



**MEETING OF BOARD OF EDUCATION
June 21, 2022 at 6:00 p.m.**

Board of Education Goal:

Montville graduates will possess the skills and dispositions to navigate complex tasks. Our graduates are communicators, information consumers, problem solvers, and independent learners. They exhibit empathy, perseverance, inclusivity and self-awareness.

Library Media Center

Item 1. Call to order/ Pledge of Allegiance / Moment of Silence – 6:00 P.M.

Board Chair Wills Pike called the meeting to order at 6:00 P.M.

Welcome to New Board Member Grace Carlos

Board members attending were: Bob Mitchell, Timothy Shanahan, Florence Turner, Tina Grove, Carol Burgess, James Wood, Grace Carlos and Sheelagh Lapinski.

Also participating were: Superintendent of Schools Laurie Pallin, Assistant Superintendent Dianne Vumback, Director of Special Services Paula LaChance, Business Manager Kathy Lamoureux, Administrators Rob Alves and Jill Mazzalupo, and Recording Secretary Pamela Rodgers.

Item 2. Alterations to the agenda

Motion and action to move items 6. g, h, i to the end of the agenda

Motion: Motion and action to move items 6. g, h, i to the end of the agenda.

Moved by: Timothy Shanahan

Seconded by: Carol Burgess

Vote: Carried (9-0)

Add 6 j. Discussion and possible action to approve Policy # 6145, Eligibility

Motion: Motion to discuss and possible action to approve Policy #6145, Eligibility

Moved by: Bob Mitchel

Seconded by: Tim Shanahan

Vote: Carried (9-0)

Modify 6 b to add property

- a. Consideration and action to direct the superintendent to transfer from budget objects which reflect a surplus to outplaced tuitions and transportation and property to reduce the shortfall in this object and reduce the funds needed from the 2% non-lapsing account before the close of FY2022.

Motion: Motion to add property to 6 b

Moved by: Bob Mitchel
Seconded by: Tim Shanahan
Vote: Carried (9-0)

Motion: Motion to add Student Board Reports to Committee and Liaison Reports.

Moved by: Sheelagh Lapinski
Seconded by: James Wood
Vote: Carried (9-0)

Item 3 Citizens' Comments, (regarding agenda items only)

None

Item 4. Letters and Communications

- (1) *One email concerning arming SRO Security Guards. This will be addressed at the Town Safety Committee Meeting.*
- (2) *Two thank you notes from recent retirees Wendy Halsey and Peggy Kelly were read*

Item 5. Approval of the Consent Calendar

a. Budget update: Kathy Lamoureux

I wanted to report that a purchase order for the PA system at Tyl Middle School which was funded under the Town's ARPA grant has been issued. We will continue working on the other projects that were funded under this program during the summer.

We are in the end of the year processing which includes reviewing open purchase orders and projecting out categories for transfers. The projections reflect that a transfer of approximately \$12,600 to the property category is needed to process the requisitions that are currently in the accounting system. This is for licenses that are normally processed at this time.

We are still forecasting that if the Board approves the transfer of the surpluses between the categories at the end of the year, there will still be more than \$500,000 required from the 2% account to be able to balance the 21-22 school year.

Motion: To approve the consent calendar as presented.

Moved by: Bob Mitchel
Seconded by: Tim Shanahan
Vote: Carried (9-0)

Item 6. New Business

- a. Consideration and action to approve the Agreement Between General Teamsters Local No. 493 and Montville Board of Education for the period of September 1, 2022 through August 31, 2026 as recommended by the negotiating committee.

Motion: To approve the Agreement Between General Teamsters Local No. 493 and Montville Board of Education for the period of September 1, 2022 through August 31, 2026 as recommended by the negotiating committee

Moved by: Carol Burgess
Seconded by: Sheelagh Lapinski
Vote: Carried (9-0)

Superintendent Pallin: Carol represented the Board on this committee. The drivers have ratified a 4-year contract which includes a number of language changes and clarification of procedures, especially around bidding of trips. The most significant change to the contract is the elimination of two tiers of drivers, large and mini-bus drivers. This contract moves all to the same payrate with the logic that aside from the size of the bus, the jobs and licensing requirements are the same. Keeping the mini-bus payrate would keep us from attracting new drivers who would be the mini-bus drivers. Drivers would receive a 3.26% increase their first year (\$20.89 per hour) and a 2% increase each year after that. The contract replaces 4 steps of employment for new drivers to a 90 probationary period at a 25 cent per hour reduction in pay. The district also would pay for license renewal (½ upon renewal and ½ 12 months later, currently the renewal cost is \$130). The Board's contribution for health insurance increases from the current rate of \$10.20 per hour by 10 cents each year for the four years. A new reason for a personal day was added for a wedding of self, child, or grandchild.

