

Board of Education Regular Meeting  
Tuesday, June 11, 2024 6:30 PM Eastern

Beman Middle School  
1 Wilderman's Way  
Middletown, CT 06457

Streaming on:  
<https://www.youtube.com/@MiddletownStream>

Liz Crooks:	Present
Sheila Daniels:	Present
Rakim Grant:	Present
Callie Grippo:	Present
Debra Guss:	Present
Adam Hayn:	Present
Deborah Kleckowski:	Present
Susan Owens:	Present
Harold Panciera:	Present

Present: 9.

#### I. Call to Order

Ms. Sheila Daniels called the meeting to order at 6:37PM.

#### II. Salute to the Flag

Ms. Nana Obeng led the Pledge of Allegiance.

#### III. Adoption of Agenda

A motion to adopt the agenda was made. This motion, made by Deborah Kleckowski and seconded by Harold Panciera, Carried.

Callie Grippo: Yea, Liz Crooks: Yea, Sheila Daniels: Yea, Rakim Grant: Yea, Debra Guss: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea  
Yea: 8, Nay: 0, Absent: 1

Ms. Guss tabled item 7N and pulled Item I to move it to Action Items. She also motioned to add an Executive Session for the purpose of reviewing personnel matters and inviting Mr. Snyder, Ms. Cannata and Dr. Vazquez Matos - unanimous vote.

#### IV. District Highlights

##### IV.A. Macdonough Grade 3: Middletown Historical Landmarks Presentation

Ms. Lavorgna introduced Lauren Mikulak and the students from Macdonough School. The third-graders shared their Middletown Historical Landmarks Presentation. The students toured many historical sites in Middletown. They connected with the Russell Library and the Historical Society to learn more about the places they visited. Ms. Daniels commended the students for their presentation.

##### IV.B. Erioluwa Shokunbi Earns Top Prize in UConn's Letters About Literature Contest

Ms. Erioluwa Shokunbi participated in the 31st annual statewide contest for students in grades 4-12. There were over 800 entries. Erioluwa was the top winner at the elementary

level. Erioluwa thanked the Board Members for recognizing the hard work of students. She read her letter that she wrote to the author, which won her the award.

#### IV.C. Student-Athlete Swimmer Ricky Bailey CIAC Boys State Open Champion

Ricky Bailey won first place in the butterfly stroke at the State Open. Mr. Charles honored Ricky and his swimming career. He also excels in his academic career at MHS. Ms. Daniels congratulated Ms. Bailey on his accomplishments.

#### IV.D. TEAM Program

Mr. Griswold shared that the Teacher Education and Mentoring Program is a mandatory program for all new teachers in the first 2 years. A new teacher is paired with an experienced teacher to mentor them. There were 14 new teachers and their mentors that completed the program this year.

#### IV.E. Recognition of Retirees and Farewells

Ms. Jennifer Cannata thanked the retirees for their contributions to Middletown Schools. Ms. Cannata shared the 23 names and careers of the retirees and thanked them for their work in the district.

#### IV.F. LGBTQ+ Proclamation

Ms. Lavorgna shared that June is LGBTQ+ Pride month. She read the proclamation for the district.

#### IV.G. Upcoming District Events

The last day of school will be June 14, 2024. Graduation will be June 15. MPS is hosting The Igniting Inquiry Conference from June 27-29.

### V. Public Session

Chair Daniels explained the rules of Public Session.

There were no comments.

### VI. Communications

#### VI.A. Report of Student Representative

Ms. Obeng gave her final report as the Student Representative. May concluded with the Senior Awards ceremony. The seniors had their celebration at Holiday Hill. The Senior Social was last Wednesday. Students were given their yearbooks and time to sign them. Final exams have started. Upcoming events include the senior breakfast and graduation.

Ms. Daniels shared some of Nana's many accomplishments throughout her career in Middletown Public Schools. Nana was given a necklace in appreciation for her hard work.

### VII. Consent Agenda

A motion to accept the Consent was made. This motion, made by Deborah Kleckowski and seconded by Liz Crooks, Carried.

Liz Crooks: Yea, Sheila Daniels: Yea, Rakim Grant: Yea, Callie Grippo: Yea, Debra Guss: Yea,

Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea  
Yea: 9, Nay: 0

Ms. Daniels pulled Item VII.E. MHS Band, Orchestra and Chorus to Orlando. Ms. Daniels wanted the Board to have the correct dates of the trip. Mr. Gaylord confirmed that the trip is April 10-14, 2025.

