

Committee of the Whole
January 05, 2021 6:30 PM
Zoom Meeting:

<https://us02web.zoom.us/j/81128957262>

I. Call to Order

Mr. Gildea: We have 48 people here. We'll get started. Welcome everybody to the Derby Board of Education meeting. I apologize for signing in late. With that said, I will call the meeting to order at 6:34.

a. Opening Ceremonies



Pledge of allegiance

b. Roll Call

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

Mr. Gildea: I think Ken will be a little late. Thank you. Eight out of nine.

Ms. Harris: Yes.

Mr. Gildea: Thank you.

c. Additions/Deletions to the agenda

Mr. Gildea: Any additions/deletions or corrections to the agenda. Seeing none.

d. Birthday



Mr. Gildea: Alison, Happy birthday. That is an impressive cake. Happy Birthday for certain.

Very happy birthday for certain. Have a great celebration.

Alison: Thank you very much.

II. Public Participation

PUBLIC PARTICIPATION

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* 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.

Mr. Gildea: Public portion. Anyone from the public who wishes to speak. Going once. Going twice. Going three times. Public portion is closed.

III. Student Representative to the Board of Education

Mr. Gildea: We have our student representative to the Board of Ed.

Isabelle is our student representative. President of the Senior class. Right now the most talented at Derby High School. We welcome you to the Board. Traditionally what we do is, we give you a form to share with us any concerns you have or any concerns the class has. Certainly, for topics, we may ask you for your opinion. Is there anything you want to say?

Isabelle: I just want to say again thank you for inviting me and letting me speak. My main focus again is on mental health because there is a lot going on with students and staff members. I just wanted to let you know I'm working on two different things right now and to talk to the staff and Mr. Coplin and Ms. Olson and hope to bring it to you guys next meeting if that's okay.

Mr. Gildea: That is awesome. We talk about the coronavirus with teachers for certain and staff. Focus on the students. I think that will be a very fascinating topic to hear from. So we'll definitely be ready for you at our next meeting.

Isabelle: Thank you.

Mr. Gildea: Anybody have any questions. We welcome you. If you hear us talk about something and if you think you want to say something, but by all means feel free to jump in. We're excited to have you. Thank you.

IV. Executive Session

Motion Passed: The Board of Education enter into Executive Session to discuss the appointment list of new hires, discuss the Connecticut Health Care Associates, NUHHCE, AFSCME, AFL-CIO (nurses contract) and a letter of resignation, and the Superintendent of Schools is invited to attend. passed with a motion by Mrs. Janine Netto and a second by Ms. Melissa Cannata.

Ms. Melissa Cannata

Yes

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

Ms. Netto: Making a motion.

Ms. Cannata: I'll second.

V. Derby High School Principal

Motion Passed: The Board of Education appoint Jennifer Olson to the position of Principal of Derby High School, as recommended by the Superintendent of Schools. passed with a motion by Mrs. Janine Netto and a second by Mrs. Laura Harris.

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

Ms. Netto: Making a motion.

Ms. Harris: Second by Laura.

Mr. Gildea: Doc, I didn't know if you wanted to say a few words.

Dr. Conway: She was a principal at Irving. Between 2012 and 2018, Jen and this incredible group of individuals of teachers and paras, the kitchen workers here, the custodians, the secretaries, all nurses pulled together during that period of time to take a close look at the school to a level two. So it's incredibly hard work for everybody in the building for everybody to work as a team. But we have proof it can be done. The high school itself two years ago was also identified as a focused school. And it takes a group of teachers, staff, leaders, administration to come together to be able to accomplish this, not only once, but twice. I'm very very excited for the future as we move forward with Jen Olson as the principal at Derby High School. Please join me in congratulating Jen.

Mr. Gildea: Very nice. Ms. Olson, is there anything else you want to say.

Ms. Olson: Thank you very much Dr. Conway, Mr. Gildea and the Board. I just want to say thank you. I'm excited to have a great partner like Mr. Coplin. I want to thank that team and all the teachers and staff

here. Personally, I want to thank my Dad, my daughter, my kids, my aunt and my kindergarten teacher. I thank them as well. Thank you again for the opportunity and thank you very much.

Mr. Gildea: I would say welcome to the family but you kind of are in the family.

Ms. Olson: Thank you.

Mr. Gildea: On behalf of the Board, we do congratulate you. Very nice.

Ms. Olson: Thank you.

VI. Long Term Substitute - Bradley School

Motion Passed: The Board of Education approve the appointment of Jennifer DePalma, Long Term Substitute at Bradley School, as recommended by the Superintendent of Schools. passed with a motion by Mrs. Janine Netto and a second by Mr. George Kurtyka.

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

Ms. Netto: Making motion.

Mr. Kurtyka: Second.

Mr. Gildea: George Kurtyka.

Mr. Ciccarini: It gives me great pleasure to introduce Jennifer DePalma to our permanent long-term substitute for second grade for a teacher that's going on maternity leave in February. She started the year as a long-term sub at grade four. When she wasn't covering classes, she was providing intervention to students on days like I said, when she wasn't covering classes. She's been a summer camp counselor in New Milford. She has worked as a para-educator substitute during college breaks, which speaks to her work ethic.

