

Southington Board of Education Meeting

Thursday, October 28, 2021 6:30 PM

John Weichsel Municipal Center Public Assembly Room, 200 North Main Street, Southington, CT 06489

200 North Main Street

Southington, CT 06489



SOUTHINGTON BOARD OF EDUCATION MEETING

1. CALL TO ORDER
2. Executive Session
 - a. Unaffiliated Compensation
3. Reconvene Meeting - Regular Session - 7:00 p.m.
4. Pledge of Allegiance - Moment of Silence
5. Approval of Minutes
 - a. May 27, 2021 - Amended
 - b. October 14, 2021
6. Public Communications
 - a. Communications from Student Board Representatives
 - b. Communications from Public
 - c. Communications from Board of Education
 - d. Communications from Administration
7. Committee Reports
 - a. Curriculum & Instruction Committee Meeting - October 18, 2021
8. Old Business
 - a. Town Government Communications
 - b. Policy 5130 - Bullying Prevention and Intervention Policy - Revision - Second Reading
9. New Business
 - a. Credit Recovery and Summer School Presentation 2021
 - b. Superintendent's Proposed Goals for 2021-2022
 - c. Ratification of Southington Education Association (SEA) Contract
 - d. Acceptance of Gift to Derynoski Elementary School
10. Adjournment

The minutes presented within this document provide a summary of the discussion that took place at the Board of Education meeting. For the complete discussion of the agenda items, please view the video of the Board meeting on our website at www.southingtonschools.org. These minutes are considered a draft until approved at the following regular Board of Education meeting.

SOUTHINGTON BOARD OF EDUCATION

SOUTHINGTON, CONNECTICUT

REGULAR MEETING

MAY 27, 2021 (Revised 10-22-21)

The regular meeting of the Southington Board of Education was held on Thursday, May 27, 2021, at 7:00 p.m. as a Zoom and teleconference meeting with an Executive Session held prior as a Zoom video meeting at 6:30 p.m.

1. CALL TO ORDER

Mrs. Terri Carmody, Chairperson, called the meeting to order at 6:32 p.m.

Board members present were Mr. Joseph Baczewski (*arrived 6:36 p.m.*), Mr. Robert Brown, Mrs. Terri Carmody, Mr. James Chrzanowski, Mrs. Missy Cipriano, Mrs. Colleen Clark, Mr. David Derynoski, and Mr. Zaya Oshana. Absent was Mr. David Falvo.

Cabinet administrators present were Mr. Timothy Connellan, Superintendent of Schools, and Mr. Steven Madancy, Assistant Superintendent.

2. EXECUTIVE SESSION ~ UNAFFILIATED EMPLOYEES AND STUDENT MATTERS

MOTION: by Mr. Derynoski, seconded by Mr. Oshana:

"Move to go into Executive Session, excluding the public and the press, for the purpose of discussing unaffiliated employees and student matters, and upon conclusion reconvene to public session."

Motion carried unanimously by voice vote.

Executive Session ended at 7:06 p.m.

3. RECONVENE MEETING ~ REGULAR SESSION

Mrs. Carmody reconvened the Board of Education Regular Session at 7:11 p.m.

Board members present were Mr. Joseph Baczewski, Mr. Robert Brown, Mrs. Terri Carmody, Mr. James Chrzanowski, Mrs. Missy Cipriano, Mrs. Colleen Clark, Mr. David Derynoski, and Mr. Zaya Oshana. Absent was Mr. David Falvo.

Cabinet administrators present were Mr. Timothy Connellan, Superintendent of Schools; Mr. Steven Madancy, Assistant Superintendent; Mrs. Sherri DiNello, Director of Business and Finance; and Ms. Rebecca Cavallaro, Director of Pupil Personnel Services.

Student representative present was Miss Jhalissa Vincent.

4. PLEDGE OF ALLEGIANCE

Mr. Connellan led in reciting of the Pledge of Allegiance.

5. CELEBRATION OF EXCELLENCE

a. SHS Scholar Athletes

The SHS Scholar Athletes, who are seniors, will be recognized at the June 10, 2021 Board of Education meeting as tonight is Senior Class Night.

b. Invention Convention National Finalists

Mrs. Amy Zappone, Science Coordinator, introduced the two (2) fifth grade Connecticut Invention Convention finalists who won awards at the state level and will be moving forward to the National Invention Convention. She introduced Abigail O'Connor from South End Elementary School and her teacher Mrs. Mallett. Abigail's invention was called "Book-E-Lit" that enabled her to read a book in bed without holding the book herself and included a battery-operated light. The Board members and South End School Principal, Mrs. Erin Nattress, congratulated her. Mrs. Zappone introduced Anthony Jozczyk from Kelley Elementary School and his teacher Ms. Diane Raczynski. Anthony's invention was called "Grow Bowl" that enabled him to take food scraps and put them in a biodegradable bowl and then bury it in a compost manner to reduce waste. His invention was also recognized by the Nucor Steel Corp. for sustainability. The Board members, Kelley Elementary School Principal, Mrs. Marilyn Kahl, and teacher Ms. Raczynski congratulated him. On Friday, May 28, Mrs. Zappone planned to visit their classrooms with ice pops.

6. APPROVAL OF MINUTES – May 13, 2021

MOTION: by Mr. Derynoski, seconded by Mr. Brown:

“Move to approve the regular Board of Education meeting minutes of May 13, 2021, as submitted.”

Motion carried unanimously by voice vote.

7. PUBLIC COMMUNICATION

a. Communications from Public *(Revised 10-22-21)*

Mrs. Clark stated that she received two emails sent to the Board of Education that she read into public record. One email was from Mr. Richard Cooper, 79 Barbara Lane (*Attachment #1*) and the other was from Ms. Amy Cooper (no relation to Richard), 43 Brothers Way. Both emails addressed the social media private Facebook page of "Southington Talks" and their concerns. Mr.

Richard Cooper addressed his concerns of the role of Mr. David Falvo (Board of Education member) as a moderator of the Southington Talks Facebook page. He was under the impression that Southington Talks was supported by the town. Mrs. Amy Cooper's email explained that Southington Talks is an independent, private Facebook page administered by citizens of Southington and in no way is affiliated with the Town of Southington or the Southington Board of Education. She noted that Mr. David Falvo, an elected Board of Education member, is a member of the private Southington Talks Facebook group representing his own independent views, not the Board of Education's or the Town of Southington.

b. Communications from Board Members

Mr. Brown stated that the activities for the Wall of Honor at Southington High School were put on hold for over one year due to the pandemic and now was back up and running. As Chairperson of the Wall of Honor Committee, he announced that there will be a Gala at the Aqua Turf Club for past and present Wall of Honor Honorees on April 26, 2022. All the honorees will receive free tickets with a \$40 charge to everyone else. This year, they will be honoring four people: Sandra and Gino Brino, Rob Dibble, and Cara Belvin.

Mr. Brown, Mrs. Carmody, Mrs. Cipriano and Mrs. Clark attended the Military Luncheon on May 27 that honored five (5) students who were joining the military including Mrs. Cipriano's son, Jacob, and another student who will be attending military academies. The Board members congratulated these students.

