summary

Experienced educator, author, and academic leader with a 30+ year record of service in higher education, curriculum innovation, and institutional governance. Demonstrated commitment to democratic values, public education, and collaborative problem-solving. Known for bringing clarity, intellectual rigor, and compassion to complex educational and community conversations. Committed to students, access, and public trust in education.

## Key Leadership Roles

- -Professor of English, Rhode Island College (1995-present)
- - Senior Associate, Office of the Commissioner of Higher Education, RI (2023–2024)
- - Presidential Faculty Fellow in Higher Education Leadership (2022–2023)
- - Chair, General Education Committee, Rhode Island College (2020–2023)
- - Director, Faculty Center for Teaching and Learning, RIC (2010–2013)

## Education

Ph.D., English | University of Connecticut, 1992

M.A., English | San Diego State University, 1989

B.A., English | San Diego State University, 1987

## Teaching & Public Scholarship

- Professor of English, Rhode Island College (1995–present)
- Areas include: Children’s Literature, American Literature, Literature and the Environment, Graduate Seminars, General Education, and First-Year Seminar.
- Published author of multiple books on education, media, social justice, and public discourse.

## Civic & Educational Engagement

- - Frequent invited speaker on education, democracy, and technology (Google, Rhode Island College, regional education conferences)
- - Chair or Member of over 20 institutional committees, including General Education, Assessment, and College Mission and Goals.

- - Advocate for inclusive pedagogy, transparent assessment, and interdisciplinary learning

### **Selected Publications**

- *Cinema and the Dream of the Living Machine* (forthcoming, Routledge)
- *Writing Now: Literacy in the Age of AI* (forthcoming, Springer)
- *The Disaster Film as Social Practice* (Routledge, 2024)
- *Critical Thinking for Social Justice* (Routledge, 2020)
- *Disney and the Dialectic of Desire* (Palgrave Macmillan, 2017)

### **References**

Available upon request

**Business and Non Instructional Operations****Non-Lapsing Education Fund**

The Killingly Board of Education (Board) may request the town's Director of Finance to deposit into a non-lapsing account (Unexpended Education Funds Account) any unexpended funds from the Board's prior fiscal year general operating budget, provided such deposited amount does not exceed two percent (2%) of the total budgeted appropriation for education for such prior fiscal year pursuant to C.G.S. [10-248a](#).

Any expenditure from the Unexpended Education Funds Account shall be:

- (1) made only for educational purposes; and
- (2) shall be authorized by the Board

The Unexpended Education Funds Account shall continue to be maintained in the existing account through the Town, following the accounting of the funds in accordance with Governmental Accounting Standards and Generally Accepted Accounting Principles (GAAP). The account shall be subject to the annual audit as required by State statute. The Board shall review the fund balance on an annual basis.

**Business and Non Instructional Operations**

Non-Lapsing Education Fund (Non-Regional School Districts)

Legal Reference: Connecticut General Statutes

[10-51](#) (d) (2) Fiscal year. Budget. Payments by member towns; adjustments to payments. Investment of funds. Temporary borrowing. Reserve funds. (as amended by PA 21-2, JSS, Section 363)

[10-222](#) Appropriations and budget

[10-248a](#) Unexpended education funds account (as amended by PA 19-117. Section 285)

Public Act 24-45 An Act Concerning Education Mandate Relief, School Discipline and Disconnected Youth (Sections 7-8)

**Policy adopted:**



## **Bylaws of the Board**

### **Time, Place and Notification of Meetings**

#### **Regular Meetings**

Regular meetings of the Board of Education shall be held on the second ~~and fourth~~ Wednesday of each month at 7:00 p.m. at a place to be designated by the Board of Education or such other time and place as the Board may designate by a majority vote at its preceding meeting. The Board of Education will not hold regular meetings during the months of July and August. The Board will not normally schedule meetings during school holidays or vacation periods.

