

**MIDDLETOWN BOARD OF EDUCATION
POLICY COMMITTEE**

Meeting Minutes
Tuesday, October 21, 2025
In Person Meeting 5:30 P.M.

Board of Education Policy Committee Members participating:

Deb Kleckowski, Policy Committee Chair
Shelia Daniels, Board Member
Harold Panciera, Board Member
Liz Crooks, Board Member

Also participation:

Dr. Alberto Vázquez Matos, Superintendent
Marco Gaylord, Director of Facilities, Safety, & Security
Colleen Fitzpatrick, Interim Chief Academic Officer
Jill Power, Operations Administrative Secretary

The Meeting was called to order by Deb Kleckowski at 5:35 P.M.

1. Introductions

2. Policy #4152.6 Family and Medical Leave

Dr. Vázquez Matos explained that there was a statutory mandate for this policy. We had just updated this policy a few months ago but the state has made some changes so we need to update those changes. This policy is for non-certified staff. Teachers and admin do not apply. There is an added section about taking care of ill service members. This section is added on page 4. There is also some updated language throughout the new policy. After discussion the committee motioned to move the policy forward to the next Board meeting on November 17th for its first and final reading with the wording changes.

3. Sports Physical - Discussion

Elisha DeJesus was not able to attend the meeting, and Stacy Porch, parent, was not present either so there was a motion to table this discussion to the next meeting. All were in favor.

4. Policy #6154 Homework - Discussion

Colleen Fitzpatrick mentioned that the OTL committee is now working on fixing up this policy. They have been researching homework policies around the area and what other districts are doing. Colleen mentioned for the time being, while they are researching and working on this policy, the one we currently have in place supports teachers and gives them flexibility when it comes to homework. Colleen also mentioned there can be some guidance from Admin and coaches for these teachers in how to handle homework. Harold believes there should be some accountability for teachers to show they are giving

homework and to have more communication with parents about homework. He would like to see more expectations for grades 6-12 and criteria for the teachers to follow. Colleen and Dr. Vázquez Matos mentioned that the policies for each school are in the schools handbooks that all parents get at the beginning of the year. OTL will continue to do research and have discussions about this policy and what it should look like for this district. After the discussion the committee agreed to continue the discussion and make some expectations for teachers regarding homework. All were in favor.

5. Policy #4010 Hiring of Certified Staff, Policy #2400 Evaluation of Superintendent and Non-Bargaining Unit Administrators (Team Leadership (BOE) Evaluation Assessment - in Regulation) & Policy #2401 - Discussion

Harold had some recommendations for the committee about the 4010 policy. He wanted the Board to have some say in the hiring of Administrators. Harold would like a notification about vacant positions and wants to have a discussion about those positions needing to be filled or around budget time because these positions might not need to be filled. After discussion many of the positions Harold had mentioned are MSAA or UPSUE positions which have a union. Marco had done some research to see what other districts are doing for their hiring of certified staff policies and found one from Hamden that is comparable. There was also discussion about editing policy 2400. Policy 2400 should only be for evaluating superintendents not Non-Bargaining Admin. After discussion policy 2400 will be edited for the next policy meeting. For the next meeting Marco and Dr. Vázquez Matos will combine our policy, Hamden's, and Harold's recommendations. The committee was in favor.

6. Policy #6146.1 Grading - Discussion

Liz Crooks asked to table these policies to the next meeting so we can have an in-depth conversation. All were in favor.

7. Bylaw 9010 Limit of Authority

Liz Crooks asked to table these policies to the next meeting so we can have an in-depth conversation. All were in favor.

8. Policy 0050 Code of Ethics

Liz Crooks asked to table these policies to the next meeting so we can have an in-depth conversation. All were in favor.

The next policy committee meeting is on November 18, 2025, at 5:30 PM.

ADJOURNMENT

The meeting was adjourned at 6:48 P.M.

Respectfully submitted,

Marco Gaylord

Director of Facilities, Safety & Security