



REGULAR BOARD OF EDUCATION MEETING

Monday, June 24, 2024 7:00 PM

Town Council Chambers

Glastonbury Town Hall

2155 Main Street

Glastonbury, CT 06033

1. Call to Order
2. Pledge of Allegiance
3. Information Session for Public Comment
4. Business Requiring Action
 - A. Approval of Compensation for Non-Affiliated Employees
 - B. Modular Classrooms at Eastbury
 - C. Approval of the June 10, 2024 Meeting Minutes
5. Reports and Discussion
 - A. Composting Update
 - B. Glastonbury Education Foundation
6. Committee Reports
7. Chairman's Reports
8. Superintendent's Report
 - A. Self-Insurance Reserve Update, May 2024
 - B. Staff Appointments
 1. Nicole Cormier, Glastonbury High School, Special Education Teacher
 2. David Kavanaugh, Hebron Avenue School, Grade 5 Elementary Teacher
 3. Katherine Mark, Nayaug, Grade 2 Elementary Teacher
 4. Caroline Natelli, Smith Middle School, History/Social Sciences Teacher
 5. Zachary Saunders, Hopewell, Naubuc, and Smith Middle School, Music (Orchestra Teacher)
 6. Christian Ticino, Gideon Welles, Grade 5 Elementary Teacher
 - C. Student Suspension Report, May 2024
 - D. Student Suspension Report, June 2024
 - E. Dates to Remember
9. 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) 2024

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.
6/10/2024 16:41:37	Ahyaan Saqib	2746 Hebron Avenue	I am a student athlete and I am IN FAVOR of the summer coaching rule
6/10/2024 17:22:13	Jason Roberts	68 Pheasant Xing	As a parent of 4 students, all engaged in various athletic activities, I fully support the new summer coaching rule. Further, as a long time coach of various youth programs over the past 12 years and a current youth program board member, I understand the need to stay engaged with athletics throughout the year to remain competitive. This certainly means training on your own, but also should be supplemented by ongoing engagement with the quality coaches that are part of the Glastonbury athletics tradition. Thank you for your time and attention.
6/10/2024 17:30:07	Alex Giroux	57 Littel Acres Road	As a member of the Glastonbury Football team, I think it would be very beneficial to have practice over the summer. Even though it's only 2, 2 hour sessions a week it would still help give us an extra boost going into our season. We also participate in a 7v7 league over the summer and these practices would help give us time to work on and install plays. I don't see any downsides to this and how it could negatively affect anything, all it's doing is allowing for teams to get better and to help improve each players performance when the start of the season comes around.
6/10/2024 17:54:27	Sean Gherard	1668 Manchester Road	I am currently a member of the GHS football program and would like to say that the change to allow summer practices would help a lot and if Glastonbury was not able to use this, our sports would be at a huge disadvantage this coming season. Thank you.

GLASTONBURY BOARD OF EDUCATION
EXECUTIVE SUMMARY REPORT

Title of Report: Modular Classrooms at Eastbury

Board Meeting Date: June 24, 2024

Action: X

Report:

Information:

Discussion:

Overview:

At the June 17 Facilities Committee Meeting, the need to lease four modular classrooms for the LINKS Program at Eastbury was discussed. We feel it is very important to move forward with this plan.

The number of children with intensive special education needs continues to rise since the topic was last considered at a special board meeting in January. The increase is especially pronounced at the elementary level. This includes several new students moving into the district, and existing students identified as needing significant support for their academic and social development. Moreover, based on end of year assessments and past enrollment data, we expect many students will need placements at LINKS as the year progresses.

The additional classroom space will allow LINKS to open one or two elementary class sections as well as two intensive needs classrooms at the elementary level for children with autism and students with multiple handicaps.

Finally, modular classrooms will allow LINKS to accept more tuition students coming from other districts. This tuition will easily cover the costs of leasing four modular classrooms and hiring additional staff. It is also important to note that without this needed space, our school district is likely to have to outplace some students with intensive needs at a cost of over \$200,000 per student.