#### **Adjournment**

A time of adjournment for regular meetings will be no later than 11:00 p.m. unless this rule is waived by a two-thirds vote of the Board members present. When time of adjournment is called and discussion and/or action of agenda items has not been completed, the meeting will be carried over to another designated time.

#### **Special Meetings**

The Chairperson or Vice-Chairperson, upon written orders from the Chairperson or at least three (3) members of the Board, shall be empowered to call special meetings and shall give notice of time and place of special meetings and reasons therefore by phone, email or personal delivery to the normal places of abode of all Board of Education members and the Superintendent at least 24 hours before the time of such meeting; members shall confirm receipt by phone or email.

Notice of each special meeting of the Board shall be given not less than twenty-four (24) hours prior to the time of such meeting by filing a notice of the time and place thereof in the Office of the Town Clerk.

A newspaper(s) having general circulation in town shall be notified by the Superintendent at least twenty-four (24) hours prior to the time of said meeting. Agendas will be posted on the Killingly Public Schools' website, [www.killinglyschools.org](http://www.killinglyschools.org).

Legal Reference:      Connecticut General Statutes  
                                 1-21 Meetings of government agencies to be public  
                                 1-21c Mailing of notice of meetings to persons filing written request.  
                                 1-21f Regular meetings to be held pursuant to regulation, ordinance or  
                                 resolution.  
                                 1-21i Denial of access to public records or meetings. Notice. Appeals.  
                                 10-218 Officers. Meetings.

Policy Adopted:      March 10, 1999  
Policy Revised:      November 3, 2010

Killingly Public Schools  
Danielson, Connecticut

*A mandated policy to consider.*

## **Personnel -- Certified**

### **Minimum Duty-Free Lunch Periods for Teachers**

The Board of Education, in compliance with P.A. 22-80, shall provide a minimum 30-minute uninterrupted lunch period for teachers and other certified staff.

Legal Reference: Connecticut General Statutes

PA 22-80 An Act Concerning Childhood Mental and Physical Health Services in School.

Policy adopted:

cps 7/22

*A mandated policy to consider.*

## Students

### Truancy

#### Introduction and Definitions

The District's policy on student truancy shall stress early prevention and inquiry leading to remediation of absences rather than imposition of punitive measures for students. Referral to legal authorities normally shall be made only when local resources are exhausted. For purposes of implementing this policy and for reporting purposes regarding truancy, the District will utilize the State Board of Education approved definitions of "excused," "unexcused," and "disciplinary" absences.

**"Truant"** shall mean a student age five to eighteen, inclusive, who has four unexcused absences in any one month, or ten unexcused absences in one school year.

**"In attendance"** shall mean a student if present at his/her assigned school, or an activity sponsored by the school (e.g., field trip), for at least half of the regular school day. ~~A student is also~~ **A student is considered** in attendance if ~~the student is a~~ **they are** participating in statutorily authorized remote learning as determined through a combination of: ~~synchronous virtual classes, synchronous virtual meetings, activities on time-logged electronic systems, and/or the completion and submission of assignments, for at least half of the regular school day.~~ **tutoring or expulsion program at Central Office on Westfield Avenue.** A student who is serving an out-of-school suspension ~~or expulsion~~ should always be considered absent.

**"Chronically absent child"** is an enrolled student whose total number of absences at any time during a school year is equal to or greater than ten percent of the total number of days that such student has been enrolled at such school during such school year.

**"Absence"** means an excused absence, unexcused absence or disciplinary absence, as those terms are defined by the State Board of Education pursuant to C.G.S. 10-198b.

**"Mental health wellness day"** means a school day during which a student attends to his/her emotional and psychological well-being in lieu of attending school. Such days must be **no more than two** nonconsecutive **days**.

**"District chronic absenteeism rate"** means the total number of chronically absent children in the previous school year divided by the total number of children under the jurisdiction of the Board of Education for such school year.

**"School chronic absenteeism rate"** means the total number of chronically absent children for a school in the previous school year divided by the total number of children enrolled in such school for such school year.