Mr. Oshana attended the SHS Scholarship Award ceremony held outside at Southington High School and noted the generosity of the town of Southington with many scholarships awarded to the students.

c. Communication from Administration

Administration reported on the following:

1. Pupil Personnel Services: Ms. Rebecca Cavallaro explained that the Pupil Personnel Services Department received a grant / stipend for \$20,000 from the State of Connecticut Bureau of Special Education to assist school districts with addressing any of the delayed, inaccessible, interrupted, or suspended IEP supports and services for students with IEPs to remediate skills or lack of progress due to the Covid-19 pandemic. The district will be focusing on the preschool evaluation process. The grant was written around targeted professional development for teams teaching 2-year-old and 3-year-old preschoolers.
2. Military Luncheon: Mr. Connellan praised the Veteran's Committee that was not able to meet last year due to the pandemic. Once they heard that Governor Lamont was relaxing Covid restrictions they met outside under a tent at the high school and jumped at the chance to reengage and provide a Military Luncheon once again. They provided certificates and Challenge Coins to the students and invited the Commissioner of Veterans Affairs, Thomas Saadi, as keynote speaker. Mr. Connellan praised his Executive Assistant, Teresa Colegrove, for putting it all together at the last minute with the Military Luncheon held at the Back Nine Pavilion at Southington Country Club. He noted that Mr. Walter Hushak, retired Air Force Lieutenant Colonel who flew B-24 Liberators during World War II and is in his 90's, wore his uniform to the luncheon. He thanked everyone who was involved to honor the students.
3. SHS Student Ceremonies: Mr. Connellan reported that more than \$200,000 in scholarships were awarded at the SHS Scholarship Night Awards ceremony. The Academic Awards and National Honor Society / World Language Honor Society inductions were held

outside on two chilly nights. He was happy that they were able to hold these events after what the students have been through over the last 14-15 months due to the pandemic. He praised the SHS staff for making these presentations special for the students. Tonight, is Class Night with student representatives, Brett Sheldrick and Amrit Kaur, who are seniors, attending that event along with the Scholar-Athletes who were to be recognized tonight at the Board meeting. The Scholar-Athlete recognition has been rescheduled to the June 10 Board meeting.

Mr. Connellan thanked all staff for working hard to keep the schools open and to make everything work for students and families during the pandemic; however, he wanted to thank the school nurses and Mrs. Cathy O'Hara, Nurse Supervisor, who provided sage counsel and a steady, calm demeanor dealing with the craziness of the pandemic. The School Nurses will be recognized at the June 10 Board meeting. Mr. Madancy added that Mrs. O'Hara is on call along with Mr. Connellan, Mr. Madancy and Mrs. Michelle Passamano, Human Resources Manager, who split the responsibility on weekends and evenings of checking the email inbox and hotline and contacting families regarding COVID. He gave a shout-out to the many people who work behind the scenes.

Mr. Madancy thanked STEPS and the Southington Police Department for their partnership in helping with the fifth and sixth grade transitioning to middle school event that typically is offered during the school day but was held in the evening this year with parents driving the students. They engaged in two workshops: 1) Planning Ahead: How to constructively use time and resources to ensure success; and 2) Resistance Skills: Resisting negative peer pressure and understanding the dangers of risk-taking behaviors.

Mrs. Carmody stated that on Monday she went to the high school to give the Board's gift to the two senior Board of Education Student Representatives, Brett Sheldrick and Amrit Kaur. She thanked the Board members for their generosity and noted how appreciative the two students were for their gift.

d. Communication from Student Representatives

Senior Student Representatives, Brett Sheldrick and Amrit Kaur, were at Senior Class Night and excused from this meeting.

Miss Jhalissa Vincent reported on the following; however, she was having bandwidth problems and her computer kept freezing:

- Senior Class Night was May 27, 2021, from 6:00-9:00 p.m.
- She thanked Mr. Connellan, Superintendent of Schools, who is retiring June 30, 2021, for his unrelenting years of dedication and support of the students, families, and staff of the Southington school district. His dedication to the district was very inspirational to her.
- Senior Class Day is Friday, May 28, 2021, at High Meadows from 6:00-10:00 p.m.
- AKGP Fundraiser is June 5 at Fancy Bagel from 7:00 a.m. – Noon.
- Senior Motorcade is June 15 starting at 5:00 p.m. following the same route as last year.
- Each graduating senior can invite four (4) guests for graduation instead of two (2) guests as in the past.
- Two new student representatives will be introduced to the Board members at the June 10 BOE meeting.

8. COMMITTEE REPORTS

a. Elementary Facilities Committee Report ~ May 18, 2021

Mrs. Clark reported that the committee discussed input received from administration's meeting with Colliers that included the Town Manager, Mark Sciota. Also discussed was an additional scenario using the Derynoski Elementary School site with information to be developed and included in the Collier's material. The committee discussed the work that needed to be done to accommodate the Karen Smith Academy on the current site or on a different site.

Mrs. Clark reported that Collier gave a presentation to the Town Council on Monday, May 24, 2021 presenting the facts and to begin the discussion on the elementary facilities. Mr. Connellan thought the presentation was well received and presented as indicated by responses by Town Councilors Ms. Triano and Mr. DelSanto. He stated that Mr. Chuck Warrington from Collier's did a wonderful job presenting the facts. The presentation will be sent in PDF form to the Town Council, Board of Finance, and Planning & Zoning members for the opportunity to ask questions. Mrs. Clark stated that the day after the presentation she sent a follow-up email to the Town Council to start the conversation. She had the impression that Town Councilors had heard gossip, rumors and wanted to make sure that they had the actual facts. As a point of clarification, Mr. Connellan stated that when the Collier people gave a presentation to the Board of Education at a Special Board Meeting in March, emails were sent to the entire Town Council and Board of Finance members inviting them to participate and the PDF presentation was forwarded to those elected officials at the same time. Monday night was not the first time that the elected officials received the presentation. He stated that this was a very important decision for the entire community just like what was done with the middle school renovations.

c. Finance Committee Meeting – May 19, 2021

Mr. Oshana reported that the committee discussed the Self-Insurance Report with claims for this year continuing to run under budget. The committee also discussed the 2021-2022 Operating Budget Reallocation Plan. Mrs. DiNello explained in detail the BOE Operating Budget Reallocation due to the reduction of the BOE budget by the Town Council of \$1.5 million. The plan would use three (3) funding sources to maintain what the district currently has. The funding sources are: 1) Utilizing current year operating dollars to pre-purchase some equipment and supply items; 2) Non-Lapsing Account Surplus FY'2020 due to \$1.9 million saved because of the pandemic; and 3) ARP ESSER Funds (American Rescue Plan, Elementary and Secondary School Emergency Relief) of \$4.1 million to assist and transform education, which allows funds to be used to maintain current staffing levels. The grant application was just released this week.

Mrs. DiNello stated that the committee also discussed the Non-Lapsing Education Funds Fiscal Year 2020. She explained that the \$500,000 loan to the Food Service Program would be repaid using ESSER II funds. She addressed shifting funds from the operating budget to fund major projects and equipment to the Non-Lapsing FY'20 Account and provided a list of the projects. This will be voted on by the Board under New Business. She emphasized that traditionally the Board budget ended the year on budget and that the pandemic was the main cause of the current two-years of surplus. The norm was that the Board of Education utilized the money in the operating budget. However, in the past, monies that were returned to the town at the end of a given fiscal year were \$1,500, \$12,000, and \$13,500. This is what the Board should anticipate in future years.

Mr. Oshana reiterated that a large amount of these funds that were available was due to COVID-19 and the money that was not spent. He cautioned that these funds were there because of a global pandemic that stopped the Board from doing things for the school system and these funds are not always going to be there.

Mr. Derynoski questioned the dollar amount for the pre-purchases the previous year. Mrs. DiNello did not have that amount available.

Mr. Oshana, Mrs. DiNello and Mrs. Mellitt, Accounting Manager, spoke in detail and at length regarding the motions made below and as outlined in the Finance Committee minutes.