Submitted By: Matthew Dunbar

Reviewed By: Alan B. Bookman

Regular Board of Education Meeting

Monday, June 10, 2024 7:00 PM

Town Council Chambers

Glastonbury Town Hall

2155 Main Street

Glastonbury, CT 06033

Mrs. Kali Cavanaugh:	Absent
Mrs. Alison Couture:	Present
Mrs. Jennifer Faust:	Present
Dr. Douglas Foyle:	Present
Ms. Jenn Jennings:	Absent
Mr. David Peniston, Jr.:	Present
Mr. Matthew Saunig:	Present
Ms. Julie Thompson:	Present

Also Present: Alan B. Bookman, Superintendent
Kate Lund, Assistant Superintendent
Citizens and Staff Members, representatives of the press

1. Call to Order

Dr. Foyle called the meeting to order at 7:00PM.

2. Pledge of Allegiance

3. Awards and Recognition

3.A. Glastonbury High School Girls Crew State Champions

3.B. Glastonbury High School Girls Track Team State Champions

4. Information Session for Public Comment

Andrew Ethier, 30 Bell Street, Glastonbury addressed the Board concerning an incident that involved his daughter at Glastonbury High School.

Kim Ethier, 30 Bell Street, Glastonbury addressed the Board concerning an incident that involved her daughter at Glastonbury High School.

Peyton Ethier, 30 Bell Street, Glastonbury, addressed the Board concerning a recent incident, in which she was involved in, that happened at Glastonbury High School.

JoAn Collins, 191 Karen Lee Road, Glastonbury, shared her support for the possible CIAC summer coaching rule change.

Jill Barry, 199 Cavan Lane, Glastonbury, shared her support for the possible CIAC summer coaching rule change.

Denise Ethier, 533 Woodlawn Street, Glastonbury, Glastonbury addressed the Board concerning an incident that involved her granddaughter at Glastonbury High School.

Jeff Finney, 130 Carriage Drive, Glastonbury, shared his support for the possible CIAC summer coaching rule change.

Eden Daniels, 11 Huckleberry Road, Windsor, shared her support, as a student athlete, for the possible CIAC summer coaching rule change.

Robert Harrison, 11 Huckleberry Road, Windsor, shared his support for the possible CIAC summer coaching rule change along with his support of the Ethier family.

5. Business Requiring Action

5.A. Action on a Pilot Summer 2024 Athletic Program

Board approves a Pilot Summer 2024 Athletic Program. This motion, made by Ms. Julie Thompson and seconded by Mr. David Peniston, Jr., Carried.

Mrs. Alison Couture: Nay
Mr. Matthew Saunig: Nay
Mrs. Jennifer Faust: Yea
Dr. Douglas Foyle: Yea
Mr. David Peniston, Jr.: Yea
Ms. Julie Thompson: Yea

5.B. Approval of Staffing Adjustments for the 2024-2025 School Year

Board approves the staffing adjustments for the 2024-2025 school year. A friendly amendment was made to the original motion. Board approves the staffing adjustments for the 2024-2025 to include a 2nd grade teacher at Naubuc Elementary School, a Kindergarten teacher at Buttonball Elementary School, and the reduction of two teaching positions at Glastonbury High School. This motion, made by Ms. Julie Thompson and seconded by Mr. David Peniston, Jr., Carried.

Mrs. Alison Couture: Yea
Mrs. Jennifer Faust: Yea
Dr. Douglas Foyle: Yea
Mr. David Peniston, Jr.: Yea
Mr. Matthew Saunig: Yea
Ms. Julie Thompson: Yea

5.C. Approval of the May 20, 2024 Regular Board of Education Meeting Minutes

Board approves the meeting minutes of the Monday, May 20, 2024 Regular Board of Education Meeting. This motion, made by Ms. Julie Thompson and seconded by Mr. David Peniston, Jr., Carried.

Mrs. Alison Couture: Yea
Mrs. Jennifer Faust: Yea
Dr. Douglas Foyle: Yea
Mr. David Peniston, Jr.: Yea
Mr. Matthew Saunig: Yea
Ms. Julie Thompson: Yea

5.D. Approval of the May 29, 2024 Special Board of Education Meeting and Public Hearing Minutes

Board approves the meeting minutes of the May 29, 2024 Special Board of Education Meeting and Public Hearing. This motion, made by Ms. Julie Thompson and seconded by Mr. David Peniston, Jr., Carried.