VII.A. Minutes from BOE Regular Meeting May 14, 2024

VII.B. DECA International Career Development Conference

VII.C. DECA Power Trip College and Career Conference

VII.D. DECA Sports and Entertainment Conference

VII.E. MHS Band, Orchestra and Chorus to Orlando

VII.F. CT DOT Grant

VII.G. Newman's Own-Food Justice for Kids-Nutrition Education and School Food Grant

VII.H. Fresh Fruit and Vegetable Grant Application 2024-2025 School Year

VII.I. Farm Hill Roof Replacement: Accept as Complete State Project No. 083-0122 RR

VII.J. Cigna Foundation: MPS Kindergarten Preparatory Academy

VII.K. Grants Status Report

VII.L. Policy #5141.5 Suicide Prevention and Intervention - First and Final Reading

VII.M. Policy #5145.4 Non-Discrimination (Students) - First and Final Reading

VII.N. Policy #6146 High School Graduation Requirements - First and Final Reading

This item was tabled during III. Adoption of Agenda

## VIII. Department Reports

### VIII.A. Financial Report

Mr. Miranda shared that the financial report is positive. He is expecting to have carryover money at the end of the fiscal year. There were no questions.

#### VIII.A.1. Action on Line Item Transfer Report

Mr. Miranda shared that there were no transfers this month.

### VIII.B. Facilities Department

Mr. Gaylord shared that Mr. Dion will be moving on to another district. He thanked Mr. Dion for all the improvements and his contributions to Middletown Public Schools.

Mr. Dion shared that the maintenance, custodial and security will set up for graduation shortly. The MHS Library HVAC renovation will be next week. Cooling tower at Adult Ed will be next week as well. The summer 2024 cleaning will begin shortly. Mr. Gaylord shared that the city will have storage space for the facilities to use. He will give an update at the next meeting.

### VIII.C. Personnel Report

Mr. Synder shared that throughout the school year there have been 1,068 applications, 288 workers' comp claims, 669 volunteers coordinated along with fingerprinting and background checks, 136 FMLAs and 59 other leaves. He recognized the HR staff for all the work that they do. Mr. Paniciera asked about the search for a science teacher. Mr. Synder reported that 2 Science teachers and 2 Speech and Language Pathologists have been recommended for hire.

### VIII.D. Transportation Report

Mr. Gaylord shared that there have been 70 field trips and experiences outside of school. Conduct reports have lessened. Mr. Langton has been working with students, parents and principals to help the students. Ms. Kleckowski thanked the bus drivers for their hard work throughout the year.

## IX. Superintendent's Report

### IX.A. Culture and Climate and HR Survey Data

Dr. Vazquez Matos shared the focus of the Culture and Climate surveys. Mr. Griswold discussed the process of the survey. Family surveys were in March and student and employee surveys were in April and May. Surveys were voluntary and anonymous. Family Survey highlights include 1,234 surveys submitted. There were 4 categories of questions: Barriers to engagement, school climate, school fit and school safety. There was a favorable increase in each area. 392 employee surveys were collected. School climate, cultural awareness and action, well-being and teaching efficacy all improved. Mr. Griswold also reviewed areas of opportunities for employees. 1,663 student surveys were completed. School safety, school belonging, school climate and school engagement all increased in favorable responses. Beman Middle School safety had large gains in family, employee and student responses. Next steps include district leader analysis, school leader analysis and public availability of the data.

Mr. Snyder discussed the Stay Interviews. 44% of new hires were interviewed. Employees are reporting a positive onboarding process, and look forward to working with the students. Most feel supported in the first month, most felt supported by peers and management/administration. Data will be shared with administrators. Stay interviews will continue next year and be expanded to more tenured staff. HR will review the onboarding and orientation methods. Reports will be given in December and June.

Ms. Cannata shared the exit interview data. The data was collected from January 2024-June 6, 2024. The form was revised due to the State Mandate. The purpose is to assess the overall employee experience and identify opportunities for retention and engagement. All surveys are anonymous and voluntary. Ms. Cannata reviewed the questions and results of the survey. She also discussed how to improve the impact of the survey. Next steps include enhancing the onboarding process and the creation of comprehensive employee manuals. Targeted coaching and professional learning for managers and administrators and to monitor program implementation (beyond teachers) will also be implemented. A review of compensation and benefits packages will also be done.

## IX.B. 2024-2025 Budget

Dr. Vazquez Matos reviewed the revised changes to the 2024-2025 Budget. Mr. Miranda shared that there was a \$2,842,048 difference between the proposed and the accepted budget. There was a general fund budget reduction of \$1,491,417. Mr. Miranda explained the items were moved to the Alliance Grant and also what was removed from the Alliance Grant. Dr. Vazquez Matos went into detail regarding each item that was removed or reduced in Alliance. Board members were given the opportunity to ask questions regarding each line. Ms. Daniels thanked Dr. Vazquez Matos for not increasing class size, not affecting the classroom teachers, athletics and after-school programs.