Bachelor's in elementary education and English from Central Connecticut State University. A Master's Degree from University of Bridgeport. Multiple awards and Dean's list from 2016 and 2020. I know Derby loves athletes, especially our running program, I want to point out that Jenny ran cross-country at high school and Central Connecticut State University and also ran track and field in high school and at Central Connecticut State University. She's going to love the -- she'll definitely fit in our running program. She had wonderful glowing references. Treats all students with respect and kindness. Very reflective. Always willing to share her knowledge with colleagues. Never gives up on students. Joining us in mid-January. She's going to inherit a wonderful group of second graders. I certainly welcome her on behalf of our school.

Mr. Gildea: That was the greatest introduction I've ever heard in my 20 years on the Board. So welcome to Derby. That is a glowing recommendation. Welcome to the family. Thank you.

VII. Business Teacher, Derby High School

Motion Passed: The Board of Education approve the appointment of Robert Swierbitowicz, Business Teacher at Derby High School, as recommended by the Superintendent of Schools. passed with a motion by Mrs. Janine Netto and a second by Mr. Dan Foley.

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

Ms. Netto: Making motion.

Mr. Foley: Second.

Ms. Harris: Laura will abstain.

Mr. Gildea: Thank you, Laura. For the record, Madam Vice Chairperson Harris has abstained. Motion carries. Dr. Conway, will Ms. Olson be doing this.

Ms. Olson: I'm so excited to be able to welcome Robert with our family. He's here tonight with his family as well. He comes to us with an alternative route to his teacher's career. Degree in Sports management and then decided to take that to the next level with a masters in business administration at Post. Very fortunate to have him bring some life experience to the classroom for our students. He's been a baseball coach, a varsity coach since 2015. He also served as a substitute there at Region 7. Very proud of his background. Very excited to have him in the high school in our Business Department. Welcome Robert. Very excited to be able to have you here.

Mr. Gildea: Mr. S., welcome you to Derby. On behalf of the Board of Education, we welcome you and your lovely family to Derby. We look forward to your contributions. We welcome you to the family. Congratulations.

Mr. S.: Thank you very much.

Dr. Conway: Welcome, Rob.

Mr. S.: Thanks, Dr. Conway.

VIII. Special Education Teacher

Motion Passed: The Board of Education appoint Matthew Kozlowski to the position of Special Education Teacher at RAISE Academy pending successful approval of his DSAP application, as recommended by the Superintendent of Schools. passed with a motion by Mrs. Janine Netto and a second by Mrs. Laura Harris.

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

Ms. Netto: Making motion.

Ms. Harris: Second, Laura.

Mr. Gildea: Dr. Conway.

Dr. Conway: Mr. Nick DiLuggo speaking for Matt Kozlowski.

Mr. DiLuggo: Welcome Matthew Kozlowski and saying a few words about him. I'm glad that the Board is approving this position. One of the most committed individuals I've worked with. He comes in early. He stays late. He takes constructive feedback extremely well. He's really committed long term for Derby and for Raise Academy. Thank you everyone.

Mr. Gildea: Okay.

Mr. Nichols: It's truly evident that he cares about the kids and puts them above all else. He's absolutely an excellent hire. Welcome Matt to Derby. And you're going to be good.

Mr. Gildea: Well Matt, you only have 17 years not taking any time off.

Ms. Olson: Thank you and great job. Congratulations.

Mr. Gildea: Well Matt, very impressive. Very exciting. Very close community. Welcome to the family and congratulations and good luck on behalf of the Board.

Mr. Kozlowski: Thank you, guys.

IX. Art Teacher - Derby High School

Motion Passed: The Board of Education approve the transfer for Bailey Bruce from Irving School to Derby High School Art Teacher, as recommended by the Superintendent of Schools. passed with a motion by Mrs. Janine Netto and a second by Mr. George Kurtyka.

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

Ms. Netto: Making motion.

Mr. Kurtyka: Second it.

Mr. Gildea: Doc or Jen.

Ms. Olson: I'm very excited to welcome Bailey to the High School. An amazing artist. An amazing colleague. Really supporting students and teaching them early. Bailey comes to us with a Bachelor's in Art Education from Southern Connecticut State University. Also her Masters at University of St. Josephs. Super excited to be able to have Bailey here joining us. Thank you again to the Board for approving that at our last meeting and making this possible.

Mr. Gildea: Very exciting. Again, welcome to the family. Super excited on behalf of the Board and we welcome you. Good luck. Congratulations.

Dr. Conway: Congratulations Bailey.

Bailey: Thank you.

X. Part Time SRBI Interventionist - Math

Motion Passed: The Board of Education approve the appointment of Haylee Molloy as the Part-Time SRBI Interventionist at Derby High School, as recommended by the Superintendent of Schools. passed with a motion by Mrs. Janine Netto and a second by Mrs. Tara Hyder.

