



REGULAR BOARD OF EDUCATION MEETING

Monday, May 22, 2023 7:00 PM

Town Council Chambers

Glastonbury Town Hall

2155 Main Street

Glastonbury, CT 06033

1. Call to Order
2. Pledge of Allegiance
3. Awards and Recognition
 - A. CABE Student Leadership Awards
 1. Jonathan Owens - Glastonbury High School
 2. Jess Thompson - Glastonbury High School
 3. Jay Biswas - Smith Middle School
 4. Sienna Floyd - Smith Middle School
 - B. Alexandra Xu, 2023 Congressional Arts Competition Winner
 - C. Suzie Hoyt
4. Student Representatives' Report
 - A. Jachimma Anaedo, Class of 2024
 - B. Hayley Lemieux, Class of 2025
5. Information Session for Public Comment
6. Business Requiring Action
 - A. Approval to Participate in the Healthy Food Certification Standard (Under Section 10-215f of the Connecticut General Statutes)
 - B. Approval of Children of Out-of-Town Board for Education Employees to Attend Glastonbury Schools 2023-2024
 - C. Approval of Glastonbury Public School Position Changes
 - D. Approval of Compensation for Non-Affiliated Employees
 - E. Approval to Combine the Regular Board of Education Meeting of June 12, 2023 and June 26, 2023, to be held on June 26, 2023, at 7:00 pm, in Town Council Chambers, at Town Hall
 - F. Meeting Minutes of May 8, 2023
 - G. Special Meeting Minutes of May 15, 2023
7. Reports and Discussion
 - A. School Report
 1. Smith Middle School

- B. Glastonbury Education Foundation
- 8. Committee Reports
- 9. Chairman's Reports
- 10. Superintendent's Report
 - A. Self-Insurance Reserve Update, April 2023
 - B. Staff Resignations
 - 1. Cheri Burke, Assistant Superintendent of Curriculum & Instruction
 - C. Student Suspension Report, April 2023
 - D. Dates to Remember
- 11. Adjournment
 - A. Please note: It is possible that the Board of Education may go into Executive Session

How to Participate in Board of Education Meeting Public Comments

At this time, there are two options for participating in public comment during Board of Education meetings.:

1) In-Person Comment.

The Board sets aside thirty (30) minutes for public comments. Comments are limited to 3 minutes per speaker and a person may speak only once. Each speaker must start by stating their name and address. There will be a sign-up sheet in the back of the room. In-person meetings are held in the Town Hall Town Council Chambers, 2155 Main Street, Glastonbury, unless otherwise noted on the [Board of Education Meeting webpage](#) and the Board Meeting agenda.

2) Written Comment.

Use the form below to submit a written comment before 12 noon on the meeting day. Written comments are attached to the BOE Meeting Agenda.

[Public Comments for Glastonbury Board of Education Meeting](#)