## Students

### Truancy

#### Remediation of Truancy

School personnel shall seek cooperation from parents or other persons having control of such child and assist them in remedying and preventing truancy. The Superintendent of Schools shall develop regulations which will detail the following school district obligations under the district's truancy policy.

1. Notify parents annually of their obligations under the attendance policy.
2. Obtain telephone numbers for emergency record cards or other means of contacting parents or other persons having control of the child during the school day.
3. Establish a system to monitor student attendance.
4. Make a reasonable effort by telephone, email, ~~by mail~~ and text to notify parents or other persons having control of the child, enrolled in grades kindergarten through ~~eight~~ twelve, inclusive, when a child does not arrive at school and there has been no previous approval or other indication which indicates parents are aware of the absence. *(Note: Persons who in good faith give or fail to give notice pursuant to this section shall be immune from any liability, civil or criminal, which might otherwise be incurred or imposed and shall have immunity with respect to any judicial proceeding which results from such notice or failure to give notice.)*
5. Identify a student as "truant" when the student accumulates four unexcused absences in any month or ten in a school year.
6. Identify a student as "chronically absent" when the student accumulates a total number of absences at any time during a school year that is equal to or greater than ten percent of the total number of days that such student has been enrolled at the school during the school year.
7. Appropriate school staff meet with parents of a child identified as truant or chronically absent to review and evaluate the situation, within ten days of such designation. Such meeting may involve the school or District Attendance Team.

Students so identified may be subject to:

- (a) retention in the same grade to acquire necessary skills for promotion or retention.
  - (b) a requirement to complete a summer school program successfully before being promoted to the next grade.
8. When a petition is filed, an educational evaluation of the truant student shall be done by appropriate school personnel if no such evaluation has been performed within the preceding year.
  9. Each child who is truant shall be evaluated to determine if additional behavioral health interventions are necessary for the well-being of the child. Provide coordination of services and refer "truants" to community agencies which provide child and family services.

## **Students**

### **Truancy (continued)**

#### **Remediation of Truancy (continued)**

10. If in existence, refer the child to the children's probate court truancy clinic.
11. Provide notice to the parent(s)/guardian(s) the information concerning the 2-1-1 Infoline and other pediatric mental and behavioral health screening sources and tools provided by the State Department of Education.

The Board shall implement a truancy intervention model identified by the Connecticut State Department of Education (SDE) for any school within the District that has a disproportionately high rate of truancy, as identified by the Commissioner of Education. The intervention models must also address the needs of students with disabilities. Parents or other persons having control of each child shall be notified of such truancy model.

### **Chronic Absenteeism**

The Board of Education, in compliance with statute, requires the establishment of attendance review teams when chronic absenteeism rates in the District or at individual schools in the District meet the following circumstances:

1. A District team must be established when the District's chronic absenteeism rate is 10 percent or higher.
2. A school team must be established when the school chronic absenteeism rate is 15 percent or higher.
3. A team for either the District or each school must be established when (a) more than one school in the District has a school chronic absenteeism rate of 15 percent or higher or (b) a District has a District chronic absenteeism rate of 10 percent or higher and one or more schools in the District have a school chronic absenteeism rate of 15 percent or higher.

The membership of attendance review teams may consist of school administrators, guidance counselors, school counselors, school social workers, teachers, chronically absent children, parents or guardians of chronically absent children, and representatives from community-based programs who address issues related to student attendance by providing programs and services to truants.

Each attendance review team shall be responsible for reviewing the cases of truants and chronically absent children, discussing school interventions and community referrals for such truants and chronically absent children and making any additional recommendations for such truants and chronically absent children and their parents or guardians. Each attendance review team shall meet at least monthly.

In the calculation of the District's chronic absenteeism rate and the school chronic absenteeism rate, a student's engagement, in grades K-12, in remote virtual learning shall be excluded if such engagement accounts for not less than one-half of the school day. In addition, the calculation of chronic absenteeism rates shall exclude absence resulting from a student taking a mental health day pursuant to P.A. 21-46.