Ms. Melissa Cannata	Yes
Mr. Dan Foley	Yes
Mr. Jim Gildea	Yes
Mrs. Laura Harris	Yes

Mrs. Tara Hyder	Yes
Mr. George Kurtyka	Yes
Mr. Kenneth Marcucio	Yes
Mrs. Janine Netto	Yes
Mrs. Rebecca O'Hara	Yes

Ms. Netto: Making motion.

Ms. Hyder: Second, Tara Hyder.

Ms. Olson: Haylee is a PE teacher. She started with us at the beginning of the year. An amazing colleague here and being able to bring a sense of physical fitness, health education and mindfulness to our students. She stepped up from an assistant to a head coaching position during the year. She jumped in when there was need for soccer. Very interestingly her background actually started as becoming a math teacher. We're very happy for her to be here at Derby High School.

Mr. Gildea: Thank you. Very nice. She's not here but we do think well of her. We wish her luck as well.

XI. Appointment of New Hires

Motion Passed: The Board of Education approve the appointment of Haylee Molloy as the Part-Time SRBI Interventionist at Derby High School, as recommended by the Superintendent of Schools. passed with a motion by Mrs. Janine Netto and a second by Mrs. Tara Hyder.

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

XII. Letter of Resignation

Motion Passed: The Board of Education accept the letter of Resignation from Veronica DiLullo, Business Teacher at Derby High School, with regret and best wishes. passed with a motion by Mrs. Janine Netto and a second by Mrs. Laura Harris.

Ms. Melissa Cannata	Yes
Mr. Dan Foley	Yes
Mr. Jim Gildea	Yes
Mrs. Laura Harris	Yes
Mrs. Tara Hyder	Yes

Mr. George Kurtyka	Yes
Mr. Kenneth Marcucio	Yes
Mrs. Janine Netto	Yes
Mrs. Rebecca O'Hara	Yes

Ms. Netto: Making motion.

Ms. Harris: Second, Laura.

XIII. Administrator's Reports

Mr. Gildea: Admins reports. We'll take them one at a time on the list. Thank you very much. I just want to say to the administrators that we appreciate this part of our agenda. It really allows us to understand what's going on in your schools. Certainly, offer support where we could.

I will say that we do appreciate the Administrator's reports for certain. We don't take them for granted. So thank you very much. Great work. So, thank you.

a. Little Raiders University

Mr. Gildea: Little Raiders University.

Ms. Conway: Little Raiders had a fabulous as always December Program curriculum. Attendance, just everything all around. We celebrated all the holidays. So we just basically had a month of celebration, which is always awesome. We handed out computers to any student that may need them in case of remote learning. We all figured that if we were proactive and everybody had a computer, we wouldn't have to use it. And we were right. December was a great month for us and we didn't miss any time.

Mr. Gildea: Very nice.

Ms. Conway: So we handed out computers to everybody, which was awesome. So if we need them, we were being proactive thinking that if we get one to everybody we won't need them. And we were right. All month long we were in person and just had a fantastic month. We also did surveys to all the families. And finally, for family and community, we always have our classroom, Google classroom going always. We encourage family involvement through the Google classroom and zoom because we don't allow any parents in, but parents have zoomed in.

Mr. Gildea: All right. I think we lost her. All right.

b. Bradley School

Mr. Ciccarini: Good evening everyone. We had a very, challenging month in December at Bradley School especially closer to break in terms of health and wealthy, especially staff. But we were able to get to break

successfully. I think everybody, students and staff especially appreciated the break. We had come back very strong off of the recess. Kids are back into the swing of things. First day they were a little tired, you can tell, but we had the music playing first thing this morning. And kids had more bounce in their step today. Our engagement for remote learners continues to be very strong. And we continue to work with families, but there may be some challenges. But overall, we've had a very good year. And we're looking forward to an excellent second half of the year. We have our Benchmark assessments for the winter coming up now towards the middle of January, to the beginning of February. So, we're very excited to see the type of progress and growth the kids had made from the beginning of the year until now.

If anyone has any questions specific to my report, I'd be happy to answer that.

Any questions.

Mr. Gildea: Anybody have any questions for Mario. I do have one Mario. Percentage of students in versus out.

Mr. Ciccarini: Out of 230 students, we currently have 54 students that are remote learners.

Mr. Gildea: So about 75 percent.

Mr. Ciccarini: We did get our highpoint for the year, we were at the mid 80's, but we settled in around the high 70's, low 80's in terms of the number of in person learners, you know, since the beginning of the school year. But as of today, we have 54 out of 230.

Mr. Gildea: Okay. Any questions.

c. Irving School

Mr. Gildea: Irving School.

Ms. Misset: Good evening and happy New Year again. I could pretty much mirror what Mario said. We have returned to school with very, little change in our students coming in or out. There was some concern. We only have two students who had to quarantine because of travel. Otherwise, we had no changes in learning track. We are roughly 30, roughly 40 percent. I think it's 38 to be exact right now percent of our kids are remote. About 60 percent of our kids are in person.

Mr. Gildea: Thank you.

