

Board of Education Meeting

July 16, 2020 6:30 PM

Dr. Matthew J. Conway, Jr. is inviting you to a scheduled Zoom meeting.

Topic: Board of Education Meeting

Time: Jul 16, 2020 06:30 PM Eastern Time (US and Canada)

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#### **I. Call to Order**

Mr. Gildea: Called to order at 6:33.

#### **a. Opening Ceremonies**



Pledge of allegiance

#### **b. Roll Call**

**Motion Passed:** passed with a motion by Mrs. Janine Netto and a second by Mr. George Kurtyka.

Mrs. Laura Harris	Yes
Mr. Dan Foley	Yes
Mrs. Rebecca O'Hara	Yes
Ms. Melissa Cannata	Yes
Mr. Jim Gildea	Yes
Mrs. Tara Hyder	Yes
Mr. George Kurtyka	Yes
Mr. Kenneth Marcucio	Yes
Mrs. Janine Netto	Yes

Ms. Netto: Jim Gildea, Melissa Cannata; George Kurtyka; Laura Harris; Dan Foley; Rebecca O'Hara; Tara Hyder and Ken Marcucio.

### c. Additions/Deletions to the Agenda

Mr. Gildea: I'd like to move to Executive Session when Ken gets on the line. Move the Executive Session up once Ken is here.

Any additions, deletions to the Agenda? So if the Board would be agreeable to move the Executive Session up I know there's been new hires. I would just ask a little flexibility to insert that once Ken is here. Any objections.

## II. Public Participation

### PUBLIC PARTICIPATION

\* Prior to the commencement of any public meeting of any board of the city, the agenda for said meeting shall be posted in the meeting room and the first order of business of said meeting shall be the entertainment of public discussion on any item on said agenda and the conduct, length, and method of terminating said public discussion shall be determined by majority vote of the members of said board of commission.

No one from the public participated.

## III. Subcommittee Reports

Finance Committee	Mrs. O'Hara
Negotiations and Personnel Committee	Mr. Kurtyka
School/Community Relations and Policy	Mrs. Harris
Plant and Facilities Committee	Mr. Gildea
Academic & Curriculum	Mrs. Hyder
Regionalization	Mr. Gildea
Athletic Committee	Mr. Marcucio
Student Health and Safety Committee	Mrs. Netto

Mr. Gildea: Subcommittee reports

Finance Committee, Ms. O'Hara, anything new?

Ms. O'Hara: Nothing since the last time.

Mr. Gildea: Negotiations and Personnel Committee.

Mr. Kurtyka: Dr. Conway can correct me. Is this agreed to an extension, Doc?

Dr. Conway: Still working on that now. It looks like everything is agreed on. There was some minor cleanup in language in the contract overall, just due to some statutory changes, but other than that, they have agreed to same 2 percent.

Mr. Gildea: School Community Relations and Policy.

Ms. Harris: We have one policy on agenda for this evening and the next policy meeting will be on August 11th.

Mr. Gildea: Plant and Facilities Committee, we will have a meeting on Monday at 6:30. We're going to review the plan.

Academic & Curriculum, Ms. Hyder.

Ms. Hyder: Nothing new.

Mr. Gildea: Regionalization: We continue to wait for the consultant to come back to us with some answers to our questions. Quick overview that there's some really significant decisions to be made. Whether the proposal is to contribute capital for the building or whether we lease. I think both Towns understand that there has to be some adjustment for the difference in what Towns would consider under a capital scenario or under a lease scenario. And what options are picked as far as the work done to the school.

Our next meeting on 7/27 focused on trying to button up work we're going to do on the schools. Second thing tentatively August 5th will be the program studies discussion.

Mr. Gildea: Athletic Committee.

Ms. Netto: We have nothing new.

Mr. Gildea: Student Health and Safety, anything?

Ms. Netto: Nothing new to report.

#### **IV. Superintendent's Report**

Dr. Conway: Academics, we began summer school, the ESY Program, 14 kids enrolled in person. Things are going well. Kids adjusted well. We issued same social distancing guidelines, wearing a mask. We are still taking the health questionnaire. Updates with some of the staff teaching there. They've actually been surprised at the students ability to respond to the changes and the conditions. We will continue to work on in getting the masks the right size. So masks coming in from the families, some of the masks might not be the right size for the child.

Reopening plans for all three models. Participated in Academic and Curriculum meeting in the past month. Participated in the Statewide committee meeting as well virtually. Discuss support for diversity training for Admin, staff, faculty in the coming school year. Discussed social studies curriculum. Follow-up

meetings in August. I'll be hosting that on August 14th. Attended Superintendent Network planning meeting, and then the food service staff, technology staff continue to be working in the buildings. New Hires participated in our AASA Governing Board meeting this month.

The past week and a half discussed funding as well as IDEA funding. We have special education requirements and funding that all comes out of IDEA. Operations, continue to repair chrome books, laptops, as well as finance and athletic subcommittee meetings. We have those each Thursday. We talked about what's going to happen with fall sports. With the committee, things are changing quickly around us. Holding off on making decisions on that.

