Board of Education

5 Minortown Road ~ Woodbury, CT 06798

www.ctreg14.org

Mission: The mission of Connecticut Region 14 Schools is to educate all students to their highest level of academic potential and to teach them the skills and knowledge to become capable, creative, collaborative lifelong learners and responsible members of the world community.

Board of Education Goals:
Academic Performance - The district will strive to improve academic performance for all students on multiple assessment indicators and the staff will be committed to continuous improvement.
Communication - Region 14 will develop partnerships with all stakeholders in the school community to highlight the exemplary programs the district offers
Safety - Region 14 will provide safe and secure facilities equipped with technology, enabling a 21st century learning environment that supports the values of the district
Budget - Region 14 will prepare a budget that meets the needs of every student and communicates the needs and priorities of Region 14 in a clear and concise manner.

A G E N D A

Regular Meeting of the Region 14 Board of Education
Monday, May 5, 2025; 6:05 p.m. (Immediately Following District Meeting)
Mitchell Elementary School
Flanders Room

I. Call to Order……..…..James Crocker

II. Pledge of Allegiance……...James Crocker

III. Introductions…….…….…….James Crocker

IV. Approval of Minutes (Action Anticipated)…….James Crocker
  A. Regular Meeting, Monday, April 7, 2025

V. Superintendent's Report
  A. Student Representative Report
  B. TAG/National Geography Bee Regional Winner
  C. Region 14 Staff Appreciation

VI. Committee Reports

A. Policy Committee

On a recommendation by the Policy Committee to accept/approve the following polices (Second Read, Action Anticipated)

1. Policy P4111/4211 Recruitment and Selection
2. Policy 4134 Tutoring

VII. Board Chair's Comments

VIII. Privilege of the floor

The Board of Education will recognize citizens of Bethlehem and Woodbury, any parent/guardian of a child enrolled in the Region 14 School District, or any current employee of the Region 14 School District who are asked to state their name and town of residence and to please limit comments to three (3) minutes. Up to 21 minutes of statements per topic are allowed. All comments should be addressed to the Board of Education Chair. Decorum will be enforced.

IX. Old Business

X. New Business

A. Discussion and possible action on ratification of the following Region 14 bargaining agreements (Executive Session Anticipated)

1. Discussion and possible action on ratification of collective bargaining agreement between the Nonnewaug Regional School District No. 14 and Teamsters Local Union No. 443 International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and helpers of America covering the period of July 1, 2025 through June 30, 2029.

2. Discussion and possible action on ratification of collective bargaining agreement between the Nonnewaug School District #14 and the Local 1303- 247 of Council #4 AFSCME, AFL-CIO; Nonnewaug School Nurses for the period of July 1, 2025 to June 30, 2029.

3. Discussion and possible action on ratification of proposed collective bargaining agreement between the Regional School District No. 14 Board of Education and the Nonnewaug Instructional Support Union Local 1303-443 of Council 4, AFSCME, AFL-CIO for the period of July 1, 2025 to June 30, 2029.

B. Region 14 School District Pension Plan Discussion (Action Anticipated)

C. Superintendent's Evaluation/Employment (Executive Session Anticipated/Action Anticipated)

XI. Other Business

XII. Adjournment

Minutes
Regular Meeting of the Region 14 Board of Education
Monday, April 7, 2025; 6:00 p.m.
Bethlehem Elementary School
Library

Present:
Jim Crocker, Chairman
Chris Matta
Carol Ann Brown
Alice Jones
Michael Carbonneau
Caren Lipinski

Absent:
Tikva Rose
Chris Griffin

Also Present:
Brian Murphy, Superintendent
Tina Tanguay, Director of Finance and Operations
Addison Bushka, Student Representative
Maia Colavito, Student Representative

I. Call to Order

Chairman Crocker called the meeting to order at 6:00 p.m.

II. Pledge of Allegiance/Introductions

The Pledge of Allegiance was recited and acquaintances were made

III. Approval of Minutes

A. Regular Meeting, Monday, March 3, 2025

A motion was made by Jim Crocker and seconded by Caren Lipinski to accept/approve the minutes as presented, Michael Carbonneau abstained, motion carried.