Ms. Misset: The smiles and excitement are back today. Looking forward to middle of the year testing. We are moving forward with putting together some new PBIS initiative that tie into our social emotional training. Through Title IV, we were able to purchase Re-Think for our Learning Center, which is a really cool program that they were just trained on in December that helps create IEP goals. The only other thing I wanted to highlight because it's big news for us here at Irving, someone emailed me and said, hey, I'm doing my State report and you don't have any suspensions, any State reportable discipline. And that is true. And we're very proud of that. I would like to attribute some of that to the social emotional focus we've had, but I also want to say, I think having a climate specialist back has been huge for us. I'm very happy we were able to add it back in this year. She's been a huge benefit to our school. So, I just wanted to point that out. Zero suspensions and just a handful of kids that we've really had to conference with and focus on.

Mr. Gildea: Thank you very much. Is a typical kid you see drop off in remote learners, is there a learning differential for those 38 percent?

Ms. Misset: I think we can answer that question a lot more after our middle of the year testing and we can compare our remote learners to the gross of our in-person learners. But we are constantly looking for ways to reengage those kids that are struggling with the remote learning. We're lucky that we have paras and other staff in the building that can reach out and provide a little extra TLC to those kids.

Mr. Gildea: I appreciate that. I notice the difference. Some students who don't pick it up easier. My son Josh just struggled way too much with remote. So, I will look out for those test results. Thank you.

Ms. Netto: Doc, if we could break it down. I just want to get an average of how many students are in the building.

Mr. Gildea: Thank you Janine.

d. Derby Middle School

Ms. Caggiano: We had 187 students that are currently in person learners. Yesterday, we were at 184. Today, we are at 186. Sometimes kids are not feeling good. Sometimes coming back from vacation. We are tracking that.

For DMS we submitted another grant that were eligible. We continue to work hard at Commissioner's Network. Setting up a model. We are actively doing PBIS again. There's a lot going on every day in addition to the teaching and learning. So the teachers have given 125 percent, which I greatly appreciate.

I Ready is going to show. We meet with the Commissioner's Network every two weeks. They come in for classroom visits. The kids are doing a great job with it too.

State Board of Ed joined us. Try to make it a fun and an exciting place. We did like an Elf on the Shelf. They were ecstatic about it. So just to balance learning and trying to balance kids social and emotionally needs too. Having some kind of fun mixed in. So just trying to balance the learning with the good times and trying to make it a really joyous time to be here. Looking forward to keeping DMS on the rise.

Mr. Gildea: Any questions for Ms. Caggiano.

Ms. Harris: Culture climate and ISS, OSS.

Ms. Caggiano: Yes, ma'am.

Ms. Harris: That's wonderful to hear. Thank you.

Mr. Gildea: Any other questions for Ms. Caggiano.

e. Derby High School

Ms. Olson: We have enrollment updates for you. We have 342 students. The month of December the last week we had 198 students who are fully remote. Inching up around 67 percent of our students considered full time remote learners. A large number of students in person learners but had been making a choice to try and stay home. The majority of students have been learning in person. Our year-to-date attendance was 93.9 percent was the December average, which year to date, we're trending at 93.24 percent. In comparison to the last four years it was a 95.3 percent was the year to date 2019.

Updates for what's happening at the high school. We had 21 students national honor society. That was 500 students across the State of Connecticut participated in that. Setting goals and life planning. That was great. We've done some grant writing, which is technology related is in its final stage right now getting ready to review by Mr. Izzo. And we've also been working in terms of curriculum, Dr. Rafferty has completed curriculum maps for grades 9 through 12.

We have a Department meeting scheduled in January. We also partnered with an engineering expert Mr. Harris. He is going to be partners with Jen Shea our science teacher. A newly retired Sikorsky Engineer, partnering with our team to provide some kind of length anatomy and chemistry as it relates to things like the study of flight motion or the wing-span of airlines of a plane. So we're excited about that. And you just met the new candidates that we hired for art, business and special education.

Mr. Gildea: Thank you. Any questions for Ms. Olson?

f. Raise Academy

Mr. DiLuggo: Good evening everybody. We have 19 students enrolled. We have 15 students enrolled, 9 through 12 and 4 students enrolled 6 through 8, most of our students are in person. We do have a few remote learners. This is the second year that the program is being run by Derby Public Schools. Big shout out to Ms. Caggiano for helping to facilitate what we're doing with our sixth graders.

We're taking weekly data in those three areas, we're analyzing student risk and coming up with interventions to decrease student risk in these areas. We did offer in person options for our students to participate during remote learning. Again, an awesome thing that was facilitated by many people including Mr. Nichols.

We have seven DHS staff members pushing in one period a day to do math, science and our social worker. In terms of push out support, DMS has been awesome in supplying unified arts and music once a week. Physical education twice a week. Students taking electives inside DHS as long as they can follow DHS expectations. Amazing job by our teachers. We have 15 High School students and 4 middle school students. It would be good to consider an additional staff member of support. Our students' online participation has greatly

increased as compared to last spring. Our students have shown a higher level of comfort having to do schoolwork online. We're going to continue to perform effectively what we're doing.

Mr. Gildea: Any questions for Nick.

Ms. Netto: Jump back real quick to the first slide. Students hybrid. What does hybrid mean?