Products other than the masks for medical reasons or disabilities wear the actual mask. Continue with our reopening planning committee, continue monthly meetings with our unions. I also began two weeks ago holding weekly staff meetings with all schools, Tuesday from 9 to 2 are reserved for one hour meetings for each school's programs. Give staff a lot of time to listen and discuss and share ideas. So it's been real nice, we can spend time with the staff and talking about things about the reopening. I also do the same now with the parents. I began that on this Monday and Tuesday, holding weekly meetings with parents now at different times, both day and evening. Give them the same opportunity as staff. And really to hear things first hand from me with what's happening with reopening. As long as they need to talk and ask questions, share ideas and express concerns. The plan is effective for all staff and parents in terms of what it looks like.

Technology for remote learning. Any model will evolve remote learning. Looking at technology that's available now that will support that. And I'll tell you more under the reopening plan. Attended an Executive Board Meetings as well as area chair meetings, participate in daily regional phone calls of Governor/Commissioner. Attended Board of Alderman meetings, Board of Alderman subcommittee meeting; hosted our SCASA meeting. Attended our temporary regional school study committee meeting and participated in the policy committee meeting. Attended ceremonies and YMCA director to discuss programming of the coming year. And he will be called into our reopening meeting with regards to before and after school program as well.

Mr. Gildea: Is that all you've done last month?

Dr. Conway: Joining us tonight is Mr. James Obst, he goes by Jim, similar to our Chairman, Jim is in the meeting with us. He is on the 093 program at UCONN, will be interning with us for the year. We are very excited. He's with the Connecticut Junior Republic, so he's the director. We're very excited to have him on.

Mr. Obst: Thank you all. I appreciate that.

Mr. Gildea: Okay. And where are you from again?

Mr. Obst: I'm the Director of Education for the Connecticut Junior Republic. I appreciate all of your time. I appreciate you're allowing me to join.

## V. Administrator's Reports

Mr. Gildea: Technology.

### a. Technology Report

Mr. Gildea: Brad, are you on, sir? Doc, is Brad on. Is Matt on.

Mr. Cunningham: As you can see we did some different odds and ends around the building. Project done at Irving School end of this month. Any questions or comments.

Mr. Gildea: One of the neighbors on Garden Place has a picture of a bear at Irving School. I'm not sure if that was brought to your attention? Talk about the safety or the kids. Is that common? Did you hear anything like that?

Mr. Cunningham: A picture of a black bear?

Mr. Gildea: Doc, did I say that to you?

Dr. Conway: The last bear was probably six months ago.

Mr. Cunningham: I wasn't aware of that. I have no citing during the daytime hours. Our playground is fenced in. So as far as the exterior of where the children would be, we do have a fence around the playground now. Secondary gate in there.

Mr. Gildea: Thanks for letting me know. Any questions for Matt, folks.

Mr. Langridge: One, graduation I think went off without a hitch, was great. My new hire, I am throwing him in the deep end and he is taking it all in. He's doing fabulous. I think he's got a great talent. Great for the team. Everything project related while schools are empty. We started with network phase three already in place. That's everything though. Until the school year opens, all of it is a project.

Ms. Netto: Can you tell me who put together at graduation the playlist of music?

Mr. Langridge: That was the request of the high school.

Ms. Netto: Could we get a copy of that list that song list that we can distribute?

Mr. Langridge: Absolutely. I would gladly get that out to the Board.

Ms. Netto: Thank you.

Mr. Gildea: Any questions for Matt, folks.

Ms. Netto: Thank you.

Mr. Gildea: Pre-ceremony was heartwarming.

Mr. Langridge: If I kept anybody up, I apologize. Kids were loving it.

Mr. Gildea: Okay.

Dr. Conway: Just that with Matt Cunningham, just a shout out to Brad and his team, non-stop, planning for the re-opening, non-stop in the summer. Maintain internal, infrastructure, maintain new contracts for a variety of technology, researching technology so we're ready to open up. So it's just been a lot of additional things on Matt's plate and their entire team. So just a shout out to Brad who is on here as well. And for the graduation in the summer. That can be the slightest little glitch. So everything happens in sync. It's a lot of practice and the timing of running on, up, down. Just a lot of practice and effort on their part to make it happen. So kudos to all of them for everything they've been doing throughout the summer, the graduation and a big thank you.

Mr. Gildea: Very nice. Thank you, Doc. Thank you so much.

## **b. Facilities Report**

Mr. Gildea: We do have a plant facilities meeting on Monday.

## VI. Approval of Minutes

**Motion Passed:** The Board of Education approve the minutes from the following meeting: a. June 2, 2020, Committee of the Whole b. June 18, 2020, Board Meeting passed with a motion by Mr. Jim Gildea and a second by Mr. George Kurtyka.

Mrs. Laura Harris	Yes
Mr. Dan Foley	Yes
Mrs. Rebecca O'Hara	Yes
Ms. Melissa Cannata	Yes
Mr. Jim Gildea	Yes
Mrs. Tara Hyder	Yes
Mr. George Kurtyka	Yes
Mr. Kenneth Marcucio	Yes
Mrs. Janine Netto	Yes

Ms. Hyder: On page 12, on 6/2. Under administrator reports, section four, where it says in information only, Mr. Gildea spoke and Ms. Hyder spoke. And it says, Ms. Hyder said, I'm on the administrators. And I'm certain I wouldn't say that. So I don't know what I said. But I know it wasn't that. So if we could strike that or maybe re-listen to it to see what I actually said, but I know it wasn't that.