- b. Consideration and action to direct the superintendent to transfer from budget objects which reflect a surplus to outplaced tuitions and transportation and property to reduce the shortfall in this object and reduce the funds needed from the 2% non-lapsing account before the close of FY2022

Motion: Move to direct the superintendent to transfer from budget objects which reflect a surplus to outplaced tuitions and transportation to reduce the shortfall in this object and reduce the funds needed from the 2% non-lapsing account before the close of FY2022

Moved by: Bob Mitchel
Seconded by: Tim Shanahan
Vote: Carried (9-0)

Superintendent Pallin - This will enable us to transfer money as we close out the budget over the next two weeks from any object which reflects a surplus to reduce our overall shortfall in the budget.

- c. Consideration and action to approve Policy 6141.51; Advanced Courses, Eligibility Criteria for Enrollment as required by State Statute before July 1, 2022

Motion: To approve Policy 6141.51; Advanced Courses, Eligibility Criteria for Enrollment as required by State Statute before July 1, 2022

Moved by: Bob Mitchel
Seconded by: Tim Shanahan
Vote: Carried (9-0)

Superintendent Pallin - This is a state-mandated policy which ensures that every student has access to rigorous and challenging coursework including courses taken in high school for college credit and/or multiple courses in the same career pathway. The Student Success Plan process will be used to track students' courses and develop an individualized plan for each student which meets this policy.

- d. Consideration and action to approve Policy 6141.52; Criteria for Identification of Eligible Grade 8, 9 students as required by State Statute before July 1, 2022

Motion: To approve Policy 6141.52; Criteria for Identification of Eligible Grade 8, 9 students as required by State Statute before July 1, 2022

Moved by: Bob Mitchel
Seconded by: Timothy Shanahan
Vote: Carried (9-0)

Superintendent Pallin - This state-mandated policy is a complement to the first policy and requires that we offer curriculum that provides all students with challenging coursework (advanced placement, ECE or other dual enrollment course) and that we identify students who should take high school courses in middle school and college credit courses in high school. The screening process for identification of students includes more than just grades or test scores. It includes teacher recommendation,

referrals from parents, and creative thinking ability. A key component of this policy is that the identification of students begins at the middle school level.

- e. Consideration and action to approve Policy 6172.1(a) Gifted and Talented Students Program as required by State Statute before July 1, 2022

Motion: To approve Policy 6172.1(a); Gifted and Talented Students Program as required by State Statute before July 1, 2022

Superintendent Pallin - The third policy in this set of mandated policies replaces our current policy for identification of gifted and talented students. This policy continues to require the district to identify gifted and talented students (in compliance with state statute) and ensures that identification is based on multiple criteria which is our current practice. Not only student assessment data, but also teachers' surveys are used and students are identified based on intellectual ability, academic skills, and creativity. The screening procedure we currently use fits the new policy and would be continued.

Moved by: Timothy Shanahan
Seconded by: Bob Mitchel
Vote: Carried (9-0)

- f. Consideration and action to form an Ad Hoc Committee to work with Town Public Safety Committee to discuss school security

Motion: To postpone creation of an Ad Hoc Committee to work with Town Public Safety Committee to discuss school security until August Meeting.

Moved by: Bob Mitchel
Seconded by: Tim Shanahan
Vote: Carried (9-0)

Superintendent Pallin - In response to the recent Texas school shooting Town Council Chair Tom McNally reached out to me to discuss possible changes in school security. He asked that I provide the costs for security officers at all of our schools. I provided him with general costs.

Below is an outline of our current costs for safety officers and projected new costs if we were to provide safety officers at every school.

Currently in our 2022-2023 operating budget:

- *MHS and Head District School Safety Officer - \$50,850*
- *Tyl School Safety Officer - \$36,675*

This year we felt very strongly that there was a need for two safety officers at MHS and Tyl and one at Palmer and used the ESSER grant to accomplish that. Currently in the ESSER Grant, but would need to go into the budget if we were to make these permanent positions are:

- *Tyl School Safety Officer - \$36,675*
- *MHS School Safety Officer - \$36,675*
- *Palmer School Safety Officer - \$36,675*

We do not presently have any safety officers at the elementary schools. Lt. David Radford told me that it is possible to station two police officers in the schools at no additional cost. They might be pulled from the school based on dept. need, but could function as SROs.

The safety officers do not presently carry weapons. We had a Board discussion about that several years ago, and at the time there was strong feeling against arming them. We can certainly take another look at that with the current Board.