## X. Committees

### X.A. Budget Committee

Mr. Panciera shared that Mr. Miranda and Dr. Vazquez Matos shared all the information from the meeting.

### X.B. Curriculum Committee

Ms. Guss shared that there was no meeting in June.

### X.C. Facilities Committee

Ms. Owens shared that they would meet next week.

### X.D. Policy Committee

Ms. Kleckowski shared that the Policy committee continues to meet and keep policies up to date and the committee is reviewing them.

## XI. Action Items

### XI.A. Adoption of Revised 2024-2025 BOE Budget

A motion to adopt the revised 2024-2025 budget was made. This motion, made by Debra Guss and seconded by Callie Grippo, Carried.

Liz Crooks: Absent, Sheila Daniels: Yea, Rakim Grant: Yea, Callie Grippo: Yea, Debra Guss: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea  
Yea: 9, Nay: 0

Ms. Kleckowski asked that committees report on their budgets throughout the year.

Farm Hill Roof Replacement: Accept as Complete State Project No. 083-0122 RR

(Consent Item VII.I.)

On June 16, 2021, the Middletown Board of Education received a Grant Commitment from the Connecticut Department of Administrative Services for a Roof Replacement project at Farm Hill Elementary School. The Grant Commitment is to reimburse the Town of Middletown 66.43 percent of eligible final costs as reported at the end of the project. The original cost projection was \$1,039,708. The Board of Education, Executive Director of Finance, Mr. Miranda has updated the final cost for the project as \$743,100.80.

A motion to accept the Farm Hill Roof Replacement project, State Project No. 083-0122RR, as complete with a total cost of \$743,100.80 was made. This motion, made by Deborah Kleckowski and seconded by Debra Guss, Carried.

Liz Crooks: Yea, Sheila Daniels: Yea, Rakim Grant: Yea, Callie Grippo: Yea, Debra Guss: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea  
Yea: 9, Nay: 0

#### XI.B. Policy #5123.2 Improve Completion Rates of the Free Application for Federal Application for Federal Student Aid (FASFA) - First Reading

Ms. Kleckowski asked that all first reading items (Items XI.B.-XI.G.) be accepted as one item. This motion, made by Deborah Kleckowski and seconded by Harold Panciera, Carried.  
Liz Crooks: Yea, Sheila Daniels: Yea, Rakim Grant: Yea, Callie Grippo: Yea, Debra Guss: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea  
Yea: 9, Nay: 0

#### XI.C. Policy # 3524.2 Hazardous Material in Schools - Green Cleaning - First Reading

#### XI.D. Policy # 4118.5 Employee Use of the Districts Computer Systems and Electronic Communications - First Reading

#### XI.E. Policy # 4118.231 Alcohol, Tobacco and Drug-Free Workplace - First Reading

#### XI.F. Policy #5145.14 On Campus Recruitment - First Reading

#### XI.G. Policy # 6144.1 Exemption from Instruction - First Reading

### XII. Future Agenda Items

Ms. Daniels would like to discuss cell phone usage and Chromebook usage for the June 20th meeting.

### XIII. Proposed Executive Session

A motion was made to go into Executive Session for Personnel purposes and invite Dr. Vazquez Matos, Harry Snyder and Jennifer Cannata. This motion, made by Deborah Kleckowski and seconded by Debra Guss, Carried.

Liz Crooks: Yea, Sheila Daniels: Yea, Rakim Grant: Yea, Callie Grippo: Yea, Debra Guss: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea  
Yea: 9, Nay: 0

#### XIII.A. Superintendent Evaluation (proposed for Executive Session)

A motion to go into Executive Session for the purpose of discussing the Superintendent Evaluation and invite Dr. Vázquez Matos was made. This motion, made by Liz Crooks and seconded by Deborah Kleckowski, Carried.

Liz Crooks: Yea, Sheila Daniels: Yea, Rakim Grant: Yea, Callie Grippo: Yea, Debra Guss: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea  
Yea: 9, Nay: 0

A motion to extend Dr. Vazquez Matos' contract for one additional year was made. This

motion, made by Rakim Grant and seconded by Deborah Kleckowski, Carried.

Liz Crooks: Yea, Sheila Daniels: Yea, Rakim Grant: Yea, Callie Grippo: Yea, Debra Guss: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea  
Yea: 9, Nay: 0

The Board returned at 11:35PM.

#### XIV. Adjournment

Move at 11:36 PM to adjourn. This motion, made by Deborah Kleckowski and seconded by Callie Grippo, Carried.

Liz Crooks: Yea, Sheila Daniels: Yea, Rakim Grant: Yea, Callie Grippo: Yea, Debra Guss: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea  
Yea: 9, Nay: 0