Mr. Gildea: I think the key point was there any updates from Mr. Bradshaw. So I would be agreeable to take that, the administrator sentence out.

Ms. Hyder: That would be great, thank you.

Ms. Netto: I missed that whole thing to make a motion, my computer froze. Motion was requested and I cannot do it because my computer, and I have no idea what was said.

Mr. Gildea; Make a motion that the Board of Education approve the minutes from the following meeting, 6/2/2020 with the corrections as stated by Ms. Hyder and 6/18/2020 regular board meeting.

Mr. Kurtyka: Second.

Mr. Gildea: Motion carries.

## VII. Financial Report

**Motion Passed:** The Board of Education approve the financial report for the period through June 30, 2020, as recommended by the Superintendent of Schools. The Board of Education approve a FY21 budget transfer of \$67,183.98 for the addition of an academic interventionist at Irving School. passed with a motion by Mrs. Janine Netto and a second by Mrs. Laura Harris.

Mrs. Laura Harris	Yes
Mr. Dan Foley	Yes
Mrs. Rebecca O'Hara	Yes
Ms. Melissa Cannata	Yes
Mr. Jim Gildea	Yes
Mrs. Tara Hyder	Yes
Mr. George Kurtyka	Yes
Mr. Kenneth Marcucio	Yes

Mrs. Janine Netto Yes

**Motion Passed:** The Board of Education approve the financial report for the period through June 30, 2020, as recommended by the Superintendent of Schools. The Board of Education approve a FY21 budget transfer of \$67,183.98 for the addition of an academic interventionist at Irving School. passed with a motion by Mrs. Janine Netto and a second by Mr. George Kurtyka.

Mrs. Laura Harris	Yes
Mr. Dan Foley	Yes
Mrs. Rebecca O'Hara	Yes
Ms. Melissa Cannata	Yes
Mr. Jim Gildea	Yes
Mrs. Tara Hyder	Yes
Mr. George Kurtyka	Yes
Mr. Kenneth Marcucio	Yes
Mrs. Janine Netto	Yes

Ms. Netto: Motion that the Board of Education approve the financial report for the period from 6/30/2020 as recommended by the superintendent of schools.

Mr. Gildea: Motion made by Ms. Netto. Is there a second?

Ms. Harris: Second, Laura.

Mr. Gildea: You have the floor Mr. Izzo.

Mr. Izzo: The report you see tonight is from June 30th. But of course, we'll continue, the close process has begun. We'll continue that through the month of July, peek into the month of August as we create a year report to the State by September 2nd, I believe is the date this year. Right now, I'm projecting we should end the year with around \$443,000, remembering that we carried 383 over, that's from savings and transportation. And then we have some final bills that we have to pay that just come in. So we'll be right on our budget. So Dr. Conway if you want to go on to the second page, if anybody has questions with financials themselves. Again, nothing really blaring here. You'll see the savings. As far as the grants go, we're in the process of closing them up. So we're in good shape. I don't see any surprises. Go through the details there. As far as grants go, we were allowed to carry over \$240,000. The 240 was basically was from, can you just go back a page. We had put some special education money in there for services for students. So we have that grant money ready to go as soon as that grant money is reopened by the State. We did get the Commissioner's network approval for next year.

Mr. Gildea: Is the only caveat that that has to be used to offset or to assist those students through educationally that have been impacted by distance learning or is that the use for reentry operational needs?

Mr. Izzo: We can use that for kids that may be affected by early closing. But it can also help us for reentry plans. That's going to be a decent piece of that grant. So that will cover that.

Mr. Gildea: Thank you.

Mr. Izzo: And Commissioner's Network. So other than that that takes care of the financials. We can jump into summary on food services. If there's no questions we can talk about that.

Food services. Sal is busy for tonight. Sal worked that out. This financial statement is showing the bank account balance as of 6/30 to 149,000 \$150,000. I also see that I put in the balance sheet. I will tell you that that number should be about \$90,000 higher. In the accounts payable section, we paid off the food service workers from March 13th all the way until the end of the school year. The 200,000 is shy of that extra amount of money that we paid off food services.

Mr. Gildea: I know it's been an interesting year for certain. I know we paid for the free lunch. But that's where we were kind of before the year started, no.

Mr. Izzo: Yeah, we closed out last year at 278 and right now I would say that this number should be somewhere upwards of 300,000.

Mr. Gildea: Does that include the 40,000 plus of the equipment?

Mr. Izzo: There was \$50,000 worth of equipment that we bought. So you can take the 50 and the 95, that's 145. So really this number would be around 345. We closed that last year around 280. So 65,000, we had a very good year. Sal is A plus, outstanding. He's an excellent person. But he's also a very good manager. He runs this like he ran his businesses. So we had a great year. Next year we'll be able to come back with some more equipment. Our facilities are top notch. Something that we can be really proud of.

Mr. Gildea: Thank you very much. Any questions on the finance statements.

Mr. Kurtyka: Looking for us to replace the 90,000 that you're anticipating?