1. Bid Award RFP 2021-101 – Replacement of SHS Auditorium Sound System

MOTION: by Mr. Oshana, seconded by Mr. Baczewski:

“Move to Award RFP 2021-101 - Replacement of Auditorium Sound System at Southington High School to Sound Stage Systems in the amount of \$118,439.

Motion carried unanimously by voice vote.

2. Five-year Copier Lease

MOTION: by Mr. Oshana, seconded by Mr. Baczewski:

“Move to award a Five-Year Districtwide Copier Lease to Automated Business Solutions beginning July 1, 2021.”

Motion carried unanimously by voice vote.

3. SHS Marching Band Uniforms

Mr. Oshana explained that the last purchase of band uniforms was in 2008 and that Band Director, Sara Ossias, was disappointed in the quality of that purchase. Mrs. Ossias recommended purchasing new uniforms from Fred Miller Uniform Company and received a quote for 100 uniforms at \$56,220. Funding would be from the Non-Lapsing Education Funds FY'2020.

MOTION: by Mr. Oshana, seconded by Mrs. Clark:

“Move to waive the bid process for new band uniforms.”

Motion carried unanimously by voice vote.

MOTION: by Mr. Oshana, seconded by Mrs. Clark:

“Move to award purchase of band uniforms to Fred J. Miller Uniform Company.”

Motion carried unanimously by voice vote.

4. CNC Mini-Mill Simulator

Mr. Oshana explained that the Perkins Grant funds were awarded in April 2021 and included funding for a CNC Mini Mill with Simulator for use in the Technology & Engineering Department at the high school. The purchase price is \$37,258 with Trident Machine the exclusive distributor in New England.

Mr. Baczewski stated that this purchase could machine parts for existing equipment that the high school already has and thought it would be valuable for students to be career ready. Mr. Oshana added that it was hard to find people who could do the advanced manufacturing processes and that this CNC Mini Mill was high tech. Mr. Derynoski stated that he participated in a Zoom meeting with MIT (Massachusetts Institute of Technology), and this was one of the items discussed regarding technology and manufacturing. MIT is looking forward to working with high schools to enhance the technology aspect of manufacturing to support their goals for high tech power generation for the future. Mr. Derynoski hoped that the school district would be able to get additional equipment such as laser technology and other advanced manufacturing elements in the future.

MOTION: by Mr. Oshana, seconded by Mr. Baczewski:

“Move to waive the bid process for the purchase of Perkins funded CNC Mini Mill Simulator.”

Motion carried unanimously by voice vote.

MOTION: by Mr. Oshana, seconded by Mr. Baczewski:

“Move to award purchase of CNC Mini Mill Simulator to sole source vendor Trident Machine Tools.”

Motion carried unanimously by voice vote.

Mrs. Mellitt spoke in detail on the three (3) projects related to the high school fitness center that the Finance Committee discussed at their meeting, which includes equipment, demolishing / replacing the concrete flooring, and installation of rubber flooring. She explained that state contract pricing was available for the equipment and flooring and spoke at length about pricing sources.

Mr. Oshana addressed the Food Service loan repayment of \$500,000 that the Finance Committee discussed. The plan is to use the ESSER II funding to repay the loan. It would be easier to make the repayment in the current year so the funds could easily be replaced back into the Non-Lapsing Account. The timing would be based on when the ESSER II grant application is approved, and the funds are made available. Mrs. DiNello acknowledged that the grant funds were approved this week and explained in detail the plan moving forward.

9. OLD BUSINESS

a. Town Government Communications

There was no communication.

b. 2021 – 2022 Operating Budget Reallocation / Adoption

MOTION: by Mr. Oshana, seconded by Mrs. Clark:

“Move that the Board of Education adopt the 2021-2022 operating budget reallocation plan, as presented.”

Motion carried unanimously by voice vote.

10. NEW BUSINESS

a. Appointment of SEA Negotiating Committee

Mrs. Carmody thanked the Board members who volunteered to serve on this committee. She appointed Mr. Oshana, Mrs. Clark, Mr. Brown, and Mr. Falvo. Mrs. DiNello explained that the committee should start negotiations with teachers by August 5, per state statute. Most of the negotiations would take place in the evening between August and September with a contract agreed upon by October.

b. Action on Non-Lapsing Education Fund FY’20

MOTION: by Mr. Oshana, seconded by Mr. Brown:

Move that the Board of Education approve the projects listed on the Non-Lapsing Education Fund Fiscal Year 2020, as presented.”

Mr. Derynoski questioned if the Visitor Verification System was in the Non-Lapsing Account. Mrs. DiNello explained that the funding was moved from the operating budget to the Non-Lapsing Account due to the budget cuts. Mr. Derynoski had a problem with that because there would be an annual recurring charge and questioned what it would be. Mr. Madancy stated the recurring charge would be \$7,140, subject to the software vendor cost increases. Mr. Derynoski was not in favor of the Visitor Verification System that is included in the list of projects to be funded with Non-Lapsing FY’20 Funds.

Motion carried by voice vote with Mr. Derynoski opposed (7 in favor, 1 opposed).

c. SHS Fitness Center

MOTION: by Mr. Oshana, seconded Mrs. Clark:

“Move to award purchase of concrete demolition and replacement based on EZIQC pricing and to award the purchase of rubber flooring and fitness center equipment based on State Contract and Sourcewell Consortium pricing, as noted on the agenda reporting form.”

Mrs. Clark stated that this project was long overdue and was happy to see that the work was finally being done.

Motion carried unanimously by voice vote.

11. ADJOURNMENT

MOTION: by Mr. Derynoski, seconded by Mr. Oshana:

“Move to adjourn.”

Motion carried unanimously by voice vote.

The meeting adjourned at 8:18 p.m.

Respectfully submitted,
Linda Blanchard
Recording Secretary

ATTACHMENT #1

From: R <richardtcooper1989@gmail.com>

Date: May 27, 2021 at 8:57:00 AM EDT

To: "COLLEEN W. CLARK" <cwclark@southingtonschools.org>

Subject: Official Public Communication (BOE meeting on 05/27/2021) *edited for typos and date error

To the Board of Education,

My name is Richard Cooper. My address is 79 Barbara Ln.

A couple months ago I emailed David Falvo to ask him about his role on social media - particularly his role as a moderator for the group Southington Talks. Unfortunately, instead of addressing any of my concerns Mr. Falvo seemingly blocked me instantaneously.

This raised even more concerns, as I now worry about the implications of an elected Board of Education member believing he can act with impunity and ignore the very people he has an obligation and responsibility to answer to.

My question is for Mr. Falvo: What do you say to those who think you spend too much time on the private Facebook group Southington Talks, and worry about your role as a moderator being a conflict of interest and unethical?

Thanks for addressing my questions/concerns.

Sincerely,

Richard Cooper

P.S.

This is an updated version of an email previously sent. The original email had the date wrong; It was corrected from 05/27/2021 to 05/27/2021. I also fixed a typing mistake - fixing "Board of Education membering" to "Board of Ed member."

The minutes presented within this document provide a summary of the discussion that took place at the Board of Education meeting. For the complete discussion of the agenda items, please view the video of the Board meeting on our website at www.southingtonschools.org. These minutes are considered a draft until approved at the following regular Board of Education meeting.

SOUTHINGTON BOARD OF EDUCATION

SOUTHINGTON, CONNECTICUT

REGULAR MEETING

OCTOBER 14, 2021

The regular meeting of the Southington Board of Education was held on Thursday, October 14, 2021, at 7:00 p.m. as a public meeting in the John Weichsel Municipal Center Public Assembly Room, 200 North Main Street, Southington, Connecticut with an Executive Session preceding at 6:00 p.m.