Mrs. Alison Couture: Yea
Mrs. Jennifer Faust: Yea
Dr. Douglas Foyle: Yea

Mr. David Peniston, Jr.: Yea
Mr. Matthew Saunig: Yea
Ms. Julie Thompson: Yea

6. Reports and Discussion

6.A. Administrative Report on Purposeful Technology Use

Assistant Superintendent, Kate Lund shared highlights from the report with the Board.

6.B. Glastonbury Education Foundation

Ms. Julie Thompson shared that the GEF 5K was a huge success with a substantial participation.

7. Committee Reports

Alison Couture shared that the Facility Committee is scheduled to meet on Monday, June 17, 2024, 8:00 AM, at the Board of Education Central Offices.

Julie Thompson shared that the Budget Committee is scheduled to meet on Monday, August 5, 2024, 8:00 AM, at the Board of Education Central Offices.

8. Chairman's Reports

Dr. Foyle shared the following:

- At the May 28, 2024 Town Council meeting the GEA Contract 2025-2029 was approved
- New state by state law allows Boards of Educations to create a 2% Undesignated Reserve Fund

9. Superintendent's Report

Dr. Bookman shared the Smith Middle School and Glastonbury High School yearbooks with the Board for their viewing.

9.A. Staff Appointments

9.A.1. Brittney Brown, Glastonbury High School, History/Social Sciences Teacher

9.A.2. Susan Clancy, Nayaug School, Special Education Teacher

9.A.3. Jessica Lisiak, Glastonbury High School, Science (Biology) Teacher

9.A.4. Emily Ohannessian, Buttonball and Naubuc School, Special Education Teacher

9.A.5. Kelley Reyes, Smith Middle School, World Language Spanish Teacher

9.A.6. Amanda Schuman, Naubuc School, Grade 2 Elementary Teacher

9.B. Staff Resignations

9.B.1. Laura Haddad

9.B.2. Timothy Neville

9.B.3. Stacey White

9.C. School Enrollment, June 2024

9.D. Dates to Remember

10. Adjournment

Board moves to adjourn into executive session to discuss the compensation for non-affiliated staff and asks the Superintendent to join the Board members. This motion, made by Ms. Julie Thompson and seconded by Mr. David Peniston, Jr., Carried.

Mrs. Alison Couture: Yea
Mrs. Jennifer Faust: Yea
Dr. Douglas Foyle: Yea
Mr. David Peniston, Jr.: Yea

Mr. Matthew Saunig: Yea

Ms. Julie Thompson: Yea

Board adjourned into Executive Session at 8:44 PM.

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

Respectfully Submitted,

Kali Cavanaugh, Secretary

Approved:

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

Title of Report: Food Composting Update

Board Meeting Date: June 24, 2024

Action:

Report: X

Information:

Discussion:

Overview:

In February, Eastbury began piloting a food-composting program through Blue Earth. Composting barrels are located in the cafeteria and classrooms to collect food waste and lunch trays. All other items, such as utensils and food packaging go into the regular trash. The compost waste bags are emptied daily into designated bins outside and are picked up weekly from Blue Earth. As of May 30, 1,586 pounds of compostable material has been collected from Eastbury. Blue Earth converts the material into renewable and nutrient-rich compost for farmers and families.

On May 14, a meeting was held with the district principals and a representative from Blue Earth to discuss implementing a district-wide composting program over the next few years. We are in the planning phases of starting the program at the elementary schools in the fall of 2024. We then plan to move forward to higher grade levels in subsequent years. I will work with the administrators, our facilities department, and Blue Earth to develop a plan for each school.

Blue Earth will provide the schools with outside containers. These containers will be secured to help with pest control. They will schedule weekly pick-ups at the start of the program; this may increase by location if necessary. Blue Earth will clean the outside storage bins weekly.

Food Services will work with facilities to purchase receptacles for compost and recycling materials to use inside the cafeterias. There will be barrels for trash, compost, and recycling at each trash station in the cafeterias. These barrels will be color-coded and signs will be hung in the cafeterias to assist students in identifying which items should be placed in which barrel. Building administration and school staff will assist students during the implementation phase as they get familiar with the new procedures.


The cost of the composting program will be approximately \$300 a month per school. This cost includes the weekly pick-ups and cleaning fees. There will be an additional charge for supplies such as compostable bags. Funds to cover this program will come from the School Food Service Account.