Public Comments for BOE Meeting (Responses) 2023

Timestamp	Your Full Name	Your STREET Address	Your Comment to be attached to the agenda of the next Glastonbury Board of Education meeting. NOTE: This field accepts up to 2500 characters. Please submit a second response to this form if you require additional text.
5/22/2023 9:55:47	Heather Simon	809 Main St	<p>Good evening, I am writing in regarding the agenda as well as one of the agenda items. "Approval of compensation for non affiliates employees" is listed as an item. It is really challenging to ask appropriate questions (about what I am guessing are salary increases) when the item is vague and lacks transparency. Our schools seem to be understaffed in paraprofessionals, substitutes and special education positions yet we are exploring salary increases for other positions. My children have come home countless times to tell me that their classes were taught by office staff. I've witnessed 5th graders acting as special education paras to help out in class when it was clear the staff simply wasn't available. I've heard from several parents that their child's speech or PT was delayed because the school needed to hire for the position. This isn't the fault of our teachers and it is simply unacceptable. Our children deserve adequate, qualified, credentialed educators at all (or at least the great majority of) times. Please offer greater transparency for parents so that we may simply understand what is on the agenda and what that means for our children. What is the rationale for spending more of OUR money on "non affiliated" employees while we are so lacking in other positions? What is being done to fill these gaps and positions that are absolutely critical to the day to day functioning of our schools and the education of our kids?</p>
5/22/2023 10:49:29	Stephen Michaels	225 Grandview Drive	<p>Dear Board of Education,</p> <p>As a concerned parent of four children, I urge you to allocate more funds to qualified, credentialed educators and support staff rather than directing additional resources to "non-affiliated" employees involved in programs lacking measurable or objective standards, like Equity, Diversity, and Inclusion (EDI). There is no reason to dedicate more funds there as if to intimate that Glastonbury is racist, never mind moving that position under an administrative contract. Not an idea I support.</p> <p>The foundation of a strong education lies in the quality of educators and support staff. By investing in qualified, credentialed professionals, we ensure that our children receive the best possible education. These dedicated individuals possess the expertise, subject knowledge, and teaching skills to inspire and nurture our children's academic and social development, preparing them for future success.</p> <p>A robust support staff is equally crucial. Counselors, psychologists, librarians, and administrative staff contribute to a conducive learning environment focused on high academic and extracurricular outcomes. Allocating funds to bolster our support staff enhances our children's overall educational experience and well-being is a desire by the parents.</p> <p>While the concept of EDI has some merit, it is concerning to allocate additional dollars to "non-affiliated" employees involved in these programs which lack measurable or objective standards. We must prioritize initiatives with clear outcomes and evaluation criteria. If Glastonbury is racist, tell us why. What has been studied? What has been evaluated? What has actually been done other than race hustling? How have Glastonbury's true minority populations been embraced? As a parent of 4 that's highly involved, I haven't seen a thing. Investing in programs without defined objectives and subjective evaluation can inefficiently use resources and divert attention from core educational priorities.</p> <p>Let us ensure that our children receive a quality education by directing resources towards qualified professionals who directly contribute to their academic and social development. By focusing on measurable and objective standards, we can ensure an effective use of resources and equip our children with the skills and knowledge necessary for success.</p> <p>Thank you for your attention to this matter.</p>
5/22/2023 11:11:30	Audrey Yellen Quinlan	90 Candlelight Dr	<p>Regarding out-of-town special ed students, how are "additional service" payments calculated? Are there different fees for different services such speech vs spec ed? Please provide actual costs for all spec ed services. Are 1:1 aides included in the fee? Are Annual Review, PPT [example, a parent-requested meeting with all service providers attending], and 504 meetings held in the home district or in Glastonbury? If in Glastonbury, how are these meetings included in the fee agreement?</p> <p>How is a 504 plan calculated?</p> <p>Can you provide a sample of the fee agreement form between the parents and the school system?</p> <p>Thank you.</p>
5/22/2023 11:53:21	Nicole DiCicco	84 Ridgewood Rd.	<p>Good evening, As a mom in town, I have been hearing numerous instances from fellow parents in which their child's needs have gone upmet by GPS. This concerns me greatly, as our family specifically chose Glastonbury in large part due to the reputation of its public schools. The more I take the time to listen to other parents' experiences, the more I question if things in GPS aren't what they used to be. I believe it should be made transparent to all taxpayers and parents, which types of shortages GPS is experiencing in its classrooms and what is being done about that, including financially. Ie: Are some employees' salaries increasing while needed positions remain unfilled? It disturbs me greatly, as it should everyone, that a board elected to represent the community's voice in public education, literally ignores the concerns of many parents in town. Agree or disagree, everyone's voice should be heard and considered.</p>

**GLASTONBURY BOARD OF EDUCATION
EXECUTIVE SUMMARY REPORT FORM**

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Title of Report: Healthy Food Certification Standard (Section 10-215f of the Connecticut General Statutes)

Board Meeting Date: May 22, 2023

Action: X Report: Information: Discussion:

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Overview: The Glastonbury Board of Education first accepted the Connecticut Nutrition Standards, Healthy Food Certification (HFC) in 2006. This is our seventeenth year participating in the program. Effective July 1, 2015, the Nutrition Standards for foods allowed to be sold under this program changed. The revised standards emphasize three main criteria. Foods sold must meet at least one of the following; be whole grain-rich, must have one of the following food groups as the first ingredient (fruit, vegetable, dairy/protein), be a combination food (food item that contains at least ¼ cup of fruit or vegetable). The nutrition standards continue to emphasize portion control and have set limits on calories, fat, trans fat, sugar, and sodium found in foods.

HFC pertains to all foods sold to students separately from reimbursable school meals. The regulations overlap with the regular menu. For example, if a student chooses an entrée alone that is not offered as part of a reimbursable meal this entrée would be subject to the HFC regulations.

HFC requirements apply to all food sales on school grounds including cafeterias, school stores, and vending machines. Vending machines that are in staff work areas and not accessible to students are not covered under HFC.

In addition, non-approved foods and beverages continue to be sold at events (e.g. sporting events, school plays, and community use events). Items sold at these events are not subject to meet the HFC requirements as long as they are sold 30 minutes after the end of the school day. Also, with your approval, community groups such as Friends of Music continue to sell candy as part of their fundraising activities.

We anticipate receiving approximately \$55,000 in funding this school year. Meal counts from the previous year are used to calculate funding. Free meals were offered for the entire 2021-22 school year; therefore meal counts were significantly higher than in years past resulting in increased funding.

We recommend that we continue to participate in this program during the 2023-24 school year.

Submitted By: Jessica D’Agnese

Reviewed By: Alan Bookman



Office of the Superintendent

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May 22, 2023

TO: Board of Education

FROM: Alan B. Bookman, Ph.D., Superintendent

RE: Request from an Out-of-Town Staff Member to Permit their Child to Attend
Glastonbury Public Schools for 2023-2024

We have nine (11) employees who are requesting permission for their children to attend school in Glastonbury in accordance with Board Policies #3240 and #5118.1 (attached).

The students would be attending:

Buttonball Lane School (2 - kindergarten students and 1 - 1st grade student)
Hopewell School (1 - kindergarten student)
Naubuc School (2 - 1st grade student and 1 - 3rd grade student)
Nayaug School (2 - 1st grade students)
Smith Middle School (1 - 7th grade student and 1 - 8th grade student)
Glastonbury High School (2 - 9th grade students)

Tuition Fees

Where tuition is charged for non-resident pupils who attend the Glastonbury Public Schools, it is established annually by the Board of Education.