Mr. Izzo: No I'm not. We're either going to get that money from the CARES Act or some additional money coming from the State. I have been asking this question since April and I still haven't gotten a straight answer from the State of Connecticut but we're getting closer. But there's going to be a separate stream of money for that. That money will not come out of the regular operating expense. There'll be another source of funding.

Mr. Gildea: Any other questions? All those in favor? Motion carries.

Ms. Netto: Motion that the Board of Education approve the FY Budget Transfer for 183.98 for the addition academic and intervention of Irving School.

Mr. Kurtyka: Second.

Mr. Gildea: Questions. Motion made and seconded.

Mr. Izzo: Discussing tutor positions. Create an academic intervention position in the operating budget. So that would take the 61,000 and create the funds for that position. The tutoring is adequate for the grant funds. So we're going to take that tutoring money in the operating budget to create this position. First of two positions.

Mr. Gildea: Anything you want to add, Doc?

Dr. Conway: Mark captured that very well.

Mr. Gildea: Any questions for Mark or Doc? A motion has been made and seconded. Any further discussions? All those in favor? Motion carries.

Mr. Izzo: When you get the opportunity, Mr. Chairman, I need you and Dr. Conway sign that form because that's a big transfer. Then I can make the transfer in the budget system.



Mr. Gildea: If somebody can email to me.

Mr. Izzo: I'll email to you and Dr. Conway. Thank you, sir.

### **VIII. School Reopening Update**

Dr. Conway: Really highlight four of the more significant changes since we had two weeks ago. That is moving forward that we have a better idea of our funding sources is coming over the next eight to ten days. Enhanced disinfecting of our school. Maintain our schools level than we have been, two additional grant funds. Going to be hiring 4.5 positions to assist in disinfecting. One individual assigned to each building. The responsibility of that individual the entire day disinfecting throughout the day. Give teachers and parents more confidence in disinfecting that is being required is actually being done on a daily basis.

Second is slide nine. Slide 19. And as part of the hybrid plan, which is one of the three plans. So we have the full return, everybody back in. Second plan is the hybrid plan, which is no more than 50 percent in the building. And that's the committee and all of my teachers and my teacher meetings as well as para meetings.

The three models many people coming up, there will be many more next week. The ones that are out there now are alternating every other day, 50 percent comes in on Monday, the next 50 percent on Tuesday and alternate throughout the week. Many that doesn't satisfy the healthcare. Because you're not given the opportunity to disinfect in between two different cohorts and the reason why is because of the greater health in the community.

The second model coming in on two consecutive days, Monday and Tuesday, same cohort, same 50 percent in the building. Other 50 percent is social distancing during those two days. Wednesday then all of the schools distance learning, complete disinfecting of all schools, between Thursday and Friday, the other 50 percent are in person, while the first 50 percent are doing distance learning. Then have the weekend of disinfecting before that first cohort comes back in.

A third model that's being floated around is a week on and a week off. That is fine, the healthcare one, our regular school calendar has a week over Christmas break and April break. We already looked for the loss of learning during those two weeks off. We landed in right now on the two days in for 50 percent, Wednesday flex day, Thursday and Friday remote learning for our students and for our teachers to plan. All three models will include remote learning for our students.

Parents that have heard the plan prefer this plan as well over the other two. Other plans that will be floating out there. I will share with you here that Hamden had the full plan four days a week, the students in. Their plan was the hybrid plan as part of the overall plan. It was not their full plan that will be submitted to the State.

Mr. Gildea: My question can wait until the end.

Dr. Conway: School calendar. Yesterday State Board of Education passed a vote to emergency provision reduce the school year. So what they did is they reduced it from 180 for students to 177 for the specific purpose of districts taking three days at the beginning of the full school year before students arrive and provide professional learning and development for staff to be able to have time to teach and learn from all three of these models. Students would have been returning on September 2nd, which is a Wednesday prior to labor day. Three training days, the 2nd, the 3rd, the 4th, will now be the three training days and support days for

staff that the State has just passed. So students will now return after labor day on Tuesday September 8th according to this calendar. So the next Town meeting will present a revised calendar.

Survey still ongoing with parents. Going to extend the date of the 16th. 584 responded. The percentages we're receiving have not really changed much. All I want to do is quickly highlight two sides of it so you kind of understand while some of them are out there where the decision-making is being impacted. So right now, even with a model, our doors are open for all students to return for five days a week for 177 days, which is the only model statutorily that we can open our doors to. Any other model we would have either the State Board of Education pass the motion under emergency supervision for a waiver, or another executive order similar to the one the governor issued back in March. That executive order expires on September 9th.

With that that is the plan that we have to admit to the State along with the hybrid, along with the remote learning. With this plan, I want people to know that twenty-six percent of parents are currently saying they are not comfortable sending their children back under our current health conditions and they want to stay on remote learning. Thirty-eight point three percent are unsure of this time and thirty-four point one percent are saying that my child will attend in person. And I only shared it because even a full in-person model today, even if half that 38 that we are going to attend, we're probably looking about 50 to 60 percent maximum capacity in our buildings, with the remainder on remote learning. We would improve on social distancing come September 8th. And the other important number is for busing. Right now no regulation on social distancing on buses. Right now only 70 percent of our students ride the bus. Our buses would only be 41.8 percent capacity, which again will allow social distancing on the bus. That's all I have.