Mr. DiLuggo: We had a student who's parent requested that they work remotely 3 days a week and come in person 2 days.

Ms. Netto: Thank you.

Mr. Gildea: Any questions for Nick.

g. Special Education Supervisors Report

Ms. McCoart: I can start at elementary level. Happy New Year everyone good evening. Special Development for both Bradley and Irving. We had two sessions in December, so with surveys and staff to create the action plans to implement positive behavior support and intervention at the elementary level.

So we're very excited about that. We get very excited. We were able to purchase a Re-Think Center for our Learning Centers. The teachers are really excited using the tools. We had our first training session right before break. I continue to meet each team at Bradley, LRU and Irving to problem solve and plan for PPT recommendations. After the district shifted to remote learning during break, we were able to plan for in person for learning for our specialized programs. We've been very busy and successful and we continue to plan and do what's best for kids.

Mr. Gildea: Questions for Ms. McCoart. Mr. Nichols.

Mr. Nichols: I'm going to add on to what Stacey is saying. A lot of work, making sure things again are completed in a timely manner.

Both engage in that continuous in person learning. That was a five hour day allow students to continue the trial and have access to in person learning. It was a great success. It went fairly smoothly. The secondary team is also working with Dr. Dina Reginsky (phonetic) to complete some cognitive and behavior rating skills. We are on the hunt for a new psychologist. And that's something already in motion right now. Team is working with the State Department, Stacey and I putting the final touches on it. Thank you, Stacey for your help. There is a liaison to work with paras and special education teachers for those students who are at transition age, 15 years old, on or about.

Support system designed consultation and collaboration. Team meetings with our DHS staff and DMS staff and separate for check with new hires.

Mr. Gildea: Very nice. Any questions for Mr. Nichols.

h. Athletic Department Report

[Winter Sports Update](#)

Mr. Bradshaw: We got the athletes back out there practicing. Some are very scheduled. Keep athletes in cohorts for our safety rules, but we did it. We got through the entire summer.

Right before season started, made some decisions and we got going. All the sports were able to participate practice. Football took the biggest hit during that season. In the end, football was able to play seven games. One against Seymour. One against Shelton. Safety considerations. In the end we did play with another team. We made seven out of seven happen. I think everyone enjoyed Friday night football game and the cheerleaders and have a senior night.

Cross country, they were able to one run or two meets. Virtual meets where everybody would run on a track. We were able to play music.

Cheer, they began their practicing in the summer. Do their conditioning. That's still not allowed at this time. They did some community outreach program. They brought some care packages to first responders.

Soccer, was able to play the most games. Ms. Molloy head girl soccer coach for most of the season. She did reach out taking over those responsibilities. Welcome back our boy coach, Chris. He got back. Military school in Texas. He is in quarantine. So I'd like to thank all the coaches keeping positive for all the students.

A new program helping out ordering the varsity jackets.

Winter season. As of right now all practices were delayed until January 19th. Wrestling and cheer not allowed at this time. The CIAC is meeting tomorrow. As soon as it comes out, I'll inform everybody.

Mr. Gildea: Thank you.

XIV. Remote Learning

[Indicators for Dynamic School Decision-Making](#)

Each STLT should decide the most appropriate indicators to reference when deciding to open, close, or reopen schools. CDC recommends the use of 3 core indicators. These core indicators include two measures of community burden (number of new cases per 100,000 persons in the past 14 days; and percentage of RT-PCR tests that are positive during the last 14 days) AND one self-assessed measure of school implementation of key mitigation strategies. **CDC suggests decision-makers use one or both of the first core measures of community burden in addition to a third core indicator, the self-assessed measure of school implementation of key mitigation strategies. These key mitigation strategies should be implemented to the largest extent possible.**

The two measures of community burden should be used to assess the incidence and spread of SARS-CoV-2 in the surrounding community (e.g., county) and not in the schools themselves. Currently, CDC does not recommend using these core indicators as measures of burden within the school.

Secondary indicators may also be used to complement the core indicators and further support actions taken. The list of secondary indicators is illustrative and is not meant to be exhaustive.

Other factors should also be considered in local decision-making – including the extent to which mitigation strategies are adhered to in the broader community. Local officials should seek out other sources of data to assess adherence to recommended mitigation strategies within the community. Each STLT can decide the most appropriate indicators to reference when deciding to open, close, or reopen schools.

Finally, the thresholds provided with each indicator should serve as a guide of inherent risk at the local level.

Dr. Conway: I don't think we can talk about this in terms of the education behind it, the reports behind it. It changes with information. And if you're not constantly researching it, looking at it, reading new guidelines and find an opportunity to get that information out. It gets lost. The more we get to share and discuss are the better the safe our buildings will be. The remote learning model, we had tough spots in the beginning. Well, State Department of Ed, the Governor's Office, Department of Public Health as well as the Center for Disease Control all strongly support in person learning versus remote learning. We're changing the current learning model. First came out on October 21st. Added to our learning plan.