B. Regular Meeting (Budget Workshop #1) Monday, March 10, 2025

A motion was made by Jim Crocker and seconded by Carol Ann Brown to accept/approve the minutes as presented, all in favor, none opposed, motion carried unanimously.

C. Budget Presentation to the Boards of Selectmen and Boards of Finance of the Towns of Bethlehem and Woodbury dated Monday, March 24, 2025

A motion was made by Jim Crocker and seconded by Alice Jones to accept/approve the minutes as presented, Michael Carbonneau abstained, motion carried.

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The Regional School District 14 Board of Education does not discriminate on the basis of race, color, religion, marital status, national/ethnic origin, age, sex, gender identity or expression, sexual orientation, or disability in its programs, activities, and employment practices as set forth in compliance with the Office of Civil Rights, Title VI, Title IX, and Section 504. Any person having inquiries concerning Regional School District 14 Public Schools' compliance with Section 504, Title VI or Title IX should contact Dina Ericson, Director of Student Services, Regional School District 14, 5 Minortown Road, PO Box 469, Woodbury, CT 06798 (203) 263-6356

D. Public Hearing dated Tuesday, March 25, 2025

A motion was made by Jim Crocker and seconded by Chris Matta to accept/approve the minutes as presented, Michael Carbonneau abstained, motion carried.

IV. Superintendent's Report

A. Board of Education Student Representatives' Reports:

Addison Bushka and Maia Colavito reported on events across the district

- Nonnewaug High School hosted senior art showcase at Woodbury Public Library
- NEASC visited Nonnewaug High School on March 24-25 for decennial accreditation check
- NHS Spanish trip departing April 10
- Woodbury Middle School production of *Frozen Junior* scheduled for April 8-9
- MES celebrated Dr. Seuss Week with guest readers and kicked off "One Book One School" month
- BES preparing for College and Career Week starting April 21 with Senator Berthel teaching about government
- Career fair scheduled at BES on Friday, April 25 at 2:15 p.m.

B. Student Award Presentation

Woodbury Middle School student Madelyn Taylor was recognized as a finalist in the School Gear Swag Design Challenge for her "MuchMates" design. Mr. Norm Goldstein, Chief Executive Officer of EduNetwork Partners, presented Madelyn with a certificate. A personalized backpack and portfolio are forthcoming. Students who become finalists will participate as focus group for new products developed by HIT Promotion. Madelyn was recognized as the youngest participant and only non-high school student in the national contest.

Ms. Brenda Williams was also acknowledged for her "commitment to fostering a stimulating and engaging learning environment."

C. Woodbury-Bethlehem Community Music Foundation Presentation

Ms. Jan Maki, President, and Mr. Bill Geddes, Founder and Past President of the Woodbury-Bethlehem Community Foundation as well as Ms. Peg Sheehan presented Woodbury Middle School with a $2,500. Jamie O'Dell received the $2,500 community grant from Woodbury Bethlehem Music Foundation on behalf of Region 14. The grant will support High Note Music Festival where student groups prepare 20 minutes of music and receive feedback from expert adjudicators.

The foundation is celebrating its 20th year supporting music education in the community and has distributed over $200,000 in community grants.

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D. Nonnewaug High School NEASC Update

- NEASC visited Nonnewaug High School on March 24-25 for decennial accreditation check
- Priority areas included Vision-of-a-Learner, Common Planning Time, Advisory (Chiefs), Curriculum, SST, and School Development Plan
- NEASC accreditation visit showed significant progress in all six priority areas with final accreditation decision expected by end of school year
- Key improvements included adoption of Portrait of a Graduate, common planning time for teachers, advisory program meeting weekly instead of monthly, curriculum revisions, and student success team implementation

V. **Committee Reports**

A. Finance Committee

- Current revenues at $31,884,902 or 77.23% of budget
- Current expenditures at $30,415,229 or 73.67% of budget
- All Vo-ag tuition has been collected

1. **Discussion of District Projects (Action Anticipated)**
   Board approved three capital projects, which will come from the Capital Reserve Fund:
   - Irrigation system for WMS ball field at estimated cost of $115,000
   - Updates to WMS tennis courts at estimated cost of $62,000
   - New furniture for elementary schools and WMS at estimated cost of $25,000

A motion was made by Jim Crocker and seconded by Michael Carbonneau to accept/approve the district projects as presented, all in favor, none opposed, motion carried unanimously.