Ms. Netto: When we look at groups one and two, keep siblings in the same groups, people who have multiple children don't have multiple exposure?

Dr. Conway: Yes, those are the type things once we settle on the model we need to consider. The largest percent of our teachers are from Derby. The other are from surrounding communities, have a different hybrid model, need employee in our classroom, that causes a problem. Right now you can't leave children home alone under the age of 12.

Mr. Gildea: Thank you, Doc. I have a quick question. Doc, you talked about the cleaning process when you separated cohorts, that would give you an opportunity to go in and sanitize?

Dr. Conway: Well we have to separate cohorts by no more than 50 percent.

New and existing would do a deep clean, it's all disinfecting of all buildings before all students return on Thursday.

With this particular model, they'll allow day and evening crews being able to do that.

Mr. Gildea: I get that. I'm just saying for instance two or three custodians in the middle school. My question is, are you going to be able to do it with the amount of people that we currently have is my question?

Dr. Conway: Still to be answered.

Mr. Gildea: Okay. That's fine. I understand.

Dr. Conway: Give us the greatest opportunity. Doing an exceptional job. In addition to the Committee that he's chairing for this reopening. This is a non-stop researching project ordering the supplies, working with the State on multiple conflicting reports that come out, whether it's ventilation, disinfecting. It is a non-stop for Matt.

Mr. Gildea: I would just tell you on the surface, and I realize the classrooms is not going to look the same. I just think at the best of times, our custodians have a hard time of keeping up. So is the CARES Act, HEROES Act start to bring money up, I think that's one area we can consider, that's all.

Dr. Conway: That's where the additional four will be funded out of.

Mr. Gildea: Thank you. Any other questions.

Ms. Harris: Doc, how about our staff members. Are all of our staff members ready to come back to school in the fall?

Dr. Conway: The survey is being completed as we speak. I'm going to tally that up tonight or tomorrow morning when everybody has answered it, to submit to the State. I will say depending upon the survey, depended upon the circumstances, in the four areas, that could cause somebody to be out.

Mr. Foley: How would group two be taught online by the teacher?

Dr. Conway: We're looking at the two models right now. Kids that are home, most questions acted depended upon reason high risk category, I'll give you an example of one, somebody who may be currently expecting. They're at a high risk category because they're expecting. To those staff, we would look for those teachers to do the online learning, the remote learning with students. The next category though that are not medically impacted, are over the age of 65, at a high risk category. Third, we would look at people negatively impacted due to other conditions in their home. Fourth, volunteers from the teaching who would be able to do remote learning and we'll probably have to do it by a seniority basis if we had to select from them. The other model and for some classrooms only would only be for volunteer.

In talking to some teachers over the weekend, they brought it to my attention, how comfortable would they would be with a large camera in the back of their room with a microphone and students can see into the class and ask questions part of the class remotely. They have reminded me that they have been doing that. Brad and I met with a company, Redcat. We are looking at that model right now for some classrooms to assist us with the remote learning.

Mr. Gildea: Very nice. George Kurtyka, then Tara.

Mr. Kurtyka: Go ahead Tara.

Ms. Hyder: Thank you George, very much. In terms of the data that you shared about families that want to come back, don't want to come back or are unsure. Did you do a breakdown in terms of what grade levels those families were? In other words was it predominantly elementary that wanted to or didn't want to come back or vice versa?

Dr. Conway: We do have a complete breakdown of each of those schools. Yes, that was all collected. We know exactly who the student is.

Ms. Hyder: Do you see a trend though? Like, are you able to tell us the majority, the people who want to come back are grades 6 through 12 or something like that?

Dr. Conway: I don't have that for you tonight. We have the data. Hopefully more parents will respond.

Ms. Hyder: Thank you. I have two more quick questions. In terms of a hybrid model, I'm thinking of it from a teacher's end, in teaching in a classroom in a typical situation. I don't say normal, because there is no normal, in a typical situation, teaching remotely is a challenge. So juggling teaching both remotely and in person on different days of the week I could imagine will be a challenge for teachers. What kind of challenges do you

anticipate they have and what kind of support would you anticipate putting in place for them to juggle that kind of a schedule?

Dr. Conway: It would be very difficult to do both the remote and in person, which was the reason to take a look at the cameras so that the teachers that are teaching in person, they are learning it live remotely. But I also think looking at the percentage of students and teachers that might be impacted by this and the hope of teachers responsible for the remote learning model might also relieve teachers of having to do both. We'll have to look at the numbers and the percentages that the students that are going to need the remote and do we have teachers to cover that. So I don't have an answer for that tonight but it is certainly something that direct impact to a teacher to having to do both is what the goal is. If they do have to do both I think at some point all teachers may be doing both, the committee will now need to put together a plan to support the teachers not only in the first five days before school. So we're going to have a full week of support before we open the doors to students, not just three days. So that whole week, prior to labor day, will be five days of training for staff. We're just now developing what that would look like.

Ms. Hyder: Do you anticipate what the conditions might be to go from a full five day in person model to a hybrid model?