## Students

### Truancy

#### Chronic Absenteeism (continued)

The District shall utilize the chronic absenteeism prevention and intervention plan developed by the State Department of Education when it becomes available. Such plan must include the means for collecting and analyzing data relating to student attendance, truancy and chronic absenteeism. The data must be disaggregated by school district, school grades and subgroups such as race, ethnicity, gender, eligibility for free and reduced priced lunches, students whose primary language is no English, and student with disabilities.

The District shall annually include in information for the strategic school profile report for each school and the District that submitted to the Commissioner of Education, data pertaining to truancy and chronically absent children.

~~The Principal or his/her designee of any elementary or middle school located in a town/city designated as an alliance district may refer to the children's truancy clinic established by the Probate Court serving the town/city, a parent/guardian with a child defined as a truant or who is at risk of becoming a truant. (An attendance officer or a police officer shall deliver the citation and summons and a copy of the referral to the parent/guardian.)~~

(cf. 5113 – Attendance)

Legal Reference:      Connecticut General Statutes  
                                  10-184 Duties of parents.  
                                  10-198a Policies and procedures concerning truants  
                                  10-198b State Board of Education to define “excused absence”,  
                                  “unexcused absence”, and “disciplinary absences”  
                                  10-198c Attendance review teams  
                                  10-198d Chronic absenteeism  
                                  10-198e Identification of truancy identification models  
                                  10-199 through 10-202 Attendance, truancy in general.  
                                  45a-8c Truancy clinic. Administration. Policies and procedures. Report.  
                                  10-220(c) Duties of boards of education.  
                                  10-202e-f Policy on dropout prevention and grant program.  
                                  10-221(b) Board of education to prescribe rules.  
                                  PA 22-47 An Act Concerning Children’s Mental Health  
                                  *Campbell v New Milford*, 193 Conn 93 (1984).  
                                  *Action taken by the State Board of Education on January 2, 2008, to*  
                                  *define “attendance.”*  
                                  *Action taken by the State Board of Education on June 27, 2012, to define*  
                                  *“excused and “unexcused” absences.*  
                                  *Action taken by the State Board of Education on September 7, 2022 to*  
                                  *amend the definition of “in attendance.”*

Policy adopted:



**Regular Meeting  
KILLINGLY BOARD OF EDUCATION  
Wednesday, March 26, 2025  
7:00 PM  
Central Office, Conference Room A  
79 Westfield Ave., Killingly, CT 06239**

**MINUTES**

**Present:** Laura Dombkowski, Susan Lannon, Kelly Martin, Misty Murdock, Kyle Napierata.  
Student Board Member, Melody Hutchinson.  
**Absent with Notification:** Kevin Marcoux, Laura Lawrence, Meredith Giambattista

**Guests:** Superintendent Susan Nash, Assistant Superintendent Jeff Guiot and Recording Secretary Keely Doyle.

**1. CALL TO ORDER & PLEDGE OF ALLEGIANCE**

Board Chairperson, Susan Lannon called the meeting to order at 7:00pm. Melody Hutchinson led the Pledge of Allegiance.

**2. ROLL CALL-** See above

**MOTION:** by Misty Murdock, seconded by Kelly Martin to move agenda item #9, Public Comment after Recognition of Visitors .  
**Unanimous  
Motion Carries**

**MOTION:** by Kelly Martin, seconded by Kyle Napierata to add to the agenda an Executive Session to Interview KIS & KHS Principal finalists after agenda items 5 & 6  
**Unanimous  
Motion Carries**

**3. BOARD SHOUT-OUTS-** No shout-outs.

**4. RECOGNITION OF VISITORS**

a. March 2025, Employee of Month - J. Lepire

Ms. Lepire started at KIS as the administrative assistant to the Assistant Principals. A few months later Ms. Lepire was hired for the position of Principal's Administrative Assistant. She has made the job of the KIS principal so much easier to manage. Her oversight and knowledge of the budget and budget process has been invaluable. Her connections to the community and love of community are noteworthy. She is dedicated and a team player.