In the case of students attending our vocational agricultural program, tuition is calculated using the formula mandated in section 10-65 of the Connecticut General Statutes.

Students enrolling in the district's schools whose parents/guardians intend to but have not yet become Glastonbury residents may be charged a tuition rate based upon the formula mandated for that purpose found in section 10-186 of the Connecticut General Statutes.

Children of non-resident Board of Education employees who attend Glastonbury Public Schools are charged a tuition explained in Policy 5118.1.

Legal Reference: Connecticut General Statutes

10-65 Grants for construction and operating vocational agriculture centers. Tuition charges.
(amended by PA 04-197)

10-186 Duties of local and regional Boards of Education re school attendance.

10-220 Duties of Board of Education

(cf. Policy 5118.1 - Children of Out-of-Town Board of Education Employees)

(cf. Regulation 5118 – Residency Requirements)

Policy

Adopted: October, 1981

Revised: September 26, 2005

Revised: April 25, 2022

Children of Out-of-Town Board of Education Employees

The Board of Education believes that permitting the children of its non-resident employees to attend its schools may be advantageous in its recruitment efforts. This may be especially beneficial as the district competes for certain highly competitive teaching, administrative and support positions. Accordingly, the children of Board of Education employees who live out-of-town may attend the Glastonbury Public Schools at a special tuition rate approved annually by the Board.

All requests to be included in this program must be endorsed by the superintendent and submitted to the Board for approval. Under normal conditions, students will be accepted only at the beginning of the school year. Notification of acceptance and tuition amount will be sent to out-of-town staff after Board approval. Attendance will be permitted only on a space available basis determined by the superintendent. The parent/guardian will be responsible for transportation to and from school.

The Board of Education instructs the superintendent/designee to set the tuition for this program annually at \$1,000 per child. In addition, any costs for additional services required under an IEP or 504 Plan will be paid by the employee.

Policy

Adopted: March 10, 1986

Revised: April 19, 1993

Revised: October 7, 1996

Revised: January 24, 2005

Revised: September 26, 2005

Revised: June 25, 2012

Revised: April 21, 2014

Revised: March 11, 2016

Revised: April 25, 2022

2023-2024 Non-Affiliated Salaries

Position	Salary 2018-2019	Salary 2019-2020	Salary 2020-2021	Salary 2021-2022	Salary 2022-2023	Salary 2023-2024	2023-2024SY NOTES
GROUP I							
Transportation Coordinator	\$74,671	\$87,126	\$88,869	\$90,646	\$93,365	\$96,166	
Director of Operations/Maintenance	\$120,859	\$124,364	\$126,851	\$129,388	\$133,269	\$152,717	\$15,000 wage adjustment
GROUP II							
Executive Assistant to Superintendents (I)	\$80,479	\$82,813	\$84,469	\$86,158	\$88,743	\$94,495	\$3,000 wage adjustment
Executive Assistant to Superintendents	\$74,681	\$76,847	\$78,384	\$79,952	\$85,440	\$88,003	
Executive Assistant to Superintendents	\$74,681	\$76,847	\$78,384	\$79,952	\$85,440	\$88,003	
Assistant to Human Resources Manager	\$64,566	\$70,673	\$72,086	\$73,528	\$76,764	\$79,067	
Coordinator of Business/Financial Services					\$80,000	\$82,400	
Coordinator of Technical Support Systems	\$81,634	\$84,001	\$85,681	\$87,395	\$95,167	\$98,022	
Director of Communications	\$79,554	\$81,861	\$87,578	\$89,330	\$110,550	\$113,867	
Communication Specialist						\$27/hr	New position
Coordinator of Information Services				\$74,761	\$77,004	\$79,314	
Coordinator of Multimedia Communications	\$76,432	\$78,649	\$80,222	\$81,826	\$84,281	\$91,959	\$5,000 wage adjustment
Student Information Systems Specialist (GHS)	\$63,884	\$65,737	\$67,052	\$68,393	\$70,445	\$73,588	\$1,000 wage adjustment
Coordinator of Network Services	\$65,000	\$65,942	\$77,261	\$78,806	\$70,870	\$74,026	\$1,000 wage adjustment
Instructional Support Specialist	\$49,000	\$51,347	\$51,347	\$52,374	\$62,685	\$65,596	\$1,000 wage adjustment
Specialty Lab Support Specialist	\$56,847	\$58,496	\$59,666	\$60,859	\$57,062 (new)	\$59,804	\$1,000 wage adjustment
Multi-Media Support Specialist	\$56,847	\$58,496	\$59,666	\$60,859	\$62,685	\$65,596	\$1,000 wage adjustment
Technology Integration Specialist (SMS)			\$50,949	\$51,968	\$57,062	\$59,804	\$1,000 wage adjustment
Technology Integration Specialist (GHS)	\$56,847	\$58,496	\$59,666	\$60,859	\$62,685	\$65,596	\$1,000 wage adjustment
Student Information Systems Specialist (SMS)	\$56,847	\$58,496	\$59,666	\$60,859	\$62,685	\$65,596	\$1,000 wage adjustment
Special Education Assistive Technology Services Support Specialist	\$56,847	\$58,496	\$59,666	\$60,859	\$62,685	\$65,596	\$1,000 wage adjustment
Mobile Device Management Specialist	\$56,847	\$58,496	\$59,666	\$60,859	\$62,685	\$65,596	\$1,000 wage adjustment
Computer/Systems Security Specialist		\$56,000	\$57,120	\$58,262	\$60,010	\$62,840	\$1,000 wage adjustment
Business Applications Support Specialist	\$51,748	\$53,249	\$46,920	\$48,176	\$57,062	\$59,804	\$1,000 wage adjustment