Dr. Conway: I met with the Commissioner of Department of Health this past Friday, Department of Health is putting together indicators. They were not ready to release anything last Friday and no date given to the Commissioner on when that might be ready. That will be something that statewide is developed so it may happen by county or region, but it will be a statewide model the Department of Public Health will be releasing at some point when school opens.

Ms. Hyder: Thank you. And thank you George for letting me go ahead.

Mr. Kurtyka: So Doc, so I guess the State is going to set the time when school starts. Because you're saying five days before labor day and everything and we voted last year to come in before labor day. So if the State is going to say five days before labor day, so the school year is going to be longer.

Dr. Conway: Just to clarify. So what the State did, they actually shortened it by three days. The time our teachers report doesn't change. The time our students report is now Tuesday, September 8th. The students are going to report after labor day now because the State just approved, the 2nd, 3rd and 4th, those three days for training for staff prior to students returning. We already had Monday and Tuesday as PD days for staff. So now with the State reducing the school year from 180 to 187 with the sole reason to add three professional development days for staff, prior to students coming in, we'll move the students from September 2nd to September 8th.

Mr. Gildea: I think the question was, so originally school was 9/2, which was prior to labor day. Labor day is on 9/7. So the State is only changing it, they've come in and say here's when you're going to start.

Dr. Conway: They just reduced the student's school year by three days.

Mr. Gildea: I hear you. But they question is they still changed our start date though?

Dr. Conway: No. We would be changing the start date. We could still start students on September 2nd. I would still start staff earlier then, so that they have the five days.

Mr. Gildea: I was just jumping in for George. That was your question?

Mr. Kurtyka: Yes. So three days at the end of June is going to be less. So now it's going to be June 9th.

Dr. Conway: No. The last day of school won't change. The only waiver is to reduce the school year on the front end. The three days that they're giving up have to be used on a professional development. So your end dates don't change at all. Students are starting three days later and we don't change the end date. So we're reducing their school year by three days. It builds confidence in staff that they are receiving the right support and a lot is being asked of them that has never been asked before and a lot of it is new. You know we did distance learning, all of us, we did it. We had to get it up and running quickly. It doesn't mean it was perfect. So we're trying to improve how we do remote learning. And we now have this hybrid model what it looks like and explains and support people with. So when teachers heard about this, I was in one of my calls with teachers on Tuesdays when this got announced by the State Board of Ed. So you can almost feel the sense of support when they heard this. But they're going to appreciate five days of professional development. Their classroom is going to look different when they open up than it did when they left.

Mr. Kurtyka: God Bless the teachers, hopefully you can say that. They do a great job, you know. They do a great job.

Dr. Conway: And amazing.

Mr. Kurtyka: Yes, they are. It was a difficult time for them this year. You just can't say enough the teachers.

Dr. Conway: No, you can't. They did an amazing job this summer, jumping on the zoom meetings. They're pitching in. They're providing ideas. They're filling out a questionnaire sheet. I have a couple of teachers watching that and inform me as well if new questions are submitted. Being super helpful that way.

Mr. Kurtyka: Thank you.

Mr. Gildea: Where do you -- when do you think the cutoff is to reasonably let parents know what the plan is, because we're a little over seven weeks away?

Dr. Conway: According to the Governor this past Monday night, the earliest they expect to make the announcement is 30 days from this week, Monday. Hopefully, more parents will attend as we move forward. They'll have updates in the emails. It just changes that rapidly.

Mr. Gildea: Any other questions?

Mr. Marcucio: Is the option also available to keep the kids setting where it is and have the teachers come in three days prior if that's what they would prefer?

Dr. Conway: That's a Board option. Connecticut is great like that. The longer you wait the more confident staff and parents will be as opposed to trying to move that up. I think the more time you give it, the more confident people will be on the opening than trying to move up the opening. Just my opinion in talking.

Mr. Marcucio: Maybe the teachers would want to have that option.

Dr. Conway: Teacher days don't change at all. Their days stay the same. We can ask them that. But I think the later you start students, the more confident parents would be. I was going to show you a couple of districts before the news on Monday to start after labor day. Can certainly look at regionally especially now because of the impact on child care now. I just think a regional approach is smarter right now.

Mr. Gildea: Any other questions.

## **IX. Policy 5133 Student Behavior at Sporting Events**

**Motion Passed:** The Board of Education review policy 5133 Behavior of Students Participating in Athletic Events as a first read, as recommended by the Policy Committee. passed with a motion by Mrs. Janine Netto and a second by Mrs. Laura Harris.

Mrs. Laura Harris	Yes
Mr. Dan Foley	Yes
Mrs. Rebecca O'Hara	Yes
Ms. Melissa Cannata	Yes
Mr. Jim Gildea	Yes
Mrs. Tara Hyder	Yes
Mr. George Kurtyka	Yes
Mr. Kenneth Marcucio	Yes
Mrs. Janine Netto	Yes

**Motion Passed:** The Board of Education review policy 5133 Behavior of Students Participating in Athletic Events as a first read, as recommended by the Policy Committee. passed with a motion by Mrs. Janine Netto and a second by Mrs. Laura Harris.