**5. PUBLIC COMMENT**

Christopher Torres signed up for Public Comment but was not present when his name was called.

**6. EXCELLENCE IN EDUCATION: TEACHING & LEARNING SHOWCASE**

Ms. Susan Lannon announced that this will be a new standing agenda item.

1<sup>st</sup> grade KCS teacher, Carrie Blackmar and 8<sup>th</sup> grade KIS Science teacher, Jill Zangerl shared news about a recent collaboration between the two schools which was very successful. Students in 1<sup>st</sup> grade went to the KIS planetarium to learn about stars, planets and constellations. Astronomy is included in a unit of the 1<sup>st</sup> grade CKLA curriculum. 8<sup>th</sup> grade students led the 1<sup>st</sup> grade students on a tour of the building. Teachers and students loved this experience and asked if they could schedule more learning time in the planetarium.

**7. EXECUTIVE SESSION TO INTERVIEW KIS AND KHS FINALISTS.**

**MOTION:** by Misty Murdock, seconded by Kelly Martin to enter into Executive Session to interview potential KIS & KHS principal finalists with invite to Superintendent Nash, Mr. Guiot, Kim Burnham, Melody Hutchinson and finalists.  
(finalists will be invited to the room individually, for interview, after the Board is briefed)

**Unanimous**  
**Motion Carries**

The Board entered Executive Session at 7:10PM.

The Board came out of executive session and resumed their regular meeting at 8:00PM.

**8. POSSIBLE APPOINTMENT OF KHS PRINCIPAL, EFFECTIVE JULY 1, 2025**

**MOTION:** by Misty Murdock, seconded by Kelly Martin to authorize the Superintendent to enter into contract with Carrie Apanovitch as Principal of KHS, effective July 1, 2025.

**Unanimous**  
**Motion Carries**

**9. POSSIBLE APPOINTMENT OF KIS PRINCIPAL, EFFECTIVE JULY 1, 2025**

**MOTION:** by Kyle Napierata, seconded by Misty Mursdock to authorize the Superintendent to enter into contract with Matt Sierakowski as Principal of KIS effective, July 1, 2025.

**Unanimous**  
**Motion Carries**

**10. REPORT BY STUDENT BOARD MEMBERS**

**GECC:**

Goodyear continues to welcome guest readers for the month of March. Parent/teacher conferences were held on March 14th, with 97% of parents attending. Enrollment for the 25-26 school year has begun.

**KCS:**

There will be no school for KCS students on March 28. KCS staff will be participating in trauma-informed training, learning strategies to support students.



Kindergarten enrollment has commenced for the 2025/2026 school year. Students must turn 5 on or before September 1<sup>st</sup> for entry. Kindergarten orientation will be on April 9<sup>th</sup> at 5:00pm. Childcare & dinner will be provided.

**KIS:**

KIS spring sports try-outs are off and running, especially for our track and field team. Over 100 students tried out in conjunction with Spring after school clubs, with 200 students looking to participate in after school activities.

KIS would like to donate one more well to an African community in Uganda. KIS has provided 3 communities with fresh water due to the generosity of the Killingly community. There are plaques on each of these wells thanking Killingly Intermediate School and the Killingly community.

**KHS** will be hosting the State Technology Student Association Conference and competition on Saturday, March 29<sup>th</sup>. Mr. Hutson and KHS TSA students will welcome and host over 250 students at this conference.

Penelope Fernandez & Noah Reinhart were recognized by Dr. Nash at the Connecticut Association of Superintendent's Public Schools (CAPSS) Student Leadership Ceremony on Tuesday, March 25. The CT SAT School Day is on April 3<sup>rd</sup>.

The KHS Drama department will be performing "Annie" this year. The play will run May 1<sup>st</sup> through May 3<sup>rd</sup>. Information will be sent out about tickets and showtimes in April.