2. **Teacher Retirement Proposal (Possible Action)**
   - Proposal for teachers with 25+ years in State Teachers' Retirement Board (not all need to be in Region 14)
   - Teachers will receive $8,000 per year for 3 years
   - Available for the first ten teachers who qualify
   - Savings reserved for unanticipated out-placement costs

A motion was made by Jim Crocker and seconded by Michael Carbonneau to accept/approve the Teacher Retirement Proposal as presented, all in favor, none opposed, motion carried unanimously.

B. Curriculum Committee

On a recommendation by the Curriculum Committee to approve the following curricula: (Action Anticipated)

1. **Ag Engineering Grade 10**
   A motion was made by Jim Crocker and seconded by Caren Lipinski to accept/approve the curriculum as presented, all in favor, none opposed, motion

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carried unanimously.

2. **Equine Science (11/12) Comprehensive Care and Management of Equine Animals**
   A motion was made by Jim Crocker and seconded by Michael Carbonneau to accept/approve the curriculum as presented, all in favor, none opposed, motion carried unanimously.

3. **Equine Science (11/12) Equine Biology and Evolution**
   A motion was made by Jim Crocker and seconded by Caren Lipinski to accept/approve the curriculum as presented, all in favor, none opposed, motion carried unanimously.

4. **Digital Design I**
   A motion was made by Jim Crocker and seconded by Chris Matta to accept/approve the curriculum as presented, all in favor, none opposed, motion carried unanimously.

5. **AP Calculus AB**
   A motion was made by Jim Crocker and seconded by Alice Jones to accept/approve the curriculum as presented, all in favor, none opposed, motion carried unanimously.

C. Textbook Proposal

1. **AP Environmental Science Textbook**
   A motion was made by Jim Crocker and seconded by Michael Carbonneau to accept/approve the textbook as presented, all in favor, none opposed, motion carried unanimously.

D. Policy Committee

On a recommendation by the Policy Committee to approve the following polices, first read, no action anticipated. The policies will be brought before the Board for a second read at their next regular meeting in May.

1. Policy 4134 Tutoring
2. Policy 4111/4211 Recruitment and Selection

VI. Board Chair Comments

Chairman Crocker comments included:

- Region 14 has made significant progress
- Region 14 is in the top 27% of all schools in the State of Connecticut
- Superintendent Murphy is doing a great job
- Projects include Curriculum and Policy review
- Bethlehem Elementary School a 23/24 “School of Distinction” according to Accountability Index
- Mitchell Elementary School a 21/22 and 22/23 “School of Distinction” according

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to Accountability index

VII. Privilege of the Floor

There was none

VIII. Old Business

There was none

IX. New Business

A. Discussion/possible action on Budget for 2025/2026

Jim Crocker moved that the Region 14 Board of Education approve and adopt the Superintendent's proposed budget for the fiscal year 2025/2026 in the amount of $43,346,298 as presented to the Board, seconded by Chris Matta, all in favor, none opposed, motion carried unanimously.

B. Calling of Referendum (action anticipated)

Jim Crocker moved that the Board of Education schedule and warn the Annual District Meeting for Monday, May 5, 2025 at 6:00 p.m. in the Flanders Room at Mitchell Elementary School, 14 School Street, Woodbury, CT concerning the 2025/2026 budget, with said meeting to be adjourned to a referendum on Tuesday, May 6, 2025 from 6:00 a.m. to 8:00 p.m. in the Towns of Bethlehem and Woodbury, CT, seconded by Chris Matta, all in favor, none opposed, motion carried unanimously.