1. CALL TO ORDER – 6:00 P.M.

Mrs. Terri Carmody, Chairperson, called the meeting to order at 6:03 p.m.

Board members present were Mr. Joseph Baczewski (Vice-Chairperson), Mr. Robert Brown, Mrs. Terri Carmody, Mrs. Missy Cipriano, Mrs. Colleen Clark (Secretary), Mr. David Derynoski, and Mr. Zaya Oshana. Absent were Mr. James Chrzanowski and Mr. David Falvo.

Cabinet administrators present were Mr. Steven Madancy, Superintendent of Schools, and Mr. Frank Pepe, Assistant Superintendent.

Also present was Mrs. Sherri DiNello, Negotiations Consultant.

2. EXECUTIVE SESSION – 6:00 P.M.

- a. SEA (Teachers) Contract Negotiations Update**
- b. Unaffiliated Compensation**

MOTION: by Mr. Derynoski, second by Mr. Baczewski:

“Move to go into Executive Session, excluding the public and the press, for the purpose of discussing SEA Contract Negotiations and Unaffiliated Compensation, and upon conclusion reconvene to public session.”

Motion carried unanimously by voice vote.

Executive Session ended at 7:05 p.m.

The Regular Board Meeting was reconvened at 7:12 p.m.

3. RECONVENE MEETING – 7:12 P.M.

Board members present were Mr. Joseph Baczewski (Vice-Chairperson), Mr. Robert Brown, Mrs. Terri Carmody, Mr. James Chrzanowski (*arrived at 7:20 p.m.*), Mrs. Missy Cipriano, Mrs. Colleen Clark (Secretary), Mr. David Derynoski, and Mr. Zaya Oshana.

Absent was Mr. David Falvo.

Cabinet administrators present were Mr. Steven Madancy, Superintendent of Schools, and Mr. Frank Pepe, Assistant Superintendent.

Student Representatives present were Jhalissa Vincent, Ethan Solury, and Angelina Micacci.

4. PLEDGE OF ALLEGIANCE

The student representatives led in reciting of the Pledge of Allegiance.

Mrs. Carmody called for a moment of silence in memory of Dennis Sikoski who passed away on September 26, 2021. He served as a security officer at Southington High School from 2012 until retiring in 2020.

5. APPROVAL OF MINUTES ~ September 23, 2021

MOTION: by Mr. Baczewski, seconded by Mr. Derynoski:

“Move to approve the regular Board of Education meeting minutes of September 23, 2021, as submitted.”

Motion carried unanimously by voice vote.

6. PUBLIC COMMUNICATIONS

a. Communication from Student Representatives

Angelina Micacci reported the following:

- On October 13, Freshmen, Sophomores and Juniors took the PSAT with Freshmen using the new online format.
- She gave a season update on SHS athletic teams for the Girls Volleyball and the Girls Swim & Dive Team.

Ethan Solury reported on the following:

- He reported on the SHS Football team season to date.
- Senior Night Recognition for the fall sports teams take place the end of October and in early November.
- On Saturday, October 23, the Blue Knights Marching Band will host the annual Music of the Knight band competition on Fontana Field.
- SHS Homecoming is scheduled for November 19 with a cap of 300 students in the cafeteria. The students must show a vaccination card or recent negative COVID test and wear a mask.

Jhalissa Vincent reported on the following:

- SHS Green Knights restarted the Recycling Program. Volunteers from Green Knights National Honor Society and Key Club are collecting bottles, cans and other recycle items from classrooms and sorting them outside in the Greenhouse.
- The Student Representatives agreed that they should represent other schools in the district as well as the high school.
- DePaolo Middle School performed at the Apple Harvest Parade last Sunday and won an award for the best middle school band playing All Star.
- DePaolo students raised \$9,888 for Pediatric Cancer Research.
- At South End Elementary School, the September Charter Champions from each class promoted Emotional Intelligence.
- Oshana Elementary School student are building their STEPS Assets for September and October and plan to hold a pajama/outdoor reading event to support the October asset of Reading for Pleasure. They are also building their skills around Emotional Intelligence and have completed class, staff, and school charters for the new year.
- Derynoski Elementary School student leaders are creating videos of “Read Alouds” and “Book Buzzes” recommendations by students for students to align with the Reading for Pleasure Asset. The Read-a-thon started on Monday.
- Thalberg Elementary School celebrated all the reading the students completed over the summer by holding an outdoor event.

Board members thanked the student representatives for reporting on the elementary and middle schools as well as the high school.

b. Communications from Public

Mrs. Carmody asked that residents who speak at the podium to complete a sign-in sheet with their name and address (*Attachment #1*) and that they were allotted only three-minutes to speak.

There were numerous residents who came to the podium and voiced their opinions, concerns, and recommendations about unmasking and masking, quarantining, vaccinations, the Board not inviting Governor Lamont to attend a Board of Education (BOE) meeting to discuss mandates; segregation, personal healthcare choices in Communist Russia less restrictive, level of media propaganda instilling fear and discrimination against the unmasked and unvaccinated, COVID natural immunity, CDC data/information constantly changing, COVID variants, Governor attending large events without a mask but requiring children to wear in schools; BOE adding an agenda item at the next meeting to address parents’ concerns, CCMC seeing an increase in children with psychological / mental health / anxiety issues, parents right to choose what is right for their child(ren), BOE prioritizing and advocating at the state level for parents’ choice to unmask/mask students and stand up against the mandates, parents concerns/questions not being addressed, classroom livestreaming, how pandemic has affected students learning abilities, testing statistics and lowered standards for equity, funds from the CARES Act, vaccination clinics in schools, clarification of Robert’s Rules of Order, effectiveness of masks, appropriate type of medical mask, following the science and guidance of the experts, questioning the need for police presence at BOE meeting to intimidate parents, student representatives informing what is happening in the schools instead of being sports announcers, students in speech therapy need to see how to enunciate words that wearing masks prevent, majority of

people and children at the Apple Harvest Festival were not wearing masks but on Monday the children would have to put on their masks, transparency, requesting BOE members and administrators to join parents and attend State Board of Education meeting in Hartford the day after election to speak out against state mandates.

Other topics of discussion were addressing the loud noise level of the air condition unit at Kennedy Middle School running all day and at full blast at 10:00 p.m. affecting the quality of life for the neighbors; Critical Race Theory (CRT) being taught in classrooms, prohibiting CRT indoctrination, posting the official curriculum / class plans online for parents to view, President Biden's administration labeling parents who speak out at school board meetings as "Domestic Terrorists", the book All American Boys about racism and police brutality being taught in a classroom, Manchester School District's Equity Curriculum and the resignation of a teacher opposed to teaching CRT, Marxism, LGBTQ+ ally video/discussion and the disciplining of two teachers who showed the video. Mrs. Clark read into the record emails that were received addressing support for the SHS Black and Latino Curriculum. Some participants yielded their 3-minutes to people already speaking so they could finish their speech.

Please see the YouTube video link of the meeting and public communication below that also can be found on both the Town of Southington and Southington Board of Education websites: <https://www.youtube.com/channel/UC59RScd50ReAqz-PnbXUSSQ/playlists>

c. Communications from Board Members

Mr. Baczewski thanked the residents for doing their due diligence and speaking and stated that he did not feel attacked. He addressed the teaching of history, the scientific method, and the modification of hypotheses. He has to NIH (National Institutes of Health) studies and the data that stated improvement of mask wearing was negligible, but he believed in parental choice and being respectful to parents who want their children to wear masks. He thought the group of residents who spoke at the BOE meetings were reasonable and respectful and that a police presence of two armed officers was not warranted.