2023-2024 Non-Affiliated Salaries

Position	Salary 2018-2019	Salary 2019-2020	Salary 2020-2021	Salary 2021-2022	Salary 2022-2023	Salary 2023-2024	2023-2024SY NOTES
Business Applications Support Specialist				\$48,176	\$57,062	\$59,804	\$1,000 wage adjustment
Data Processing Support Clerk				\$20.80 hourly	\$49,920	\$52,448	\$1,000 wage adjustment
Wireless Network Management Specialist User Account Management Specialist	\$51,748	\$53,249	\$54,314	\$55,400	\$57,062	\$59,804	\$1,000 wage adjustment
Student Information Systems Specialist	\$51,748	\$53,249	\$54,314	\$55,400	\$57,062	\$59,804	\$1,000 wage adjustment
Asset Management/ Help Desk Support Spec Local Area Network Support Specialist	\$51,748	\$53,249	\$54,314	\$55,400	\$62,685 (new)	\$65,596	\$1,000 wage adjustment
Custodial Foreman 2 nd shift	\$63,750	\$65,599	\$66,911	\$68, 249	\$70,296	\$72,405	
Supervisor of Maintenance /Custodial Services	\$74,460	\$76,619	\$78,151	\$79,714	\$97,555	\$100,482	
Coordinator of Continuing Education	\$49,638	\$51,077	\$52,099	\$53,141	\$54,735	\$56,377	
Director of School Food Services	\$75,307	\$77,491	\$79,041	\$80,622	\$83,041	\$85,532	
Director of Security and Residency	\$81,124	\$83,477	\$85,147	\$86,850	\$97,696	\$100,627	
Vocational Specialist	\$44,288	\$45,572	\$46,483	\$47,413	\$48,835	\$50,300	
Assistant Athletic Director	\$59,952	\$61,691	\$62,925	\$64,184	\$81,560	\$84,007	
Planetarium Coordinator	\$66,097	\$68,014	\$69,374	\$70,761	\$72,884	\$75,071	
ADMINISTRATION							
Assistant Superintendent	\$181,198	\$184,802	\$188,479	\$192,229	\$196,054	\$201,936	
Assistant Superintendent	\$181,198	\$184,802	\$188,479	\$192,229	\$196,054	\$201,936	
Administrator for Pupil Services	\$172,532	\$175,963	\$179,463	\$183,052	\$186,674	\$192,274	
Business Manager				\$183,052	\$186,674	\$192,274	
Chief Technology Officer	\$113,231	\$116,515	\$122,950	\$148,869	\$153,335	\$157,935	

HOURLY

Board Clerk Services	\$23.56	\$24.24	\$24.72	\$25.21/hr	\$25.97/hr	\$26.75/hr	
In School Suspension				\$26.38/hr	\$27.18/hr	\$28.00/hr	

Regular Board of Education Meeting

Monday, May 8, 2023 7:00 PM

Town Council Chambers

Glastonbury Town Hall

2155 Main Street

Glastonbury, CT 06033

Mrs. Alison Couture:	Present
Dr. Douglas Foyle:	Present
Mr. Thomas Gorman:	Present
Ms. Jenn Jennings:	Present
Mr. Ray McFall:	Present
Mr. David Peniston, Jr.:	Present
Mr. Matthew Saunig:	Present
Ms. Julie Thompson:	Present

Ms. Julie Thompson attended via Zoom

Mr. Thomas Gorman attended via Zoom

Also, Present:

Matthew Dunbar, Assistant Superintendent

Cheri Burke, Assistant Superintendent

Citizens and Staff Members, representatives of the press

1. Call to Order

Dr. Foyle called the BOE meeting to order at 7:05PM.

2. Pledge of Allegiance

3. Awards and Recognition

3.A. Glastonbury Public Schools Retirees

Matthew Dunbar, Assistant Superintendent of GPS, recognized and awarded the 2023-2024 Retirees; Andrew Bauer, Howie Breinan, Lisa Cascio, Diane Catania, Patty DeAngelis, Sandra Foley, Veronica Hanlon, Nancy Lawler, Jerome Maas, Mary Metheny, Susan Patton, Craig Piskura, Dana Sullivan, Deb Viens and Ilene Viner.

3.B. Board of Education Student Representative, Jade Wong, Class of 2023

Dr. Foyle, Chairman of the GPS BOE, awarded and recognized Jade Wong, Student Representative Class of 2023 for her services since 2020.