**11. BOARD CHAIRPERSON, COMMITTEE & LIAISON UPDATES**

- a. Curriculum Committee- Meeting scheduled for April 9<sup>th</sup> at 6:00PM
- b. Facilities Committee- Mr. Guiot shared that hopefully Facilities will be meeting next week to discuss updates to the Access road
- c. Fiscal Committee- No Updates
- d. Personnel Committee- No updates.
- e. Policy Committee-Misty Murdock shared that a meeting is scheduled for April 2<sup>nd</sup> at 4:45PM
- f. AdHoc Committee to Discuss District-wide Bullying- No Updates.
- g. AdHoc Committee to Discuss School Mascot- No Updates

**12. MONTHLY FINANCIAL REPORT**

Business Manager of Financial Affairs, Ms. Christine Clark shared some highlights from the February 2025 financial report. As of 2/28/25 expenditures and encumbrances total \$31,122, 241 or 65.68% of the budget. Projections show possible salary savings of \$350,000 and benefits savings of \$384,000, mostly due to vacated positions. Savings will help offset a deficit of approximately \$652,000 in the special education outplacement tuition accounts.

Excess cost reimbursement could be 78.8% but until confirmed, the district will assume a 70% reimbursement rate. Ms. Clark's report included a chart showing calculations based on excess cost reimbursement, total projected local & agency placement costs.

Total estimated cost for SROs & ASOs is \$400,587. Reimbursement from the town is anticipated. The district will continue to monitor unpaid meal charges which is about \$39,000 at this time. Ms. Clark will look into all possible funding sources to cover this debt.

There are three outstanding purchase orders totaling \$82,686 from the 2023-24FY.

Spirol donated \$15,000 to support the KHS robotic student competition.

Ms. Kelly Martin asked Superintendent Nash for the upcoming dates for town budget meetings. Dr. Nash Superintendent shared those dates with the Board.



### 13. REVIEW AND POSSIBLE ACTION REGARDING MONTHLY CHECK AUTHORIZATION

**MOTION:** by Kelly Martin, seconded by Misty Murdock to approve the monthly check authorization as presented.  
**Unanimous**  
**Motion Carries**

### 14. SUPERINTENDENT'S UPDATE

a. Discipline Report

Superintendent Sue Nash gave the Board a report regarding bullying and discipline at KHS & KIS. Comparison data was reflected in the presentation for years 2023-24 & 2024-25.

Student incidents were broken down into 12 categories. These included physical aggression, (with injury and no injury) cell phone, class cuts, insubordination, disruptive behavior, Physical aggression (rough housing, instigation, weapons, assault, fighting)

Student incidents significantly declined in most categories. Incidents with cell phone use at the high school showed a slightly higher number of incidents due to a new cell phone use policy that was approved and implemented this year.

Roughhousing and assault incidents showed a slight increase at KIS.

Bullying reports in both schools showed a slight increase. The increase is most likely due to making the process of reporting bullying easier. In the later part of last school year, banners were purchased and placed throughout the schools. The banners have a QR code that students can scan with a cell phone taking them directly to an electronic bullying report form. This was the intent of getting the banners.... to help students report bullying easier and quicker.

Students are required to sign out electronically when they leave their classroom to use the bathroom. Teachers and admins have access to view and monitor the amount of time that a student is out of the classroom through the "Dashboard" platform. Bathrooms are also monitored by SROs and some bathrooms are locked during specific times of the day. The hiring of SROs is making a difference in lowering student incidents in the bathrooms. During classtime there appears that the hallways have less student traffic, which is a good indication that we are headed in the right direction.

