

**MIDDLETOWN BOARD OF EDUCATION
POLICY COMMITTEE**

Meeting Minutes

Monday, March 2, 2026

In Person Meeting 5:30 P.M.

Board of Education Policy Committee Members participating:

Deb Kleckowski, Policy Committee Chair

Shelia Daniels, Board Member

Harold Panciera, Board Member

Dean Krupa, Board Member

Hakeem Grant, Board Member

Susan Owens, Board Member

Stacy Porch, Parent

Also participation:

Dr. Alan Addley, Interim Superintendent

Jennifer Cannata, Assistant Superintendent

Colleen Fitzpatrick, Interim Chief Academic Officer

Ann Littlefield, Attorney

Harry Synder, Manager of HR

Marco Gaylord, Director of Facilities, Safety & Security

Jill Power, Operations Administrative Secretary

The Meeting was called to order by Deb Kleckowski at 5:32 P.M.

- 1. Call to Order**
- 2. Introductions**
- 3. Minutes to be Accepted - February 2nd 2026**

Minutes were accepted.

- 4. Vote on agenda changes:**
 - a. Public Comment to add to agenda**

The Chair of the policy committee, Deb Kleckowski, would like to make sure that the agenda that is presented before the meeting is the agenda that is sent out to the committee. There should be no changes to the agenda without consent from the Chair. The Chair made a motion to move the policies around to what was originally sent. She wanted to do the agenda in this order; Civility policy, Homework, Hiring of Certified Staff, then Visitors and Observations in Schools, and then Committees, Policies and Regulations. The Chair made a motion to redo the agenda. One was in favor and one was not. The agenda was changed. The Chair would also like to add public comment to the meeting. A discussion was had about making sure it was just comments and not back and forth with no asking questions. A discussion was also had in making sure there was a time limit. There was a motion to add public comment with a 5 minute time limit. All were in favor.

5. Policy #1260 Civility

This policy was brought to the committee because of a letter that was sent from FIRE. Ann Littlefield was in attendance to discuss this policy with the committee. She stated that this policy has to do with the school community which includes, staff, parents, and anyone who is in the school community and their right to freedom of speech. She also explained that Middletown should be keeping this policy up to date with the law and follow the recommendations of the law. Shipman has looked over our current policy we have and has made some edits and wording changes to update this policy. After discussion the committee moved this policy with the Shipman changes and recommendations to the March 10th Board meeting for its first reading. All were in favor.

6. Policy #6154 Homework

The homework policy was sent back to the committee after the February Board meeting because some board members wanted grading to be included in the policy. Since the Board meeting Colleen and her colleagues have added a section to the homework policy. Colleen explained that there was language added about weighted grading on page two. It states “**To reflect the importance of consistent practice in the learning process**, homework will constitute 0–10% of the final grade. To prioritize mastery over mere completion, students shall be permitted to correct mistakes for full credit. Respective supervisors, directors, and department heads will determine the specific weight within this range for their departments.” Colleen explained that this gives autonomy for teachers/supervisors/and grade level teams. Committee members were concerned about the 0% and that some teachers would not have homework count and then students would not do homework or not take it seriously. They were also concerned that maybe grade 6-12 should have a separate policy. Colleen and Dr. Addley explained that department heads and grade level teams will be working together to decide what percentage homework will be for that subject. Board Members would like it not to be 0% and would like to make it a higher number. Dr. Addley added that you need to be able to trust your staff and trust that the department will not have homework count as 0%. He also added that you can always change a policy if it is not working. He recommended to see what happens with this policy in place and go from there. Committee members agreed. A motion was made to move this policy forward to the March 10th Board Meeting for its first reading with the added weighted grading paragraph. All were in favor.

7. Policy #4010 Hiring of Certified Staff

The Hiring of Certified Staff was brought back to the committee because of the confusion on a Board member being on the hiring committee for Assistant principals and Principals. Dr. Addley believes there does not need to be a Board Member on those committees but our Board members believe we do. Harry explained that is our current practice and has no concerns with the policy created. A motion was to move the policy to the March 10th Board meeting for its first reading with no changes. All were in favor.

8. Policy #1250 Visitors and Observations in Schools

This policy was brought to the committee from executive session discussion. Harold also had sent the committee some of his recommendations for this policy. Our Board Members would like to go into schools more often and see the things that are going on and interact with the staff and schools. Ann Littlefield was able to talk about this policy. She brought other district examples of visitor policies and bylaws for the Board on visiting schools. Almost all of the other school districts had a bylaw explaining that Board Members are able to visit schools but need to make an appointment with the Superintendent and that Board Members do not have any more power than a regular citizen when it comes to visiting schools. After discussion Shelia made a comment about this should be a bylaw and not in the visitor

policy. Others agreed. Dr. Addley explained that Board Members should not just be popping into schools and seeing what is going on. Some administrators might not be comfortable with that. He is going to bring some comments back from Administrators to give the Board some insight into how they feel about this. They are more than welcome to attend PTO meetings, concerts and special activities at the schools. Dr. Addley also explained that there needs to be a chain of command when discussing issues or problems within the district. Staff and teachers should be going to supervisors, principals and the Superintendent with those first not the Board Members. The committee is going to continue the discussion on this policy and will look at other policies from other districts as well. A motion was moved to continue the discussion of this policy, consider writing a bylaw and listen to the administrators perspectives. All were in favor.

9. Policy #9130 Committees, Policies and Regulations

This policy was moved for discussion at the April 6th policy meeting. All were in favor.

10. New Business

There was no new business.

11. Adjournment

ADJOURNMENT

The meeting was adjourned at 7:29 P.M.

Respectfully submitted,

Marco Gaylord

Director of Facilities, Safety & Security