The social emotional that you heard discussed tonight. The high school students as well as from the academic and attendance side of the learning. In person up until this point has been only possible because of our amazing, amazing staff to keep doors open. Our staff, they have questions, they have anxiety. They have uncertainty.

What I'm able to do here the report is from CDC. Once we opened our doors, across the country those numbers changed. CDC developed for schools. Along with a number of other things we need to perform on a daily basis to keep our doors open. The community burden, the number of cases in the past 13 days. What they recommend, going remote or we don't have the staffing.

Looking at the Dashboard. District level each school individually and then all schools combined. Going over cohorts. If you'll notice Middle School was orange. When you think about what happened at Bradley, it only took three cases, multiple cases, multiple cohorts in the same building. Immediately made the call that we go remote. I think we made a wise decision immediately. And we had the data to make that decision. It's a lot of decision-making the processing of the information as you get it, the phone calls. Be able to provide the in person learning for those students that choose it. We need to give that 72 hour notice.

Mr. Gildea: I definitely understand the number piece of it. I understand the light green and dark green. Was Bradley the yellow or the orange?

Dr. Conway: Bradley, during that 14 day period, they've gone into the red. Their number was 270 per 100,000. So that was nine. Look at how quick you can get there.

Mr. Gildea: I'm just trying to understand what color. The decision to go remote is based on, but what color.

Dr. Conway: It's simply an indicator to look at the mitigating factors as well as other information we have in terms of overseeing the spread.

Mr. Gildea: I get it. Is orange the color that makes you say, okay, now let's do a deeper dive. It's orange. That's my question.

But if a school is green or light green, we're not really thinking about remote?

Dr. Conway: No.

Mr. Gildea: Thank you.

Mr. Foley: Yes, could I make a comment?

Mr. Gildea: Yes, absolutely, Dan.

Mr. Foley: If it affects one person, that's one person too many. I have great concerns about this insidious disease that can affect our teacher, staff and students. And personally I think that we should go remote. I don't know how the other Board members feel. but one case is one too many. And personally seen where one case can become very serious and I don't want to see that for our Derby community. And one last comment, I find it ironic that as a Board that we are doing remote and we are asking our teachers, staff and students to show up in person. That's my opinion. And I would be interested to find out how other Board members feel.

Mr. Gildea: It was my intention to do what we had been doing, which is the hybrid, last December meeting when we were at the Field House. Tonight's zoom meeting was really more that I did not see on the agenda that the Payden Field House wasn't on here. Our last meeting was.

Mr. Foley: That's fine.

Mr. Gildea: I'm going to be completely honest for me. I have two children who are currently in the Derby Public School System. They were remote learners but a portion of December. I want to acknowledge that and be transparent about that. My son really struggled a great deal to a point where I don't think he was learning at all. So for me, he has been an in person learner again. My other son is hybrid. So for me as a parent, I felt compelled to send Josh back because he was failing and he was not learning. My son's education has failed the better part of last year. He has not done well. So for me, that's my own personal opinion. I don't know if anybody else wants to weigh in.

Ms. Netto: I can weigh in. I have two kids now that are in school, they're both in the high school. Same as Jim, they came out of school. I had a child who refused to keep a mask on. Was going to be removed from school. As a parent, I made the decision to remove that child from school. At the same time I removed my second child. He went to a high honors student to failing more than half of his classes. I appreciate every teacher who is working around the clock. I am following the information that Doc puts out. I'm watching the tracking. I just feel like we're being strict with the masks, with the cleaning. We're seeing that it's not transmitting in the building. It's being brought in from the outside. It's where the kids need to be. I have three teenagers, they're at a breaking point. If we don't keep them in school, I fear more for what will happen to these kids mentally if they are not in school.

Mr. Gildea: If I could say one more thing. I have worked every single day since this started. I worked every day. We're essential workers. I have a daughter who is 7 1/2 months pregnant who works as a bank teller and that's essential. And I have another daughter who is 6 months pregnant, who works at Griffin Hospital. That's also a high risk area. I don't ever ever ever take lightly the sacrifices that people make because my children made them and I've made them. So I get that.

Mr. Foley: Hopefully no one will get seriously ill.

Mr. Gildea: That's my hope every day.

Mr. Foley: And can be prevented. That's how I feel.

Mr. Kurtyka: You know I don't have any kids in the school, but I can agree with Janine and Jim too there, we go to work. I probably interact with a thousand a day, so I've been in. We're more careful. We wear masks. We got the N 95 masks. We got the shields. We got the gloves. The issue is, people are bringing it in from the outside. These are the patients who live on the New England Green, who come in and they're probably at least 50 percent positive. We don't find out until they get tested. We get upset too. It's just the way it is. You have to go to work.

I spoke to one worker whose daughter is a teacher. We're all afraid. I believe the teachers are 1b. I don't know if that's going to happen, the vaccine. This is the way it works. I feel kind of sorry for our teachers because they're in this too. Teachers are on the front line too. They educate our children. I hope we're the first school system in Connecticut that we get the COVID shots for our staff. Thank you.

Mr. Gildea: Anybody else want to weigh in.