4. Student Representatives' Report

4.A. Jade Wong, Class of 2023

Jade Wong, Student Representative, shared upcoming events happening at GHS. Jade was joined by the Hayley Lemieux, who will be replacing Jade as the Student Representative to the Board of Education, upon Jade's graduation

4.B. Jachimma Anaedo, Class of 2024

5. Information Session for Public Comment

Pam Lucas, 145 Moseley Terrace, Glastonbury, shared her appreciation regarding the increase to Open Choice and questions regarding the grant funding allocation.

Anne Bowman, 62 Morgan Drive, Glastonbury, addressed the Board regarding questions she had regarding the Open Choice grants and allocations.

Jen Jennings, 34 Cranesbill Drive, Glastonbury, addresses the Board regarding election policy and her discontentment with the GPS Board.

6. Business Requiring Action

6.A. Approval of Open Choice Expenditures

Board approves the 2022-2023 Open Choice Expenditures. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture:	Yea
Dr. Douglas Foyle:	Yea
Mr. Thomas Gorman:	Yea
Ms. Jenn Jennings:	Yea
Mr. Ray McFall:	Yea
Mr. David Peniston, Jr.:	Yea
Mr. Matthew Saunig:	Yea
Ms. Julie Thompson:	Yea

6.B. Approval of Glastonbury Public Schools Communication Plan 2023-2026

Board approves the Glastonbury Public Schools Communication Plan 2023-2026, as amended to remove the Logo/Tag Line section from the Plan. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture:	Yea
Dr. Douglas Foyle:	Yea
Mr. Thomas Gorman:	Yea
Ms. Jenn Jennings:	Yea
Mr. Ray McFall:	Yea
Mr. David Peniston, Jr.:	Yea
Mr. Matthew Saunig:	Yea
Ms. Julie Thompson:	Yea

Board moves to amend the language in the Glastonbury Public Schools Communication Plan 2023-2026 to state changes can only be made update the GPS seal to reflect modern day resolution and if there are any changes to be logo itself it would come back to the Board of approval. This motion was made by Ms. Jenn Jennings and seconded by Mr. Ray McFall , Failed.

Mrs. Alison Couture:	Nay
Dr. Douglas Foyle:	Nay
Mr. Thomas Gorman:	Nay
Ms. Jenn Jennings:	Nay

Mr. Ray McFall: Nay
Mr. David Peniston, Jr.: Nay
Mr. Matthew Saunig: Nay
Ms. Julie Thompson: Nay

Board moves to amend Glastonbury Public Schools Communication Plan 2023-2026 to remove the Logo/Tag Line section from the Plan. This motion was made by Ms. Jenn Jennings and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea
Dr. Douglas Foyle: Yea
Mr. Thomas Gorman: Yea
Ms. Jenn Jennings: Yea
Mr. Ray McFall: Yea
Mr. David Peniston, Jr.: Yea
Mr. Matthew Saunig: Yea
Ms. Julie Thompson: Yea

6.C. Approval of Board of Education Policy #5141.3 - Student Health Services

Board approves Board of Education Policy #5141.3 Student Health Services. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Ms. Jenn Jennings: Nay
Mrs. Alison Couture: Yea
Dr. Douglas Foyle: Yea
Mr. Thomas Gorman: Yea
Mr. Ray McFall: Yea
Mr. David Peniston, Jr.: Yea
Mr. Matthew Saunig: Yea
Ms. Julie Thompson: Yea

6.D. Approval of Board of Education Policy #9330 - Board/School System Records

Board approves Board of Education Policy #9330 Board/School System Records. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea
Dr. Douglas Foyle: Yea
Mr. Thomas Gorman: Yea
Ms. Jenn Jennings: Yea
Mr. Ray McFall: Yea
Mr. David Peniston, Jr.: Yea
Mr. Matthew Saunig: Yea
Ms. Julie Thompson: Yea

6.E. Approval of New Board of Education Policy #9327.1 - Board Member Use of Internet Social Networks

Board approves Board of Education Policy #9327.1 Board Member Use of Internet Social Networks. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea
Dr. Douglas Foyle: Yea
Mr. Thomas Gorman: Yea
Ms. Jenn Jennings: Yea
Mr. Ray McFall: Yea
Mr. David Peniston, Jr.: Yea
Mr. Matthew Saunig: Yea
Ms. Julie Thompson: Yea

6.F. Approval of Final Construction Documents as Complete for Naubuc School Alterations and Code Compliance Project

Board approves the final construction documents as complete for State Project #054-0099 A/CV - Naubuc School Alterations and Code Compliance Project and submit document to the State Department of Administrative Services, School Construction Grant Office, and authorize the Board of Education Chair and the Superintendent of Schools to sign State Form SCG-042. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea
Dr. Douglas Foyle: Yea
Mr. Thomas Gorman: Yea
Ms. Jenn Jennings: Yea
Mr. Ray McFall: Yea
Mr. David Peniston, Jr.: Yea
Mr. Matthew Saunig: Yea
Ms. Julie Thompson: Yea

6.G. Meeting Minutes of April 24, 2023

Board approves the meeting minutes from the BOE meeting on Monday April 24, 2023. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea
Dr. Douglas Foyle: Yea
Mr. Thomas Gorman: Yea
Ms. Jenn Jennings: Yea
Mr. Ray McFall: Yea
Mr. David Peniston, Jr.: Yea
Mr. Matthew Saunig: Yea
Ms. Julie Thompson: Yea

7. Reports and Discussion

7.A. Profile and Performance Report 2021-2022

Cheri Burke, Assistant Superintendent of GPS, highlighted areas of the Connecticut State Department of Education report.