Total additional cost to place safety officers at every school (and two at MHS and Tyl):

- *\$146,700 (4 new safety officers)*

This counts on using two police officers as SRO's.

Tom also asked that we meet to discuss:

- 1) What current \$380k security grant covers (only for MHS, Palmer and Murphy and includes cameras, door replacement and restructuring of the entrances at MHS and Palmer)*
- 2) Use of SRO*
- 3) Future needs*
- 4) Current security measures*

I suggested that we create an ad hoc Board committee to review School Security in addition to our District Security and Safety Committee which annually reviews and submit so the state our district's All Hazards School Security and Safety Plan.

There was considerable Board discussion and the Board directed the Superintendent to meet with the Town Council Chair, Mayor and Board Chair and bring the result of that meeting back to the Board before any additional action is taken.

- j. Added agenda item 6 j. Discussion and possible action to approve Policy # 6145, Eligibility

Motion: Motion to discuss and possible action to approve Policy #6145, Eligibility

Moved by: Bob Mitchel

Seconded by: Tim Shanahan

Vote: Carried (9-0)

Superintendent Pallin – This policy increases eligibility criteria for students participating in extra-curricular activities including athletics. Currently we follow CIAC guidelines stating athletes needs to be passing four courses to participate, but we believe we need to raise our expectations. Students who earn one F or two D's would not be eligible to participate unless they applied for and received probationary status at the end of the quarter. While on probation, supports would be put in place, but students would need to have no F's and no more than one D by progress report time of the next quarter to continue to be eligible.

Board member Tina Grove asked that the Board be provided with data at the end of the first year of this policy indicating the number of students who were placed on probation and the number of students who became ineligible to participate.

Item 7. Old Business

- a. Consideration of the Board's 2022-2023 budget and possible action to reduce the budget by up to \$568,405 to meet the Town Council's appropriation of \$41,161,544

Motion: To approve the 2022-2023 Budget presented by the Superintendent

Moved by: Bob Mitchel

Seconded by: Carol Burgess

Vote: Carried (9-0)

Superintendent Pallin – Based on assessment data this spring, I cannot ethically recommend reducing services for students this year. I believe that we must continue to allocate grant funds to maintain small class sizes, math paras, tutoring centers and other supports outlined in the grant. Therefore, we may need to spend the grant down more quickly than anticipated to meet these needs as well as use grant funds to supplement the budget.

The following budget reductions are recommended:

Mayor's Appropriation		\$ 40,811,544	2.50
ARPA Funds		\$ 200,000	
Excess Cost Grant Funds		\$ 150,000	
Town Council Appropriation		\$ 41,161,544	3.379%
Budget Item	Adjustments	New Total from \$41,729,949	Percent Increase
Board's Budget		41,729,949	4.807
Recommended Reductions			
Reduce one Tyl math teacher	(\$91,630)	41,638,319	4.576
Estimated adjustment for 10 late resignations and new hires	(\$153,000)	41,485,319	4.192
Adjustment for anticipated unpaid leaves next year	(\$28,100)	41,457,219	4.122
Adjustment for anticipated midyear retirement next year	(\$19,800)	41,437,419	4.072
Adjustment to budgeted changes in salaries and benefits based on actual hires	(\$37,188)	41,400,231	3.979
Use Special Ed Grant to pay ESY salaries and benefits	(\$10,000)	41,390,231	3.953
Reduction to extra-curricular programs (tennis coach, Math Olympiads) based on student participation	(\$5,100)	41,385,131	3.941
Reduce summer/substitute custodial staff	(\$10,000)	41,375,131	3.915
MERS - reduce to 17.55% from 18.22%	(\$26,900)	41,348,231	3.848
Use grant to pay summer tutoring	(\$1,680)	41,346,551	3.844
Savings in health insurance based on changes in staff and offering HDHC plan to unaffiliated workers	(\$50,000)	41,296,551	3.718
Return of one outplaced student to MHS	(\$34,000)	41,262,551	3.633
Shortfall in Savings		101,007	0.254

The remaining shortfall in savings would be funded through the ESSER grants. These budget reductions are all estimates. They anticipate lower cost payrates and benefits for new hires that may not be possible. They reflect all known unpaid leave requests, but do not reflect any paid leave which might take place due to staff illnesses during the year. They reflect all

known changes to outplacements, but no possible additional outplacements. We would need to use the 2% account if these projections are incorrect.

- a. Discussion and possible action to reallocate ESSER II and ARP ESSER grant funds to meet district needs

Motion: To reallocate ESSER II and ARP ESSER grant funds to meet district needs

Moved by: Bob Mitchell
Seconded by: Timothy Shanahan
Vote: Carried (9-0)

As we continue to adjust the budget and complete hiring, we would like to be able to make up any budget shortfall in teacher, paras, security officers, or administrators by modifying our grant application. At this time, it is my recommendation that we repurpose grant funds to continue to utilize retired interim administrators.