Ms. Hyder: I'll respond to Mr. Foley. Back in April when I had my first friends pass away from COVID. I bought a box of cards. I started to write to people who lost loved ones due to COVID back in April. I have two cards left in that box. It scares me too, Mr. Foley. It's real. And it scares me every day, but I send my kids to school.

I just tell them, don't take your masks off. Wash your hands. Try to stay distant from people. I worry every single day. And at the same time, I go to work in schools. I know what it's like to be nervous every single day. I've had a bit of a breakdown yesterday with my principal about it. I get it. But at the same time we have to find balance, I believe with that social and emotional piece. And I am very grateful that my kids go to Derby Public Schools because the way our plan is laid out, there's choice. And you can opt in and out of that choice for your children, for their education, whether it's remote or in person. Based on what is right for your family. And I appreciate that because that doesn't happen in every Town. I think that is a gift for a lot of families. So I've opted to have both of my kids in school. I hear you Mr. Foley. I live it. And I get it. I'm grateful that in Derby Public Schools we have a choice for our kids what the family feel is appropriate. And as a teacher, I understand the stressors that come along with that too.

Mr. Gildea: Anyone else. Everybody's opinion is important and relevant. Thank you everybody.

XV. COVID Vaccine Update

Mr. Gildea: Doc, item number 15.

Dr. Conway: Designated employer coordinator. So her, the CDC and the distribution of the vaccine, every district and municipality and district has to have a designated employer coordinator, coordinates the enrollment of all employees, the vaccination management system that CDC is doing. That's the good news. This is the next step in the process. We're just awaiting confirmation from the Governor's Office that education staff are included in phase 1b of the distribution. The advisory council met today. They did not come out with a final

recommendation as we had hoped. We are expecting that sometime between now and Thursday. We're hoping that they do confirm Thursday. As soon as that confirmation is out, and we notify staff again. And as soon as we get the green light to upload our employees name and email address into the system. We are prepared to upload as soon as we get the green light to upload. But we are prepared to upload as soon as we get word that they are eligible. From that point on, the individual employee will receive an email through the system to schedule an appointment or not. It's completely voluntary on everybody's behalf whether they get the vaccine or not. Our job is to upload employee data in the system and then each of them can make a decision once they receive an email. That's now in the hands of the CDC.

There is a link from the CDC website all about the vaccine so that they can be better informed. When they get the email from CDC they'll know when and respond immediately so they'll be first in line for the vaccine once it's opened.

Mr. Gildea: I just want to clarify one thing if I could. Our teachers in the 1b category?

Dr. Conway: That's what we're waiting for confirmation on. So teachers and our education staff. So while we have been informed they would be, until that confirms, we don't have that confirmation as of yet.

Mr. Gildea: Understood. Any questions on the COVID vaccine, folks. I'm sure Doc will keep us posted.

XVI. FFCRA Leave Time

Reason for leave	Qualify for extended leave
Staff who are quarantined as a result of being identified as a close contact by DPS as a result of a positive COVID test in our school buildings	Yes. (Use COVID EMERG LEAVE Code.)
Staff who call in with COVID Related Symptoms as determined by the Administrator and School Nurse	Yes
Staff who have to quarantine as a result of being identified as a close contact as a result of a positive COVID test outside of DPS.	No
Staff who are caring for their child identified as a close contact outside of DPS	No
Staff whose children attend schools in another district who are remote.	Will have the week of 1-4 to 1-8-2021 to make alternative arrangements or use their Sick Leave PL Leave or request unpaid leave..
Staff who were on approved Expanded FMLA	Same as above.
Staff who travel	No

Mr. Gildea: FFCRA Leave.

Dr. Conway: New stimulus package would extend the FFCRA leave time that was in the first packet. That did not happen.

If they quarantine you, you'll have to use your own sick time. When they go to retire at some point, they're allowed to cash in x number of sick days based upon their contract. So whether they use their sick time or whether we pay them, we're still paying them. The only difference is when they go to retire at some point, they're allowed to cash in x number of sick days based upon their contracts.

Second category COVID related symptoms as determined by administrator and school nurse. If you have to use your own sick time, you may or may not make that call.

Mr. Gildea: Any questions for the Superintendent. You need a motion for this.

Dr. Conway: Yeah, why don't we do a motion.

Ms. Netto: I need more time on this, Jim. Do we have teachers that are currently being permitted to quote unquote work from home?

Dr. Conway: So we do have right now, two staff one at the high school, one at the middle school working remotely under the plan up until 12/31. So when their child's district went remote two weeks before Thanksgiving they worked from home.

Ms. Netto: They're not on a leave, they're working from home. They're still being paid.

Dr. Conway: That's the alternative. Either way, you're still paid. In the case at the High school, that teacher continued to work remotely until their child was going to be able to return to their district.

Ms. Netto: It's not creating the same situation for all our employees.

Dr. Conway: I discussed it with the union today as well as the administrators. Trying to balance the needs for the district and the children with equity across the district considering the position. They can utilize their personal leave time. But they have to return.

Ms. Netto: I'm not prepared to vote on this now. Because this needs to be weighed out in more details. Because like Doc is saying, we need to touch on every different aspect. And this does not do it for me.