Mrs. Laura Harris	Yes
Mr. Dan Foley	Yes
Mrs. Rebecca O'Hara	Yes
Ms. Melissa Cannata	Yes
Mr. Jim Gildea	Yes
Mrs. Tara Hyder	Yes
Mr. George Kurtyka	Yes
Mr. Kenneth Marcucio	Yes
Mrs. Janine Netto	Yes

**Motion Passed:** The Board of Education review policy 5133 Behavior of Students Participating in Athletic Events as a first read, as recommended by the Policy Committee. passed with a motion by Mrs. Janine Netto and a second by Mrs. Laura Harris.

Mrs. Laura Harris	Yes
Mr. Dan Foley	Yes
Mrs. Rebecca O'Hara	Yes
Ms. Melissa Cannata	Yes
Mr. Jim Gildea	Yes
Mrs. Tara Hyder	Yes
Mr. George Kurtyka	Yes
Mr. Kenneth Marcucio	Yes
Mrs. Janine Netto	Yes

**Motion Passed:** The Board of Education review policy 5133 Behavior of Students Participating in Athletic Events as a first read, as recommended by the Policy Committee. passed with a motion by Mrs. Janine Netto and a second by Mrs. Laura Harris.

Mrs. Laura Harris	Yes
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Mr. Dan Foley	Yes
Mrs. Rebecca O'Hara	Yes
Ms. Melissa Cannata	Yes
Mr. Jim Gildea	Yes
Mrs. Tara Hyder	Yes
Mr. George Kurtyka	Yes
Mr. Kenneth Marcucio	Yes
Mrs. Janine Netto	Yes

Ms. Netto: Motion Board of Education review policy 5113, Behavior of Student participating in Athletic Events as a first read as recommended by the policy committee.

Ms. Harris: Second.

Mr. Gildea: Any further discussion. Motion carries.

#### X. Executive Session

**Motion Passed:** The Board of Education enter into Executive Session to discuss the appointment list of new hires, a request for an extended maternity leave and the Superintendent's evaluation, and the Superintendent of Schools is invited to attend. passed with a motion by Mrs. Janine Netto and a second by Ms. Melissa Cannata.

Mrs. Laura Harris	Yes
Mr. Dan Foley	Yes
Mrs. Rebecca O'Hara	Yes
Ms. Melissa Cannata	Yes
Mr. Jim Gildea	Yes
Mrs. Tara Hyder	Yes
Mr. George Kurtyka	Yes
Mr. Kenneth Marcucio	Yes
Mrs. Janine Netto	Yes

**Motion Passed:** The Board of Education enter into Executive Session to discuss the appointment list of new hires, a request for an extended maternity leave and the Superintendent's evaluation, and the Superintendent of Schools is invited to attend. passed with a motion by Mrs. Janine Netto and a second by Ms. Melissa Cannata.

Mrs. Laura Harris	Yes
Mr. Dan Foley	Yes
Mrs. Rebecca O'Hara	Yes
Ms. Melissa Cannata	Yes
Mr. Jim Gildea	Yes
Mrs. Tara Hyder	Yes
Mr. George Kurtyka	Yes
Mr. Kenneth Marcucio	Yes
Mrs. Janine Netto	Yes

**Motion Passed:** The Board of Education enter into Executive Session to discuss the appointment list of new

hires, a request for an extended maternity leave and the Superintendent's evaluation, and the Superintendent of Schools is invited to attend. passed with a motion by Mrs. Janine Netto and a second by Ms. Melissa Cannata.

Mrs. Laura Harris	Yes
Mr. Dan Foley	Yes
Mrs. Rebecca O'Hara	Yes
Ms. Melissa Cannata	Yes
Mr. Jim Gildea	Yes
Mrs. Tara Hyder	Yes
Mr. George Kurtyka	Yes
Mr. Kenneth Marcucio	Yes
Mrs. Janine Netto	Yes

Ms. Netto: Motion Board of Education enter into Executive Session to discuss the appointment list of new hires and request for the extended maternity leave and the superintendent's evaluation. The Superintendent of schools is invited to attend.

Mr. Gildea: Doc, is that good. Second.

Ms. Cannata: I second.

Mr. Gildea: Second Melissa Cannata. All in favor? Motion carries.

#### **XI. Appointment of New Hires**

**Motion Passed:** The Board of Education approve the appointment list for new hires, as recommended by the Superintendent of Schools. passed with a motion by Mrs. Janine Netto and a second by Mr. George Kurtyka.

Mrs. Laura Harris	Yes
Mr. Dan Foley	Yes
Mrs. Rebecca O'Hara	Yes
Ms. Melissa Cannata	Yes
Mr. Jim Gildea	Yes
Mrs. Tara Hyder	Yes
Mr. George Kurtyka	Yes
Mr. Kenneth Marcucio	Yes
Mrs. Janine Netto	Yes

**Motion Passed:** The Board of Education approve the appointment list for new hires, as recommended by the Superintendent of Schools. passed with a motion by Mrs. Janine Netto and a second by Mr. George Kurtyka.