Mrs. Cipriano appreciated the residents speaking and having their voices heard. She agreed that she did not feel attacked and applauded everyone who spoke their convictions. She addressed the police officers at the meeting, the book All American Boys that her son also read when he was in 10th grade as a person of color, the student representatives reporting on all schools and challenged the student representatives to bring to the BOE meetings issues at schools that need to be improved upon.

Mr. Brown thanked the residents for their input and noted that the Board members also receive a lot of communication via emails, letters, and phone calls, which is difficult because there is not a consensus on what parents want the Board to do. The Board cannot please everyone, and some decisions are not easy or theirs to make. He spoke to people at the state level on some of the issues that the parents were questioning and stated that he was not ignoring the parents. He noted that there was a lot of parental disagreement and difference of opinions on how to address issues and make the best decision for students and their safety. He addressed mandates and if the Board did not obey the Governor's mandate about masks, they would jeopardize losing millions of dollars of state aid, taxes would go up, and penalties would have to be paid by individuals and employees as well as personal liability. Because of that, there was no Board of Education in the state of Connecticut who would do what the speakers at the meeting were asking them to do.

Mr. Brown addressed Critical Race Theory as the Chairperson of the Curriculum Committee. He stated that the teachers were being polled on what was being taught in their classrooms about race. A Curriculum & Instruction Committee meeting is scheduled for Monday, October 18 at 1:00 p.m. in the Municipal Center, which is open to the public, but the public cannot speak. The results of the polling would be discussed at that meeting. He remarked that the Board's job is to set curriculum, and they do not go into the classrooms to address lesson plans. He stated no one should be teaching that children or white people are all racists. The results of the meeting on October 18 will be shared with the public at the next BOE meeting.

Mr. Oshana agreed that there were differences of opinion and thanked everyone for coming to the meeting to speak. He did not feel personally attacked either. If the speakers did not voice their opinions, comments, and recommendations there would be no need for the Board members to listen, debate, and come up with what they think are the right answers. Mr. Oshana addressed CRT and read an article that he found online on "*What does Critical Race Theory Teach?*" The article stated that "*CRT teaches that America is an irredeemable racist country, all white people are racists, whites are oppressors and non-whites are victims, American ideals like free speech and hard work are racist, capitalism is racist, and the only remedy to past discrimination is present discrimination.*" Mr. Oshana emphasized that if those tenets are what CRT is about then it had no place in Southington or any school district. He believed that teaching history was important.

MOTION: by Mrs. Clark, seconded by Mr. Oshana:

“Move to move Agenda Item 10.b ‘Southington Library Board Presentation’ to Agenda Item 6.d ‘Communications from Administration’ and change Agenda Item 6.d to Agenda Item 6.e.”

Motion carried unanimously by voice vote.

d. Southington Library Presentation (formerly Agenda Item 10.b)

Mr. Todd Chaplinsky, a member of the Library Board and Mrs. Mary Baker, Chair of the Southington Library Board, gave a presentation on the Southington Library New Building Project that will go to referendum on November 2, 2021. They had planned to give an in-depth PowerPoint presentation at the meeting, but due to the length of time taken in Public Communication, they decided to modify the presentation to the Quick Fact Sheet handout that they distributed (*Attachment #2*). They spoke at length giving a brief history of the Southington Library, the library size, who uses the library, increase in Southington population, how libraries have changed and grown over the years since the current library opened in 1974. They gave a summary of statistics on card holders, visitors, services provided in collaboration with the school system, technology use, documents notarized, materials borrowed, physical collection, and library programs held virtually. They spoke about the building project that included project priorities, cost (approximately \$17million), funding that includes a grant, fundraising and bonding, what it would mean to vote yes or no, and that the current Southington Library does not meet building or fire code, is not ADA accessible, and has failing building systems with the basement in disrepair. Mrs. Baker recommended that the public go to the Southington Library website for more information about the building project and to view the plan.

Mr. Brown and Mr. Baczewski stated that they supported the Library Project.

e. Communication from Administration

Administration reported on the following:

1. Department of Public Health (DPH) / State Department of Education (SDE) COVID-19 – Health & Safety Meetings: Mr. Madancy reported that he submitted to the DPH / SDE a question about quarantining that he received from the public and that he has yet to receive a response. He equates quarantining to suspending students who have done nothing wrong and shares parents' concerns over quarantining. He thought that if the students were masked, distanced in the classroom, and with schools ventilated then they should not be excluded from the classroom. He asked the state to look at the prevalence rate and practice. He told the public that he heard what they were saying and was advocating for their concerns at the state level.
2. Barnes Memorial Grant: Mr. Madancy thanked Rebecca Cavallaro, Director of Pupil Personnel Services, and the Emotional Intelligence Committee, who have submitted a grant to the Main Street Foundation on Emotional Intelligence that is pending approval.
3. College Workshop Highlights: Mr. Madancy reported that the College Workshops were virtual this year and the attendance has doubled in the number of students participating in these workshops including the College Financial Aid Workshop.
4. Red Ribbon Rally: Mr. Pepe reported that the 30th Red Ribbon Rally, in collaboration with STEPS and the Southington Drug Task Force, was held on the Town Green on October 13 addressing alcohol and drug use. Students pledged what positive activities they were willing to do instead of engaging in alcohol and drug use. He was impressed by the number of adults in attendance supporting the students.
5. 9/11 Flag: Mr. Madancy received communication from John DeMello, Jr. who is in active military service overseas. He had flown an American flag in Afghanistan on the 10th anniversary of 9/11 that he had planned on donating to Southington High School. Mr. Madancy stated that it would be an honor to fly that flag at Southington High School.

Mrs. Cipriano questioned a comment a parent made about whether a teacher desired to turn their screen on to livestream for a student remote distance learning. She wanted to know if it was up to the discretion of the teacher to do that. Mr. Madancy replied that they defined with the teacher's union (SEA) when teachers would and would not be turning their classroom cameras on and livestreaming. He would need the details to address the situation that she and the parent were talking about and that it depended on the type of course. He welcomed the parent to contact him.

Mrs. Cipriano wanted to make it clear that the Superintendent or Assistant Superintendent have not requested that vaccination clinics to be brought to any of the school sites. Mr. Madancy responded that was correct.

7. COMMITTEE REPORTS

a. Policy & Personnel Committee Meeting – September 28, 2021

Mrs. Clark reported that the committee met and discussed the revision of Policy 5130, Bullying Prevention and Intervention that is on the BOE agenda as a first read, the new Capstone Advisor job description that will continue to be analyzed as the Capstone Project evolves, and legal updates to be addressed.

8. SUPERINTENDENT'S REPORTS

a. Personnel Report

MOTION: by Mr. Baczewski, seconded by Mr. Brown:

“Move to approve the Personnel Report, as presented.”

Motion carried unanimously by voice vote.

9. OLD BUSINESS

a. Town Government Communications

Mrs. Cipriano reported that a dedication and presentation was recently held for the large mural painted on the side of the building downtown on High Street that depicted inclusion and diversity. Southington was one of 39 towns in the state of Connecticut selected by the RiseUP arts group for a mural.

b. SHS Citizenship in Action Course – Second Reading

MOTION: by Mr. Brown, seconded by Mr. Derynoski:

“Move to approve the SHS Citizenship in Action Course, as recommended by the Curriculum & Instruction Committee.”