7.B. 2023-2024 Glastonbury Public Schools Calendar

The Board agreed to leave the 2023-2024 School Calendar alone as too many commitments have already been scheduled, but moving forward will better align with the surrounding schools.

7.C. Glastonbury Education Foundation

Ms. Julie Thompson reminded the Board about the 5K this Saturday May 13th, 2023.

8. Committee Reports

9. Chairman's Reports

Dr. Foyle alerted the Board that a special public meeting would be held next week via Zoom regarding compensation increases for non-affiliated staff. The date will be determined and shared. The meeting will be open to the public.

9.A. Glastonbury Board of Education Letter Regarding Teacher Appreciation Week

10. Superintendent's Report

The Pops Concert at GHS was a success.

Matt Dunbar, Assistant Superintendent of GPS, provided the Board with tickets to the GHS Art Show, 50th Reunion-Class of 1973 Breakfast invitations and Graduation tickets with parking tickets.

10.A. School Enrollment Report, May 2023

10.B. Staff Resignation

10.B.1. Susan Patton

10.C. Dates to Remember

11. Adjournment

Motion to adjourn the meeting. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried. Meeting was adjourned at 8:50PM

Mrs. Alison Couture: Yea

Dr. Douglas Foyle: Yea

Mr. Thomas Gorman: Yea

Ms. Jenn Jennings: Yea

Mr. Ray McFall: Yea

Mr. David Peniston, Jr.: Yea

Mr. Matthew Saunig: Yea

Ms. Julie Thompson: Yea

11.A. Please note: It is possible that the Board of Education may go into Executive Session

Respectfully Submitted,

Ray McFall, Secretary

Approved:

Special Board of Education Meeting

Monday, May 15, 2023 7:00 PM

MEETING ONLINE-ZOOM Please use the link below to join the webinar:

<https://glastonburyus->

[org.zoom.us/j/86906828095?pwd=SWt6dTF0eE14SjBxTU5UWkRvSzVDUT09](https://glastonburyus-) Passcode: 621801, Or Telephone: US: +1 929 205 6099 or +1 301 715 8592 or +1 312 626 6799 or +1 669 900 6833 , or +1 253 215 8782 or +1 346 248 7799 Webinar ID: 869 0682 8095

Mrs. Alison Couture:	Absent
Dr. Douglas Foyle:	Present
Mr. Thomas Gorman:	Present
Ms. Jenn Jennings:	Present
Mr. Ray McFall:	Present
Mr. David Peniston, Jr.:	Present
Mr. Matthew Saunig:	Present
Ms. Julie Thompson:	Present

Mrs. Allison Couture attended the Executive Session at 7:25PM.

Mr. David Peniston, Jr left the Executive Session at 8:05PM.

Also Present: Alan B. Bookman, Superintendent

1. Call to Order

Dr. Foyle called the meeting to order at 7:09PM.

Motion for the Board of Education to enter into Executive Session to discuss Children of Out-of-Town Board of Education Employees to Attend Glastonbury Schools 2023-2024 and Contract Negotiations. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried. Board entered into Executive Session at 7:11PM

Dr. Douglas Foyle:	Yea
Mr. Thomas Gorman:	Yea
Ms. Jenn Jennings:	Yea
Mr. Ray McFall:	Yea
Mr. David Peniston, Jr.:	Yea
Mr. Matthew Saunig:	Yea
Ms. Julie Thompson:	Yea

2. Children of Out-of-Town Board of Education Employees to Attend Glastonbury Schools 2023-2024

3. Contract Negotiations

Board exited from Executive Session at 8:58PM

4. Adjournment

Board moves to adjourn the meeting. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried. The meeting adjourned at 9:00PM

Mr. David Peniston, Jr.: Absent
Dr. Douglas Foyle: Yea
Mr. Thomas Gorman: Yea
Ms. Jenn Jennings: Yea
Mr. Ray McFall: Yea
Mr. Matthew Saunig: Yea
Ms. Julie Thompson: Yea

4.A. Please note: It is possible that the Board of Education may go into Executive Session

Respectfully Submitted,

Ray McFall, Secretary
Approved:



*Report to Glastonbury Board of Education
Bright Futures Begin Here!*

School: Smith Middle School
Principal: James J. Gregorski
Date: May 22, 2023

1. Notable school successes that have occurred within this past year:

- Niche ranked Smith Middle School #4 out of the 78 Middle Schools in Hartford Area and 23rd best in the State of Connecticut by US News and World Reports out of 538 public and private middle schools.
- The Smith Middle School literary magazine, Cosmic Chronicle, has been selected to receive the rank of **Excellent** in the 2022 The [National Council of Teachers of English](#) (NCTE) Recognizing Excellence in Art and Literary Magazines (REALM) program.
- After school, clubs and activities are back with a full complement of over 40 opportunities to enhance student connections outside the classroom and pursue interests. These range from Hiking and Walking Clubs to Debate and Creative Studio. There are multiple offerings across the entire program designed to engage all students at SMS.
- Student Council has sponsored various Spirit Days including a Costume Spirit Day, Go Pink, Holiday Sweater Day, and Team Day. Their Go Pink Initiative to support Breast Cancer research supported Breast Friends Fund (BFF) an initiative created by Glastonbury resident, Sandy Cassanelli.
- Our Annual Winter Semi Formal Dance returned, raising more than \$2000 for Connecticut Children's Medical Center as we hosted more than 689 students. They recently sponsored "Red Day" and their fundraising effort was directed at supporting *Doctors Without Borders* as part of the *Turkish Earthquake Relief* effort.
- 41 students took the American Math Competition 8 (AMC-8) virtually on January 18. This is a highly rigorous test and we are proud of the number of students who choose to participate.
- The Hallway of Fame Program has recognized 160 students this year over the first semester.
- The SMS Debate Club has been very active this year at Smith with 18 students participating regularly for the 2022-2023 debate season. Thus far, this year Smith debaters attended a skills building scrimmage, hosted a state tournament on December 17 and participated in another formal debate tournament.
- SMS Model United Nations is a club that has seen tremendous growth and interest amongst students at Smith, with 15 students participating. Model UN gives our students the opportunity to act as delegates representing different UN member countries of the UN and discuss pertinent world issues and crises.
- International Travel resumed this year with two middle school trips. 33 students traveled to Spain for our immersion program in Salamanca, and another 48 students traveled to Quebec in February.

- The SMS Art Club received a Mini grant and continues a 2-year project that creates symbolic representations of students and the SMS community as whole through the planning and construction of ceramic totem poles to be placed on the concrete pillars in our courtyard. Currently there are four constructed and affixed on pillars with additional plans for eight more by the end of this school year.
- The Select Chorus and Jazz Band played at a recent Hartford Wolfpack Game playing during stoppages and singing “America the Beautiful.”

2. New school initiatives that were introduced recently:

- STEAM initiatives, while not new, continue to grow and enhance our curriculum to provide students with numerous opportunities within the engineering and design process.
- The Student Support Center remains critically important to our students, staff and families. The center is transforming the services that our entire student support team is able to provide support services including: school avoidance interventions, crisis management, check in/check outs, small group support for executive function skills, and post-hospitalization support for students returning to school.
- The Rising Stars Study Club (RSSC) program continues to impact learning in positive ways. This after school supportive program for students who demonstrate fragility with organization, study skills, and general academic habits meets up to 3 times a week. This program provides a structure and place to help students to get back on track, succeed, and ultimately thrive with classwork and organization.
- PTSO supported our Health and Physical Education Department by helping us purchase two Trikes for our applied physical education classes to use to enhance student strength, balance and coordinated movement skills. These are an invaluable teaching tool to support students in a variety of ways.

3. Challenges and unique school level considerations:

- Establishing positive relationships with students to monitor and to ensure student well-being in all aspects of life during these increasingly challenging times for students.
- Recognizing the stamina and perseverance of a full day, week and year and the importance of providing boundaries and structure to support students to help them work through each day appropriately.
- Providing multiple opportunities for students to demonstrate content learning.
- Outreach to staff to ensure positive mental health and awareness of personal needs and the resources available for support as needed.

4. Long-term plans that support your school’s interests and needs:

- Continue to monitor student needs to ensure SMS offers a dynamic, vibrant and versatile program with resources or programs to support all students.
- Continue to establish real world connections, resources, partnerships, and applications for students.
- Continue to enhance STEAM related activities and opportunities through curriculum design.
- Continue Professional Development focusing on the continued importance of building rapport with students to ensure every student has at least one adult in the school they can turn to or confide in.

TOWN OF GLASTONBURY**MEMORANDUM****DEPARTMENT OF ADMINISTRATIVE SERVICES****FINANCIAL ADMINISTRATION**

TO: Board of Finance
Jonathan Luiz, Town Manager

FROM: Keri Rowley, Director of Finance & Administrative Services *KJR*

DATE: May 5, 2023

SUBJECT: Self Insurance Reserve Update April 2023

The attached report summarizes the Self Insurance Reserve fund through April 30, 2023. The total reserve is \$16,002,037 allocated \$4,945,505 and \$11,056,532 between Town and Board of Education, respectively. As of April the fund is experiencing a \$66,040 loss for the fiscal year.

There are 22 large loss claims which are defined as any claims that exceed \$50,000. BOE has 14 while the Town has 8 large loss claims. There are 4, 3 for the BOE and 1 for the Town, that have exceeded the individual Stop Loss limit. The Individual Stop Loss limit is \$200,000 for BOE and \$150,000 for the Town.