C. Approval of Explanatory Text (action anticipated)

Jim Crocker moved that the Secretary of the Board of Education is authorized, in such official's discretion, to prepare and cause to be printed and distributed explanatory text and other neutral printed materials regarding the 2025/2026 budget referendum scheduled for Tuesday, May 6, 2025, with such explanatory text and other neutral printed materials subject to the review and approval of the District's legal counsel and to be prepared and distributed in accordance with Section 9-369b of the Connecticut General Statutes, seconded by Chris Matta, all in favor, none opposed, motion carried unanimously.

D. Community Notification (action anticipated)

Jim Crocker moved that the Chairman of the Board of Education is authorized, in such official's discretion, to request and cause the Superintendent of Schools to use the District's community notification system to provide notice of the referendum, in accordance with Section 9-369b of the Connecticut General Statutes, seconded by Chris Matta, all in favor, none opposed, motion carried unanimously.

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E. Nonnewaug High School Graduation Date for the Class of 2025: Saturday, June 14, 2025 with a rain date of Sunday, June 15, 2025

A motion was made by Jim Crocker and seconded by Carol Ann Brown to accept/approve the Nonnewaug High School Graduate date and rain date as presented, all in favor, none opposed, motion carried unanimously.

X. Other Business

XI. Adjournment

A motion was made by Jim Crocker and seconded by Chris Matta to adjourn the meeting at 7:18 p.m., all in favor, none opposed, motion carried unanimously.

Respectfully Submitted,



Patricia Paige
Board Clerk
Recorded and filed subject to Board of Education approval by: Patricia Paige, Board Clerk
Minutes created with assistance of Circleback AI"

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Personnel -- Certified/Non-Certified

Recruitment and Selection

The Board desires the Superintendent to develop and maintain a recruitment program designed to attract and hold the best possible personnel who are "effective teachers" as defined by federal law in the District's schools. All District teachers must meet applicable state certification and licensure requirements, including any requirements for certification obtained through alternate routes to certification.

The school district recognizes the heterogeneity of the people who live in the school district and believes that this characteristic should have an important bearing on all aspects of the school district's activities.

The Board of Education believes it is especially important that this heterogeneity of population be recognized in the recruitment and assignment of personnel.

To this end, the Board of Education shall develop and implement a written plan for minority staff recruitment. The administration is directed to make a serious effort to see that the recruitment procedures of the district produce a total staff representative of the total population of the district and that the assignment procedures of the district bring to each school staff members representative of the population represented by the student membership in each local school.

The schools shall engage in fair and sound personnel practices in the appointment of all district employees. The administration shall be responsible for establishing recruitment, selection and appointment procedures.

The Superintendent shall insure that the District is in compliance with the provisions of Title I and the Every Student Succeeds Act. Manuals and handbooks shall comply with federal law as to the qualifications for instructional personnel. Parents/guardians of students in Title I schools shall be informed annually, at the beginning of each school year, of their right to request information about whether their child's teacher has met state qualifications and licensing criteria for the grade levels and subject areas in which the teacher provides instruction; is teaching under emergency or other provisional status through which state qualifications or licensing criteria have been waived; and is teaching in the field of discipline of the certification of the teacher. The qualifications of services provided by paraprofessionals shall also be provided. Timely notices shall also be provided to parents/guardians that the student has been assigned, or has been taught in a Title I school for 4 or more consecutive weeks by a teacher who does not meet applicable state certification or licensure requirements at the grade level and subject area in which the teacher has been assigned.