Motion carried unanimously by voice vote.

c. SHS Black and Latino Curriculum – Second Reading

MOTION: by Mr. Brown, seconded by Mr. Derynoski:

“Move to approve the SHS Black and Latino Curriculum Course, as recommended by the Curriculum & Instruction Committee.”

Mrs. Clark asked for more detail on Unit 1 of the curriculum, “How has the concept of race been socially constructed over time and what impact did the people of Ancient Africa have on early and modern civilizations?”. Mr. Pepe stated that the course was broken into two semesters. The first units of compelling courses and objectives in this unit are to examine the impact of various aspects of African culture and world civilizations in the past and present; to analyze the factors that have contributed to racialized global conflict and change in the modern world; and to develop a positive and accurate identity, including an awareness of and comfort with one’s membership in multiple groups in society. The associated lessons are about discovering racial identities of students within the class and provides a safe place for the students to be able to discover and discuss and to identify.

Mrs. Carmody noted that this was a state mandated curriculum and that during Public Communications someone mentioned that the Board did not have to follow the state mandate. Mr. Pepe clarified that on June 23, 2021, Connecticut Public Act 21-2 identified SERC (State Education Resource Center) as the lead organization to coordinate the provision and professional learning implementation to support the course. Southington’s role in the pilot of this course was to proactively be able to engage the teachers because along with the pilot, the teachers are involved in a cyclical curriculum feedback loop that occurs throughout the year. Mr. Pepe learned today that the units are being revised based on the feedback that continues from the

professional development for the teachers. Unit 1 will be coming out Friday, October 15th with a revised unit. SERC is opening a portal for parents, teachers, and the public to allow feedback based on the initial pilot curriculum. Mrs. Cipriano stated that after the pilot year, teachers could make adaptations to the curriculum. Mrs. Clark noted that this is a year-long elective course. Mr. Pepe added that there was also a state mandated course for Native American Culture that is coming forward in 2023. Mr. Baczewski added that it was important to learn from history, so the mistakes made in the past were not repeated.

Mrs. Cipriano stated that this curriculum gives the students the opportunity to have a healthy civil discourse and if something taught in the classroom was out of line then she hoped that parents would be contacting administration or the Board members. She asked if this needed to be voted on as an action item because this curriculum was a state mandated requirement. Mr. Madancy stated that it was on the agenda for the discussion of what is in it and allowing people to ask questions. He stated that she was correct that it was not an action item because it is state mandated. Any discussion on revisions would have to be through feedback to SERC because Southington did not write the curriculum.

Mrs. Carmody added that the teaching of history includes the good, bad, and ugly of the past and allows the students to use their critical thinking skills to determine how they feel about the past because what has happened in the past cannot be ignored.

No action vote was needed on the motion.

10. NEW BUSINESS

a. **Policy 5130 – Bullying Prevention and Intervention Policy – Revision – First Reading**

This was a first read and would be voted on at the next BOE meeting.

b. **Southington Library Board Presentation** (Moved to Agenda Item 6.d)

11. ADJOURNMENT

MOTION: by Mr. Derynoski, seconded by Mr. Oshana:

“Move to adjourn.”

Motion carried unanimously by voice vote.

The meeting adjourned at 9:41 p.m.

Respectfully submitted,
Linda Blanchard
Recording Secretary

ATTACHMENT #2 – SOUTHINGTON LIBRARY BUILDING PROJECT

https://www.southingtonlibrary.org/uploads/2/8/6/7/28674071/southington_library_building_project_library_presentation_6-24-21.pdf

THE SOUTHINGTON LIBRARY NEW BUILDING PROJECT WILL GO TO REFERENDUM ON NOVEMBER 2, 2021.

ABOUT THE PROJECT
 The Board of Directors for the Library have selected architect ARCHACT to develop a new library building project encompassing years of research and designed for the future of Southington. More information can be found here at: www.southingtonlibrary.org/buildingproject2021



PROJECT PRIORITIES

- Expanded space for Children and Teens
- Meeting and Multipurpose for Individuals and Groups
- Architectural Separation of Study and Quiet Spaces
- Accessibility and Code Compliance
- Efficient Building Systems

WHAT DOES YOUR VOTE MEAN?

Voting Yes Means

- A library that is up-to-code and expands space for services, while addressing additional community needs
- Multiple programming spaces for educational events
- Architectural Separation
- ADA compliant access
- Larger fronts of Library Storefront
- Space designed especially to the needs of children and teens

Voting No Means

- Millions will need to be spent to reach code and upgrade infrastructure
- Space for people, programs, and education will be lost or used for other upgrades and compliance to code
- Architectural concerns and lack of meeting space will remain

COST
 The Council has set the project at referendum at the amount of \$14,500,000.

- A professional cost estimate was being taken into consideration the construction start time and the impact of the pandemic.
- The Library will be applying for a grant up to \$1,000,000 from the Connecticut State Library
- The Library Board and Friends of the Library may contribute additional funding.

THE CURRENT SOUTHINGTON LIBRARY...

Does Not Meet Building or Fire Code  Is Not ADA Accessible  Has Failing Building Systems

VOTE
 IN THE REFERENDUM
 NOV. 2, 2021

SCAN ME  

Paid for by the Friends of the Southington Public Library

THE SOUTHINGTON LIBRARY QUICK FACTS

A BRIEF HISTORY OF THE SOUTHINGTON LIBRARY

The Southington Public Library has been an integral part of the community for well over a century. Opening in 1882, the library was originally located just across the street from the current building and once housed the Southington Historical Society.

When the library building that stands in 1974, a new building was erected at 235 Main Street where the library remains today. At the time of construction, an addition was planned that would be completed that would enable the library to meet the needs of the community until the year 2000.

LIBRARY SIZE

The Southington library is smaller than nearby towns with half the population, and even smaller than nearby towns with the same population.

Town	Pop	Sqft
Southington	42,761	20,000
Plymouth	17,294	30,000
Wallingford	46,864	30,000

WHO USES THE LIBRARY

Nearly 200,000 visitors pass through the library doors each year. These from all age groups and with varied interests are among daily users and a purchase is not required for entry. Computers, printing, and WiFi are available to those who do not have access, and are also heavily used by job seekers. Researcher receive help from reference librarians. Educational, recreational, and programming programs and events are held daily. People come in to study or work in groups, into, out, or connect in a public space. We have access to early literacy room with parents and caregivers have time to socialize. Resources such as books, DVD, magazines, games, and more are shared with neighbors, saving individual money.

POPULATION INCREASE

Since the library was built, Southington's population has increased by 50%.

LIBRARIES HAVE CHANGED...

Since opening its doors in 1974, library services have expanded to include community meeting space, special programs and events, and many new collections: Musical Instruments, VR goggles, board games, puzzles, and more. Kids are among the most active users here you can borrow. One of our most popular collections is the nearly 16,000 movies and TV shows on DVD and BluRay.

...AND GROWN

	1974	2018	% Increase
Open Accounts	117,246	240,000	104%
Collection Size	55,700	194,101	100%
Program Attendance	2,111	14,801	424%

SOUTHINGTON PUBLIC LIBRARY

235 Main Street, Southington, CT 06088
 860-435-2607
SouthingtonLibrary.org
SouthingtonPublicLibrary@Southington.org

STATISTICAL SUMMARY

as of June 2021 / for those that ending June 2021

- 16,285 card holders
- 15,294 households with cards
- 47,604 visitors
- 1,837 hours open over 267 days
- 4,726 one-hour sessions on library computers
- 254 wireless printing jobs
- 111 pages copied & 206 faxes sent
- 4,888 units of digital materials
- 24,777 reference questions asked and answered
- 118 documents scanned
- 287,447 materials borrowed
- 55,571 physical materials in the collection
- 498 library programs held annually

This is based on the library's use with half of the town covered in 2017 year, with other large, unincorporated areas.