Submitted By: Jessica D’Agnese

Reviewed By: Alan Bookman

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 

DATE: June 10, 2024

SUBJECT: Self Insurance Reserve Update May 2024

The attached report summarizes the Self Insurance Reserve fund through May 2024. The total reserve is \$13,543,423 allocated \$4,527,785 and \$9,015,638 between Town and Board of Education, respectively. As of May the fund is experiencing a \$1,443,002 loss for the fiscal year.

There are 24 large loss claims which are defined as any claims that exceed \$50,000. BOE has 14 while the Town has 10 large loss claims. There are 10, 7 for BOE and 3 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.

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

SELF INSURANCE RESERVE FUND

YTD Balances As of May 31, 2024

	Town	Education	Total
Contributions			
Employer	\$3,265,119	\$12,543,018	\$15,808,138
Employee	1,131,948	3,556,256	4,688,204
Stop Loss Reimbursement	38,549	391,638	430,186
Total Revenues	\$4,435,616	\$16,490,912	\$20,926,529
Expenditures			
Anthem			
ASO Fees	\$111,194	\$436,321	\$547,515
Claims	4,362,403	15,505,082	19,867,485
	\$4,473,597	\$15,941,403	\$20,415,000
Delta Dental			
ASO Fees	\$16,767	-	\$16,767
Claims	177,717	-	177,717
	\$194,484	-	\$194,484
Bank Fees/PCORI Fee	\$0	\$0	\$0
CT Prime	402,254	1,267,792	\$1,670,047
OneDigital Consultant Fees	18,000	72,000	90,000
	\$420,254	\$1,339,792	\$1,760,047
Total Expenditures	\$5,088,335	\$17,281,195	\$22,369,530
Current Year Revenues Less Expenses	(\$652,719)	(\$790,283)	(\$1,443,002)
Reserve July 1, 2023	\$5,180,504	\$9,805,921	\$14,986,425
Reserve at end of month	\$4,527,785	\$9,015,638	\$13,543,423

	Town	BOE	Total
Reserve at end of month	\$ 4,527,785	\$ 9,015,638	\$ 13,543,423
Recommended Minimum Reserve ^A	\$ 1,137,582	\$ 3,967,498	\$ 5,105,080
Variance Over/(Under) Reserved	\$ 3,390,203	\$ 5,048,140	\$ 8,438,343

A. As of March 2024. The next update will be provided in August 2024.

**Glastonbury Public Schools
Cumulative Summary of Suspensions**

School: Glastonbury High School

School Year: 2023-2024

Reason	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
A. Alcohol Possession/Use/ Sale/Distribution/Manufacture		1	1		2			1			
B. Drugs Possession/Use/ Sale/Distribution/Manufacture		1	6	2	1	3		2	1	4	
C. Vandalism		4				1	2				
D. Fighting /Altercation		4	4		2		4	4			
E. Physical Attack on Student											
F. Physical Attack on Staff											
G. Threatening/Bullying								1			
H. Insubordination		1	1	5	1	1		2			
I. Cutting/Skipping Class											
J. Profanity		1	1	1				1	1	2	
K. Tardiness											
L. Harassment			9	3	1	1	1	1		5	
M. Weapon-Possession/Use										1	
N. Tobacco Possession/Use/ Sale/Distribution		1	3	5	4	3	3	5	1	3	
O. Theft								2			
P. Interference with school Safety/ Order/Discipline	1	1	4	2	6	2	2	2	1	1	
Q. Personal/Property Injury											
R. Motor Vehicle											
S. Failure to Attend Detention			1	1							

1. Total Number of Suspensions by Month	1	14	30	19	17	11	12	21	4	16		
In-School	1	14	29	19	17	11	12	20	4	15		
Out-of-School	0	0	4	0	0	0	0	1	0	1		
2. No. of 1 Day Suspensions	0	0	1	0	1	0	0	0	0	0		
3. No. of 2-4 Day Suspensions	1	11	23	15	9	7	10	15	2	7		
4. No. of 5-10 Day Suspensions	0	3	6	4	7	4	2	6	2	9		
5. * No. of Different Students Suspended for the Month	1	12	27	18	17	11	12	20	2	16		
6. * No. of Different Students Suspended this Year (Cumulative)	1	13	39	47	61	68	77	87	88	98		
7. * No. of Different Students Suspended More than Once this Month	0	2	3	1	0	0	0	1	0	0		
8. * No. of Students Suspended More than Once this Year (Cumulative)	0	2	5	12	13	16	17	23	25	28		