### 15. CONSENT AGENDA

a. March 12, 2025 Board Meeting Minutes

**MOTION:** by Kyle Napierata, seconded by Laura Dombkowski to approve the March 12, 2025 Board of Education Minutes.  
**Unanimous**  
**Motion Carries**

### 16. ADJOURNMENT

**MOTION:** by Kyle Napierata, seconded by Misty Murdock to adjourn at 8:32PM  
**Unanimous**  
**Motion Carries**

Respectfully submitted by,  
*Keely Doyle*  
Recording Secretary





<b>Agency and Sp. Ed. Placements</b>	
<b>Agency-Out of District</b>	
<b>DOMUS</b> -Litchfield, CT	<b>1</b>
<b>Agency Total</b>	<b>1</b>
<b>Local- Out of District</b>	
<b>ASD</b> (American School for the Deaf), West Hartford, CT	<b>1</b>
<b>ARC of NE CT</b> - Danielson, CT	<b>1</b>
<b>Bradley School New London</b> - New London, CT	<b>4</b>
<b>Bradley School Windham</b> -Thompson, CT	<b>4</b>
<b>CREC Birken</b> - Bloomfield,CT	<b>3</b>
<b>CREC Riverstreet</b> - South Windsor, CT	<b>2</b>
<b>EASTCONN EVC</b> -Willimantic, CT	<b>3</b>
<b>EASTCONN NRP</b> - Danielson, CT	<b>5</b>
<b>EASTCONN Transition</b> - Willimantic, CT	<b>2</b>
<b>Home Tutoring</b>	<b>1</b>
<b>High Road</b> - Danielson, CT	<b>2</b>
<b>Horizons</b> - Windham, CT	<b>1</b>
<b>Learning Clinic</b> - Brooklyn,CT	<b>3</b>
<b>Natchaug Joshua Center</b> - Danielson, CT	<b>3</b>
<b>Ocean Learning Academy</b> , New London, CT	<b>3</b>
<b>Project Genesis</b> - Windham, CT	<b>13</b>
<b>Sargent Rehabilitation Center</b> , Providence, RI	<b>1</b>
<b>Susan Wayne Center</b> - Thompson, CT	<b>3</b>
<b>Waterford Country School</b> - Quaker Hill, CT	<b>3</b>
<b>Local Out of District Total</b>	<b>58</b>
<b>Agency</b>	<b>1</b>
<b>Total</b>	<b>59</b>



It is with immense pride and gratitude that we recognize Cindy Miller as our Employee of the Month!

This recognition has been in the planning process for well over a year. Last year we chose to recognize Cindy, however she left KHS for another position before our employee of the month recognition. Cindy missed us so much that she returned to KHS late last year. We were so excited to welcome her back. Cindy's skills, knowledge, bright smile, sense of humor and caring demeanor were greatly missed.

Cindy is truly the backbone of the school counseling department at KHS. Cindy's dedication, unwavering work ethic, and tireless contributions have made an impact on the entire school community, from the administration and staff to the students and families. Without hesitation Cindy communicates with administration to ensure we are well informed about all aspects of registration, PowerSchool and data. We cannot fully express how much we appreciate and value Cindy's collaboration, enthusiasm, compassion, and professionalism.

One of the things that sets Cindy apart is her remarkable ability to engage and connect with everyone. Whether it's a quick question or a challenging situation, Cindy handles it with kindness, patience and a wonderful sense of humor that brightens anyone's day. Cindy's presence has a way of lifting the spirits of all those around her, and she brings a lightness to even the most stressful days. This past summer during intense meetings when navigating the development of the master schedule, Cindy would always lighten the discussion with her wonderful sense of humor. The whole team would break out in laughter, which usually ended with problem-solving an issue in PowerSchool.

Cindy is always proactive, constantly taking the initiative to ensure that everything runs smoothly each day. Cindy goes above and beyond in supporting not just the administrative team, but also the teachers, staff, students, and families. Cindy is always there with a helping hand or a listening ear, and she approaches every task with a positive attitude. Cindy has the unique ability to make everyone feel valued and supported, no matter the circumstances. We frequently go to Cindy to ask how to pull data from PowerSchool. Cindy drops everything to assist me pulling the data or getting the information needed.

It's rare to find someone who possesses all of these qualities—professionalism, humor, initiative, collaboration, compassion, and kindness—in such abundance. Cindy truly goes above and beyond in everything she does, and her impact on KHS is immeasurable. We are incredibly fortunate to have Cindy as part of our team at KHS!