Board of Education

Administrative Report

October 28, 2021



1. Maintenance Staff Recognition
2. Athletic Facilities Report
3. Adult Ed Grant
4. SHS Wi-fi, Internet



SOUTHINGTON PUBLIC SCHOOLS

Board of Education Curriculum Meeting Minutes
Monday, October 18, 2021, 1:00 p.m.
Technology Training Lab

Members Present: Committee Chair Bob Brown, Terri Carmody, Missy Cipriano, Administration Present: Assistant Superintendent Frank Pepe, Curriculum and Instruction Coordinator Dianne Holst-Grubbe, Guidance Director, Jennifer Discenza, Beth Veins (virtual) Ana Napolitano (virtual).

STEVEN G. MADANCY
SUPERINTENDENT OF SCHOOLS

FRANK M. PEPE
ASSISTANT SUPERINTENDENT
OF SCHOOLS

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DAVID M. FALVO

ZAYA G. OSHANA

Meeting called to order at 1:00pm

Capstone Presentation

Mrs. Holste-Grubbe and Mr. Pepe presented a Capstone overview. Southington High School is determined to make this graduation requirement a meaningful experience. The current Junior class is the first to endure the requirement. Therefore, the experience will continue to evolve until it becomes a four-year process, starting in freshman year. Students curate a digital portfolio which they will leave high school with and use as a resource for entering the work force or higher education. The portfolio is comprised of student selected samples demonstrating each C. The Cs are directly imbedded in our Vision of the Graduate, (VOG) and thus, each student demonstrates their respective mastery of the essential components of Southington's VOG.

Mike Gagnon and Kari Luise-Peschel, among others, worked tirelessly to prepare on-line lessons. These lessons are delivered to students during planned Advisory periods throughout the year. These Advisory periods are now known as Capstone.

Based on the Board's wishes, the same presentation can be offered to the full board and or sample student portfolios shared as the year progresses.

GPA/Leveling Presentation

Ms. Discenza, Mrs. Veins and Mrs. Napolitano presented the justification for the proposed shift. In 2010, NEASC prompted a level collapse from four to three. The most recent NEASC evaluation advised continuing this shift. The recommendation is to isolate three levels, Academic, Honors and AP UConn/ECE. In addition to this work, the high school has discovered a challenge of inflated GPAs. Research demonstrates the most

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FRANK M. PEPE

*ASSISTANT SUPERINTENDENT
OF SCHOOLS*

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common colleges and universities a Southington High School graduate applies to, ignores our current GPA calculation because of the inflation. Instead, the institutions of higher education recalculate the applicant's GPA based on a 4.0 scale.

This change in practice will benefit any student engaged in the admission process.

Again, at the wishes of the full Board, a complete presentation may be scheduled.

CRT

Per the request of Mr. Brown, C/I Chairman, Southington High School's Social Studies teachers were surveyed to determine if Critical Race Theory is taught as part of the adopted curriculum.

Below is a summary of the survey responses.

1. Are you familiar with Critical Race Theory (CRT)?
100% YES
2. If you answered yes to the above question, how did you learn about Critical Race Theory (CRT)?
Media (all types), personal research, discussion with colleagues and scholars, never heard about it in undergrad/grad classes
3. To your knowledge, is Critical Race Theory (CRT) taught in any courses you teach or in the social studies department?
100% NO
4. Are racial issues or history or racism taught in your courses? Could you please list some examples, at least one from each course you teach if applicable?

Below is a summary of responses by course:

Modern US History - Segregation, Tulsa race riots, Civil Rights Movement, BLM, 1920's race riots and its underlying issues. Race is just one of many themes/issues that run throughout U.S. history. The curriculum starts after WWI and within the first few weeks of class, students examine how the war impacted the lives of different groups (women, farmers, city dwellers, children, immigrants, and African Americans). Students delve



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into both the positive and negative aspects of our nation's industrial growth leading up to WWI in this introductory unit. The curriculum covers The Great Migration of African Americans to cities and the rise of Nativism and the KKK. Jim Crow laws throughout the curriculum and then more purposefully leading into the unit on the civil rights movement, primarily focused on the 1950's-1960's. The curriculum analyses the Black Panthers, Malcolm X, and Stokely Carmichael in juxtaposition Dr. King's statements pertaining to the movement.

World History - Past cases of genocide committed against Jewish people; students can choose their own example of genocide to research for a performance task. Social Darwinism is discussed with an emphasis on the fact that this is an incorrect, unscientific, and a disproven theory. Social Darwinism is the source of many historical conflicts

Citizenship In Action (CIA) - The Civil Rights Movement, Activism, and the 14th Amendment which was ratified to ensure that African Americans recently freed from enslavement would be granted the rights of citizens. The unit titled, *Power of Ideas* unit examines the Civil Rights movement and the modern BLM movement. The American Justice Unit includes an assignment on criminal justice reform in which students discover for themselves racial inequity within the criminal justice system.

African American/Black and Puerto Rican/Latino Course -Race is a social construct with no biological basis. Middle Passage and its effects. The legacy of slavery; How and in what ways have African American, Black, Puerto Rican and Latino(a) people shaped American society, economy, and culture?

Human Rights - Modern Day Slavery and Human Trafficking. Genocide throughout the years.

World Religions - Touches on Civil Rights and racism issues in this country and in other countries.

Intro to Psychology - Brief discussion regarding how it has been scientifically proven that racism is a learned behavior, not an inherent trait.

America at War - Students evaluate a variety of motivations for conflict, one of which being Social Darwinism



SOUTHINGTON PUBLIC SCHOOLS

Intro to Sociology - Social inequality, racial breakdown from the 2020 census, marginalization of various groups.

AP Government & Politics - Civil Liberties and Civil Rights, *Letter from a Birmingham Jail* is a required document for the course. The 14th amendment and the equal protection clause, Brown v Board, Plessy v Ferguson, Loving v Virginia, Civil Rights Act of 64, Voting Rights Act of 65 and an infinite number of other public policies which address racism and discrimination in the US.

AP Psychology - The social behaviors of groups; discrimination, prejudice, stereotypes, in-groups/out-groups. The Cognition Unit, analyses stereotype threats and in research, students examine unethical studies conducted in the US focused on eugenics or using minorities as subjects without consent.

AP Human Geo - Forced relocation/Transatlantic Slave Trade/Distribution of ethnic groups in the United States

AP US History - Middle Passage and its effects; Road to the Civil War and associated policies intended to keep slavery; secession of South Carolina (et al); racism present in various institutions in the US, for example, Jim Crow and the rise of the KKK or redlining; the legacy of slavery; MLK and *Letter from a Birmingham Jail* and other civil rights movement pieces.

Meeting was adjourned at 2:10 PM.

Respectfully Submitted,

Frank Pepe
Assistant Superintendent of Schools

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**BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

Informational Only _____

Board Meeting Date October 28, 2021

Decision Requested X

Agenda Code 8 b

AGENDA REPORTING FORM

Agenda Topic: Policy 5130 – Bullying Prevention and Intervention Policy- Revision- Second Reading

Summary of Issue: The Board of Education Policy and Personnel Committee reviewed the Bullying Prevention and Intervention Policy.

Background: The Policy and Personnel Committee reviews policies with the administration to ensure they are current and appropriate.