Mrs. Laura Harris	Yes
Mr. Dan Foley	Yes
Mrs. Rebecca O'Hara	Yes
Ms. Melissa Cannata	Yes
Mr. Jim Gildea	Yes
Mrs. Tara Hyder	Yes
Mr. George Kurtyka	Yes
Mr. Kenneth Marcucio	Yes
Mrs. Janine Netto	Yes



**Motion Passed:** The Board of Education approve the appointment list for new hires, as recommended by the Superintendent of Schools. passed with a motion by Mrs. Janine Netto and a second by Mr. Kenneth Marcucio.

Mrs. Laura Harris	Yes
Mr. Dan Foley	Yes
Mrs. Rebecca O'Hara	Yes
Ms. Melissa Cannata	Yes
Mr. Jim Gildea	Yes
Mrs. Tara Hyder	Yes
Mr. George Kurtyka	Yes
Mr. Kenneth Marcucio	Yes
Mrs. Janine Netto	Yes

Ms. Netto: Motion Board of Education approve the appointment of Diana Janus as speech pathologist as recommended by superintendent of schools.

Mr. Kurtyka: Second.

Mr. Gildea: All in favor. Motion carries.

Ms. McCoart: Diana is here. Joining us for the Middle and High School.

Mr. Gildea: Welcome you to Derby. Congratulations and we wish you well.

Ms. Janus: Thank you very much.

Dr. Conway: Shows commitment. Thanks Diana.

Ms. Netto: Approve the appointment of Jessica Blackwell as high school coach as recommended by the superintendent of schools.

Mr. Marcucio: Second.

Ms. Netto: Opposed.

Mr. Gildea: I feel extremely close to the situation. Motion carries unanimously. Jessica, I'm sorry.

Mr. Cunningham: Introducing Jessica Blackwell as our High School Coach. She took a Notre Dame High School Chair Team, six finishes, top five. Competition cheer with the scoring committee. She's on the other side coaching again. Great aspects of cheering. Express safety first development of skills for the girls. We're glad to have her.

Ms. Blackwell: Thank you so much.

Dr. Conway: Welcome, Jessica.

Mr. Gildea: Congratulations. Welcome to Derby. We wish you well.

Ms. Blackwell: Thank you guys, so much.

## **XII. Extended Maternity Leave Request**

**Motion Passed:** The Board of Education approve the request for an extended Maternity Leave for Lisa Detoro through June 30, 2021, as recommended by the Superintendent of Schools. passed with a motion by Mrs. Janine Netto and a second by Ms. Melissa Cannata.

Mrs. Laura Harris	Yes
Mr. Dan Foley	Yes
Mrs. Rebecca O'Hara	Yes
Ms. Melissa Cannata	Yes
Mr. Jim Gildea	Yes
Mrs. Tara Hyder	Yes
Mr. George Kurtyka	Yes
Mr. Kenneth Marcucio	Yes
Mrs. Janine Netto	Yes

**Motion Passed:** The Board of Education approve the request for an extended Maternity Leave for Lisa Detoro through June 30, 2021, as recommended by the Superintendent of Schools. passed with a motion by Mrs. Janine Netto and a second by Ms. Melissa Cannata.

Mrs. Laura Harris	Yes
Mr. Dan Foley	Yes
Mrs. Rebecca O'Hara	Yes
Ms. Melissa Cannata	Yes
Mr. Jim Gildea	Yes
Mrs. Tara Hyder	Yes
Mr. George Kurtyka	Yes
Mr. Kenneth Marcucio	Yes
Mrs. Janine Netto	Yes

Ms. Netto: Motion that the Board of Education approve request for extended maternity leave for June 2020 to June 2021 as recommended by the superintendent of schools.

Ms. Cannata: Second.

Mr. Gildea: Motion carries.

## **XIII. Adjourn**

**Motion Passed:** The Board of Education adjourn its meeting. passed with a motion by Mrs. Janine Netto and a second by Mr. Dan Foley.

Mrs. Laura Harris	Yes
Mr. Dan Foley	Yes
Mrs. Rebecca O'Hara	Yes
Ms. Melissa Cannata	Yes
Mr. Jim Gildea	Yes
Mrs. Tara Hyder	Yes
Mr. George Kurtyka	Yes
Mr. Kenneth Marcucio	Yes
Mrs. Janine Netto	Yes

**Motion Passed:** The Board of Education adjourn its meeting. passed with a motion by Mrs. Janine Netto and a second by Mr. Dan Foley.

Mrs. Laura Harris	Yes
Mr. Dan Foley	Yes
Mrs. Rebecca O'Hara	Yes
Ms. Melissa Cannata	Yes
Mr. Jim Gildea	Yes
Mrs. Tara Hyder	Yes
Mr. George Kurtyka	Yes
Mr. Kenneth Marcucio	Yes
Mrs. Janine Netto	Yes

Ms. Netto: Motion Board of Education adjourn it's meeting.

Mr. Gildea: Second by Mr. Foley.

Motion carries. Adjourned at 8:45.

#### XIV. Information Items

##### a. Vacancy List

##### b. 2020 Check Registers

Action Step:	Owner:	Timeline (or) Frequency:
All Science teachers attended professional development session by Jaime Rechenberg related to NGSS standards and curriculum.	Science Teachers	December 2017
Budget has been identified to purchase NGSS curriculum for Grade 9 Physical Science, Grade 10 Biology and Grade 11 Chemistry.	Science Teachers Business Manager	Spring 2018