Personnel -- Certified/Non-Certified

Recruitment and Selection (continued)

Hiring of Retired Teachers

A **retired** teacher receiving benefits from the Teachers Retirement Board (TRB) may be reemployed by the Board for up to one full school year in a position (1) designated by the Commissioner of Education as a subject shortage area, or (2) at a school located in a priority school district for the school year in which the teacher is being employed. Such employment may be for up to one full school year. Such reemployment may be extended for an additional school year, provided the Board (a) submits a written request for approval to the Teachers' Retirement Board, (b) certifies that no qualified candidates are available prior to the reemployment of such teacher and (c) indicates the type of assignment to be performed, the anticipated date of rehire and the expected duration of the assignment. The forty-five percent limitation applies, as described below, if the retired teacher described in this paragraph, works in excess of two years in either a subject shortage area and/or in a school in a priority school district.

The salary of such teacher shall be fixed at an amount at least equal to that paid other teachers in the District with similar training and experience for the same type of service.

Except as indicated in the first paragraph in this section, a certified educator receiving retirement benefits from the Teachers Retirement Board (TRB) may not be employed in a certified position receiving compensation paid out of public money appropriated for school purposes except that such educator may be employed in such a position and receive no more than forty-five percent of the maximum salary level for the assigned position. Any certified educator who receives in excess of such amount shall reimburse the Board for the amount of such excess. Fringe benefits offered by the District, if taken by the employed retired individuals, are included in the maximum compensation. The individual can continue to pay TRB for health insurance as a retired member in the same manner as prior to the post retirement employment. (Health insurance from the Board is not legally required to be offered.)

(cf. 4115 – Evaluation)

Legal Reference: Connecticut General Statutes

10-151 Employment of teachers. Notice and hearing on termination of contract (as amended by P.A. 12-116 An Act Concerning Educational Reform)

10-153 Discrimination on account of marital status.

Personnel -- Certified/Non-Certified

Recruitment and Selection

Legal Reference: Connecticut General Statutes (continued)

10-183v Reemployment of teachers, as amended by P.A. 10-111, An Act Concerning Education Reform in Connecticut, P.A. 16-91, An Act Making Changes to the Teachers' Retirement System, and PA 17-173 An Act Concerning Minor Revisions and Additions to the Education Statutes and PA 18-42 An Act Concerning a Provision Concerning Reemployment of Certain Teachers.

10-220 Duties of Boards of Education.
31-126 Unfair Employment Practices.

46a-60 Discriminatory employment practices prohibited.

Title IV Equal Employment Opportunities.

34 C.F.R. 200.55 Federal Regulations.

P.L. 114-95 Every Student Succeeds Act, S.1177-55, 56

Executive Order No. 14E, Protection of Public Health and Safety During COVID-19 Pandemic – Re-employment of Retired Teachers to Help Address Teacher Shortage

Policy adopted:
rev 6/17
rev 6/18
rev 9/20
rev 1/22
rev 12/22

Sample policies are distributed for demonstration purposes only. Unless so noted, contents do not necessarily reflect official policies of the Connecticut Association of Boards of Education, Inc.

4134

Personnel - Certified

Tutoring (Draft)

It is expected that every effort will be made by the Principal and teacher to resolve the learning problems of a student at school. The Board of Education believes that by maintaining high quality instructional staff and providing for a rich, varied curriculum, the need for individual tutoring is minimized. Should, however, individual tutoring be pursued by parents/guardians, the following regulations will protect both the school system and the teachers from charges of conflict of interest.

In accordance with standard professional ethics, no teacher shall be permitted to receive compensation for privately tutoring any students for which the teacher has instructional responsibilities. This does not include teachers employed by the Board who provide homebound instruction assigned by the district.

Region 14 certified faculty members who privately tutor students must adhere to the following:

1. All private tutoring must occur outside of contractual hours.
2. Any teacher using district facilities to provide private tutoring must complete a facilities use form indicating the date, time, and location of the tutoring session(s) and receive approval prior to tutoring.
3. Private tutoring is outside of the scope of a teacher's employment with Region 14. Region 14 assumes no duty of care or other responsibility to such tutors or to parents engaging such tutors, as any such tutoring engagement is a private commercial matter between the parties.

Legal Reference: Connecticut General Statutes

53-392a -53-392e All related to academic crimes.

53-392b Preparation of assignments for students attending educational institutions prohibited.