Item 8. Committee and Liaison Reports:

- a. Policy – *Jim Wood: Held meeting tonight, voted on changes to policy 6145*
- b. Student Board Representatives

Junior Representative – Matthew Malbaurn

The 2021-22 school year has finally concluded. I would like to spend my time reflecting on some accomplishments throughout this challenging year.

Student government has been working tirelessly this school year to try and give the students the best possible high school experience. While we couldn't create the classic high school year, compromises were made. Instead of a homecoming, we were able to host our Fall Festival. The event was not as successful as what homecoming would have been, but we still were able to generate funds while giving the students something to enjoy. Mini fundraisers were hosted throughout spirit weeks, such as little bags of Hershey Kisses for Valentine's Day that students could buy and have delivered to the recipient's class. During the final weeks of school, student government was finally able to host its first pep rally in 2 years! The Spring Pep Rally theme was Survivor, the tv show. The classes battled it out on the turf in a team obstacle course, trivia, slip and slide tug-of-war, and the winning class went head-to-head against faculty in the 4 x 1 relay race. The senior class came out victorious. As for next year's Student Government, we plan to bring back the pre-covid events bigger and better than ever. The new leadership team, including myself as president, has already thrown around some fantastic new ideas.

The Montville Drama Department was able to host three shows during this past school year, plus an additional musical from the summertime. Senior Alexa Hartman was also

nominated for Best Actress for her role in Little Women at the Stephen Sondheim Awards, a Connecticut and Rhode Island regional award program for high school musical theatre. Alexa performed with seven other best actor/actress nominees on stage at the Shubert Theatre in New Haven performing medleys from each nominee's musical. Not only was she able to perform on stage but three others including myself were able to perform in the opening and closing acts of the ceremony! This opportunity was incredible and eye opening for a young person just entering theatre, and the personal development I achieved from interacting with so many new people from around the state is unmatched. Senior Michelle Azarjew also directed her own show, The Brothers Grimm Spectaculathon! Seeing Michelle take charge while introducing so many new faces to the theater program was incredible, and she no doubt increased their love of the art.

There were so many other incredible things to conclude the school year. Senior prom, senior outing, junior prom, underclassman awards, senior awards, GRADUATION! Finals... not so much. This school year was a great one, but I want to challenge us all to make next year's even better.

Before I conclude, I would also like to give a shout out to Alexa Beams. She is a bright leader who stays active throughout the school community and will no doubt be an excellent addition to this Board.

- c. Board Chair remarks – *Productive meeting. Thanks to the budget efforts of Laurie and Kathy. Will do the School Safety efforts correctly to keep our students safe.*

Item 9. Information Items

CABE Conference Registration – CABE/CAPSS Convention; November 18-19

Item 10. Citizens' comments

None

Item 11. Future Agenda Items

- Renewal of the CABE membership (Requested by Wills Pike)
- Effects of new eligibility requirements for participation in extra-curricular and athletic activities on students' participation in June, 2023 (Requested by Tina Grove)

Item 12 Consideration and action to enter Executive Session.

- g. Superintendent Evaluation

Motion: To enter in the Executive Session to discuss items 6 g, 6 h and 6 i.

Moved by: Bob Mitchel
Seconded by: James Wood

Vote: Carried (9-0)

It is anticipated that the Board will enter executive session for the evaluation of the Superintendent

- h. Consideration and action to extend the contract of Superintendent by one year through June 30, 2025

Motion: To extend the contract of the Superintendent by one year, through June 30, 2025.

Moved by: Bob Mitchell

Seconded by: Wills Pike

Vote: Carried (8-0) (Board member Florence Turner left early)

- i. Consideration and action to approve the Unaffiliated Salaries for the 2022-2023 School Year as Recommended by the Superintendent

Motion: To approved the Unaffiliated Salaries for the 2022-2023 School Year as Recommended by the Superintendent and adjusted by the Board

Moved by: Tim Shanahan

Seconded by: Wills Pike

Vote: Carried (8-0) (Board member Florence Turner left early)

Item 13. Adjournment

Motion: To adjourn

Moved by: Sheelagh Lapinski

Seconded by: Wills Pike

Vote: Carried (8-0)

The meeting adjourned at 8:50 P.M.

Respectfully submitted by,

Wills Pike, Chair
Montville Board of Education
Minutes Approved: _____

Bob Mitchell, Secretary
Montville Board of Education