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	2	7	7	0	14	11	13	9	12	
In-School	0	2	7	7	0	14	10	11	8	11	
Out-of-School	0	0	0	0	0	0	1	2	1	1	
2. No. of 1 Day Suspensions	0	1	0	3	0	1	4	2	1	2	
3. No. of 2-4 Day Suspensions	0	1	6	4	0	13	6	10	8	6	
4. No. of 5-10 Day Suspensions	0	0	1	0	0	0	1	1	0	4	
5. * No. of Different Students Suspended for the Month	0	2	7	6	0	13	11	12	9	12	
6. * No. of Different Students Suspended this Year (Cumulative)	0	2	8	13	13	24	32	40	45	52	
7. * No. of Different Students Suspended More than Once this Month	0	0	0	1	0	1	0	1	0	0	
8. * No. of Students Suspended More than Once this Year (Cumulative)	0	0	1	3	3	5	7	11	11	14	

Revised 11.15.05

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**Glastonbury Public Schools
Cumulative Summary of Suspensions**

School: Glastonbury High School

School Year: 2023-2024

Reason	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
A. Alcohol Possession/Use/ Sale/Distribution/Manufacture		1	1		2			1			
B. Drugs Possession/Use/ Sale/Distribution/Manufacture		1	6	2	1	3		2	1	4	2
C. Vandalism		4				1	2				
D. Fighting /Altercation		4	4		2		4	4			
E. Physical Attack on Student											1
F. Physical Attack on Staff											
G. Threatening/Bullying								1			
H. Insubordination		1	1	5	1	1		2			
I. Cutting/Skipping Class											
J. Profanity		1	1	1				1	1	2	
K. Tardiness											
L. Harassment			9	3	1	1	1	1		5	
M. Weapon-Possession/Use										1	
N. Tobacco Possession/Use/ Sale/Distribution		1	3	5	4	3	3	5	1	3	
O. Theft								2			
P. Interference with school Safety/ Order/Discipline	1	1	4	2	6	2	2	2	1	1	
Q. Personal/Property Injury											
R. Motor Vehicle											
S. Failure to Attend Detention			1	1							

1. Total Number of Suspensions by Month	1	14	30	19	17	11	12	21	4	16	3
In-School	1	14	29	19	17	11	12	20	4	15	2
Out-of-School	0	0	4	0	0	0	0	1	0	1	1
2. No. of 1 Day Suspensions	0	0	1	0	1	0	0	0	0	0	1
3. No. of 2-4 Day Suspensions	1	11	23	15	9	7	10	15	2	7	1
4. No. of 5-10 Day Suspensions	0	3	6	4	7	4	2	6	2	9	1
5. * No. of Different Students Suspended for the Month	1	12	27	18	17	11	12	20	2	16	3
6. * No. of Different Students Suspended this Year (Cumulative)	1	13	39	47	61	68	77	87	88	98	99
7. * No. of Different Students Suspended More than Once this Month	0	2	3	1	0	0	0	1	0	0	0
8. * No. of Students Suspended More than Once this Year (Cumulative)	0	2	5	12	13	16	17	23	25	28	30

Revised 11.15.05

***See Reverse Side**

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1. Total Number of Suspensions by Month	0	2	7	7	0	14	11	13	9	12	4
In-School	0	2	7	7	0	14	10	11	8	11	4
Out-of-School	0	0	0	0	0	0	1	2	1	1	0
2. No. of 1 Day Suspensions	0	1	0	3	0	1	4	2	1	2	0
3. No. of 2-4 Day Suspensions	0	1	6	4	0	13	6	10	8	6	4
4. No. of 5-10 Day Suspensions	0	0	1	0	0	0	1	1	0	4	0
5. * No. of Different Students Suspended for the Month	0	2	7	6	0	13	11	12	9	12	4
6. * No. of Different Students Suspended this Year (Cumulative)	0	2	8	13	13	24	32	40	45	52	56
7. * No. of Different Students Suspended More than Once this Month	0	0	0	1	0	1	0	1	0	0	0
8. * No. of Students Suspended More than Once this Year (Cumulative)	0	0	1	3	3	5	7	11	11	14	14

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