Enc.

cc: Dr. Alan Bookman, Superintendent
Karen Bonfiglio, Business Manager

SELF INSURANCE RESERVE FUND

YTD Balances As of: April 30, 2023

	Town	Education	Total
Contributions			
Employer	\$3,757,270	\$10,404,928	\$14,162,197
Employee	1,081,166	2,922,879	4,004,045
Stop Loss Reimbursement	76,207	844,456	920,664
Total Revenues	\$4,914,643	\$14,172,263	\$19,086,906
Expenditures			
Anthem			
ASO Fees	\$102,609	\$390,828	\$493,437
Claims	3,141,346	13,302,174	16,443,520
	\$3,243,955	\$13,693,002	\$16,936,957
Delta Dental			
ASO Fees	\$14,080	-	\$14,080
Claims	159,650	-	159,650
	\$173,730	-	\$173,730
Bank Fees/PCORI Fee	\$1,146	\$4,014	\$5,160
CT Prime	521,810	1,425,289	\$1,947,099
OneDigital Consultant Fees	18,000	72,000	90,000
	\$540,956	\$1,501,303	\$2,042,259
Total Expenditures	\$3,958,642	\$15,194,305	\$19,152,946
Current Year Revenues Less Expenses	\$956,002	(\$1,022,041)	(\$66,040)
Reserve July 1, 2022	\$3,989,503	\$12,078,573	\$16,068,076
Reserve at end of month	\$4,945,505	\$11,056,532	\$16,002,037

	Town	BOE	Total
Reserve at end of month	\$ 4,945,505	\$ 11,056,532	\$ 16,002,037
Recommended Minimum Reserve ^A	\$ 1,197,126	\$ 3,693,727	\$ 4,890,853
Variance Over/(Under) Reserved	\$ 3,748,379	\$ 7,362,805	\$ 11,111,184

A. As of March 2023. The next update will be provided in August 2023.

**Glastonbury Public Schools
Cumulative Summary of Suspensions**

School: Glastonbury High School

School Year: 2022-2023

Reason	Aug.	Sept.	Oct.	Nov	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
A. Alcohol Possession/Use/ Sale/Distribution/Manufacture			1		2			3			
B. Drugs Possession/Use/ Sale/Distribution/Manufacture		4	1	7	4		2		1		
C. Vandalism			1								
D. Fighting /Altercation		2		2	2		2	2			
E. Physical Attack on Student											
F. Physical Attack on Staff											
G. Threatening/Bullying			1						1		
H. Insubordination							2	2	2		
I. Cutting/Skipping Class			4	1	5	2	4	4	2		
J. Profanity					1			1			
K. Tardiness											
L. Harassment		3	2	6	1	2	2	2	2		
M. Weapon-Possession/Use											
N. Tobacco Possession/Use/ Sale/Distribution		2	4	2	2		1		1		
O. Theft											
P. Interference with school Safety/ Order/Discipline	1	1	3	2	3	1	1	7	1		
Q. Personal/Property Injury											
R. Motor Vehicle											
S. Failure to Attend Detention						1	2	1	3		

1. Total Number of Suspensions by Month	1	12	17	20	20	6	16	22	13			
In-School	1	12	17	20	20	6	15	22	12			
Out-of-School							1		1			
2. No. of 1 Day Suspensions	0	0	0	0	0	0	0	0	0			
3. No. of 2-4 Day Suspensions	1	7	10	11	13	5	10	17	12			
4. No. of 5-10 Day Suspensions	0	5	7	9	7	1	6	5	1			
5. * No. of Different Students Suspended for the Month	1	12	13	20	20	6	15	21	12			
6. * No. of Different Students Suspended this Year (Cumulative)	1	12	22	38	53	56	63	80	86			
7. * No. of Different Students Suspended More than Once this Month	0	0	4	0	0	0	2	1	1			
8. * No. of Students Suspended More than Once this Year (Cumulative)	0	0	4	6	8	9	13	14	18			

Revised 11.15.05

*See Reverse Side

The building administrator reviews suspension notices. Copies of all suspension notices detailing the problem and the consequences are sent to the Superintendent. This information is reviewed in compliance with special education legislation and may result in a student's program being modified by a school team when appropriate.

5. No student is counted more than once per month.
6. No student is counted more than once during the school year. This number is cumulative.
7. Only students who have been suspended on more than one occasion this month are included.
8. This is a cumulative number and represents the number of students suspended more than once during this school year.

1. Total Number of Suspensions by Month	0	4	8	10	14	2	8	11	6			
In-School	0	2	6	8	12	1	6	8	2			
Out-of-School	0	2	2	2	2	1	2	3	4			
2. No. of 1 Day Suspensions	0	0	1	5	3	1	3	6	2			
3. No. of 2-4 Day Suspensions	0	4	6	5	10	1	3	4	4			
4. No. of 5-10 Day Suspensions	0	0	1	0	1	0	2	1	0			
5. * No. of Different Students Suspended for the Month	0	4	8	9	13	2	8	10	6			
6. * No. of Different Students Suspended this Year (Cumulative)	0	4	12	19	30	32	39	46	49			
7. * No. of Different Students Suspended More than Once this Month	0	0	0	1	1	0	0	0	0			
8. * No. of Students Suspended More than Once this Year (Cumulative)	0	0	0	3	4	4	5	7	9			

Revised 11.15.05

***See Reverse Side**

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