Mr. Gildea: Right now, we're not creating a situation where every employee is being treated the same.

Dr. Conway: No, every employee would be treated the same. My goal is every employee is treated the same, which is why employees who are currently teaching remotely, they would have to come back. Because other employees in other job functions, can't do their job remotely. So they would have to take unpaid leave.

Mr. Gildea: Anybody else has issues or questions.

Mr. Kurtyka: Could they get unemployment?

Dr. Conway: You could. That is an option. But the option, remember back, I had all of our filed unemployment right away, even if they never had to use it. And they didn't. But they had to file for it right away so you're first in line.

Mr. Gildea: Could we, as a suggestion here, can we have the negotiations and personnel committee review this prior to our next meeting?

Mr. Kurtyka: Yeah, that will be fine.

Mr. Gildea: The piece for me, we try not to penalize people. We don't want people to come into work sick. Some incentive for preventing that here that really doesn't cost us much. That's the piece of it. I'm trying to understand Janine's concern. Everybody would be treated the same.

Dr. Conway: She wanted to make sure they were. That's my goal as well.

Mr. Kurtyka: Doc, we can try and schedule a zoom meeting next week and let's sit down and talk about this.

Dr. Conway: The data might be very different a week from now. The schools that are remote plan to come back in person the day after Martin Luther King Day. That might change after January 19th.

Mr. Kurtyka: So you already had your meeting with the Bargaining Unit, correct?

Dr. Conway: Yes, I did. I had my weekly meeting scheduled. I shared with them this and what they thought.

Mr. Gildea: I'm sorry George.

Mr. Kurtyka: Doc, like I said, if you can schedule a meeting. Or the other alternative is we can get MOUs from each bargaining unit if they kind of agree or disagree to this and then present it. If you bring everybody in, the union leaders, you and me and Melissa who will be on the zoom call and see what they think about this plan as presented right now.

Mr. Gildea: I think the premise is keeping sick people out of the building is important.

Mr. Kurtyka: Let me know. Are we enrolled in the State program, the 211.

Dr. Conway: That's the first thing that's offered.

Mr. Gildea: Negotiations Committee sit down with Doc and review the logistics, union to union. We just wanted to confirm the equitability of it. All right, Doc.

XVII. Staffing Firm

Mr. Gildea: Item number 17, Staffing Firm.

Dr. Conway: We had two applications that came in this week for the Business Manager position, that looked a little promising. Should we reach a point where those two even don't hit the mark for the Advisory Committee does not make a recommendation. The staffing firm specifically for financial positions. And so Mark has reached out to two of them to get quotes on bringing someone in on a temporary part. If you guys decide to hire that person. If you try to hire out of either of those, there's a fee to the firm, 20 percent.

Mr. Izzo: 20 percent.

Dr. Conway: It's 20 percent of their starting salary. It's about an \$18,000 investment. I just want to share with the Board if we get to the point meeting more additional candidates is there a way to look at Staffing Firm.

Mr. Kurtyka: Doc, if we go this route and hire them, then they'll have to get certified as well, right?

Dr. Conway: I'm not worried about that part.

Mr. Izzo: A lot of them are CPAs, accounting, public/private. I'm assuming well within a year they'll be able to get certified.

Mr. Gildea: You're also a genius though Mark. Any questions on the scenario that was laid out?

Mr. Kurtyka: I guess we have to go that route then, yeah.

Mr. Gildea: Thank you.

XVIII. Early Dismissal - Planning and Prep time

Mr. Gildea: Early Dismissal - Planning and Prep time.

Dr. Conway: Again, meeting with staff, it became more apparent, we provided early dismissal days for planning and prep.

Ms. Netto: Motion that the Board of Education approve the Early Dismissal for Planning and Prep time as recommended by the Superintendent of Schools.

Mr. Kurtyka: Second.

Mr. Gildea: Doc, discussion. Go ahead.

Dr. Conway: Does create additional planning and preparation as you know from September to December. Took those professional development days and planning and prep days and added the two days between September to December. We're now still in the same situation. So now we're still in the same situation, I'd like to add the early dismissal days from January to May. I don't want to have every professional development day become that planning prep day. We would have four early dismissal days so we could continue with professional development in the spring.

So let's accommodate folks with those needs by adding the early dismissal days, on the third Wednesday for January, February, March, April and May for the planning and prep and catch up time for staff and catch up time to do make up work for students. They're given more time on remote to complete their assignments.

Mr. Gildea: Any questions. Motion carries.

XIX. 2021-2022 District Calendar

Dr. Conway: Mr. Chairman, if we could move this to the regular Board meeting. We received a couple suggestions today on the calendar. We want to make those changes and get it before the Board.

Mr. Gildea: Sure. Unless there's no objection, we'll pull that off and put that on our next meeting agenda.

XX. Adjourn

Motion Passed: The Board of Education adjourn its meeting. passed with a motion by Mrs. Janine Netto and a second by Ms. Melissa Cannata.

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

Ms. Netto: Ask for a motion to adjourn.

Ms. Cannata: Second.

Marianne Samokar, Recording Secretary