Alternative Strategies: _____

Cost (if applicable): N/A **Funding Source:** N/A

Beginning Date of Program or Project: N/A

Ending Date of Program or Project: N/A

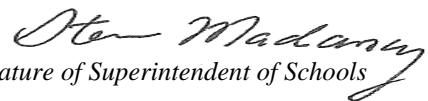
Recommendation or Comment: The Board of Education Policy and Personnel Committee is bringing the Bullying Prevention and Intervention Policy to the full Board for a second reading.

Titles of Attachments:

1. Bullying Prevention and Intervention Policy- Revision



Signature of Staff Member Submitting Report



Signature of Superintendent of Schools

Policy 5130

Bullying Prevention and Intervention Policy- Revision

Series 5000: Students**Bullying Prevention and Intervention Policy**

The Southington Board of Education is committed to creating and maintaining an educational environment that is physically, emotionally and intellectually safe and thus free from bullying, teen dating violence harassment and discrimination. In accordance with state law and the Board's Safe School Climate Plan, the Board expressly prohibits any form of bullying behavior on school grounds; at a school-sponsored or school-related activity, function or program, whether on or off school grounds; at a school bus stop; on a school bus or other vehicle owned, leased or used by a local or regional board of education; or through the use of an electronic device or an electronic mobile device owned, leased or used by Board of Education.

The Board also prohibits any form of bullying behavior outside of the school setting if such bullying (i) creates a hostile environment at school for the student against whom such bullying was directed, (ii) infringes on the rights of the student against whom such bullying was directed at school, or (iii) substantially disrupts the education process or the orderly operation of a school. Discrimination and/or retaliation against an individual who reports or assists in the investigation of an act of bullying is likewise prohibited.

Students who engage in bullying behavior or teen dating violence shall be subject to school discipline, up to and including expulsion, in accordance with the Board's policies on student discipline, suspension and expulsion, and consistent with state and federal law.

For purposes of this policy, "**Bullying**" means, an act that: is direct or indirect and severe, persistent or pervasive, which:

1. causes physical or emotional harm to an individual.
2. places an individual in reasonable fear of physical or emotional harm; or
3. infringes on the rights or opportunities of an individual at school.

Bullying shall include, but need not be limited to, a written, oral or electronic communication or physical act or gesture based on any actual or perceived differentiating characteristics, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, socioeconomic status, academic status, physical appearance, or mental, physical, developmental or sensory disability, or by association with an individual or group who has or is perceived to have one or more of such characteristics.

Bullying Prevention and Intervention Policy(Continued)

For purposes of this policy, "**Cyberbullying**" means any act of bullying through the use of the Internet, interactive and digital technologies, cellular mobile telephone or other mobile electronic devices or any electronic communications.

For purposes of this policy, "**Teen Dating Violence**" means any act of physical, emotional or sexual abuse, including stalking, harassing and threatening, that occurs between two students who are currently in or who have recently been in a dating relationship.

Consistent with the requirements under state law, the Southington Board of Education authorizes the Superintendent or designee(s), along with the Safe School Climate Coordinator, to be responsible for developing and implementing a Safe School Climate Plan in furtherance of this policy. As provided by state law, such Safe School Climate Plan shall include, but not be limited to provisions which:

1. enable students to anonymously report acts of bullying to school employees and require students and the parents or guardians of students to be notified annually of the process by which students may make such reports.
2. enable the parents or guardians of students to file written reports of suspected bullying.
3. require school employees who witness acts of bullying or receive reports of bullying to orally notify the safe school climate specialist, or another school administrator if the safe school climate specialist is unavailable, not later than one school day after such school employee witnesses or receives a report of bullying, and to file a written report not later than two school days after making such oral report.
4. require the safe school climate specialist to investigate or supervise the investigation of all reports of bullying and ensure that such investigation is completed promptly after receipt of any written reports made under this section and that the parents or guardians of the student alleged to have committed an act or acts of bullying and the parents or guardians of the student against whom such alleged act or acts were directed receive prompt notice that such investigation has commenced.
5. require the safe school climate specialist to review any anonymous reports, except that no disciplinary action shall be taken solely on the basis of an anonymous report.
6. include a prevention and intervention strategy for school employees to deal with bullying and teen dating violence.

Bullying Prevention and Intervention Policy (Continued)

7. provide for the inclusion of language in student codes of conduct concerning bullying.
8. require each school to notify the parents or guardians of students who commit any verified acts of bullying and the parents or guardians of students against whom such acts were directed not later than forty-eight hours after the completion of the investigation.
9. require each school to invite the parents or guardians of a student who commits any verified act of bullying and the parents or guardians of the student against whom such act was directed to a meeting to communicate to such parents or guardians the measures being taken by the school to ensure the safety of the student against whom such act was directed and to prevent further acts of bullying.
10. require each school to invite the parents or guardians of a student who commits any verified act of bullying to a meeting, separate and distinct from the meeting required in subdivision (9) above, to discuss specific interventions undertaken by the school to prevent further acts of bullying.
11. establish a procedure for each school to document and maintain records relating to reports and investigations of bullying in such school and to maintain a list of the number of verified acts of bullying in such school and make such list available for public inspection, and annually report such number to the Department of Education and in such manner as prescribed by the Commissioner of Education.
12. direct the development of case-by-case interventions for addressing repeated incidents of bullying against a single individual or recurrently perpetrated bullying incidents by the same individual that may include both counseling and discipline.
13. prohibit discrimination and retaliation against an individual who reports or assists in the investigation of an act of bullying.
14. direct the development of student safety support plans for students against whom an act of bullying was directed that address safety measures the school will take to protect such students against further acts of bullying.
15. require the principal of a school, or the principal's designee, to notify the appropriate local law enforcement agency when such principal, or the principal's designee, believes that any acts of bullying constitute criminal conduct.

Bullying Prevention and Intervention Policy (Continued)

16. prohibit bullying (A) on school grounds, at a school-sponsored or school related activity, function or program whether on or off school grounds, at a school bus stop, on a school bus or other vehicle owned, leased or used by a local or regional board of education, or through the use of an electronic device or an electronic mobile device owned, leased or used by the local or regional board of education, and (B) outside of the school setting if such bullying (i) creates a hostile environment at school for the student against whom such bullying was directed, (ii) infringes on the rights of the student against whom such bullying was directed at school, or (iii) substantially disrupts the education process or the orderly operation of a school;
17. require, at the beginning of each school year, each school to provide all school employees with a written or electronic copy of the school district's safe school climate plan; and
18. require that all school employees annually complete the training described in Conn. Gen. Stat. §10-220a.

The notification required pursuant to subdivision (8) (above) and the invitation required pursuant to subdivision (9) and (10) (above) shall include a description of the response of school employees to such acts and any consequences that may result from the commission of further acts of bullying. Any information provided under this policy or accompanying Safe School Climate Plan shall be provided in accordance with the confidentiality restrictions imposed under the Family Educational Rights Privacy Act ("FERPA") and the district's Confidentiality and Access to Student Information policy and regulations.

The Board shall submit its Safe School Climate Plan to the State Department of Education for review and approval. Not later than thirty (30) calendar days after approval by the Board, the Board shall make such plan available on the Board's and each individual school in the school district's web site and ensure that the Safe School Climate Plan is included in the school district's publication of the rules, procedures and standards of conduct for schools and in all student handbooks.

As required by state law, the Board, after consultation with the Connecticut Department of Education and the Connecticut Social and Emotional Learning and School Climate Advisory Collaborative, shall provide on the Board's website training materials to school administrators regarding the prevention of and intervention in discrimination against and targeted harassment of students based on such students' (1) actual or perceived differentiating

Bullying Prevention and Intervention Policy (Continued)

characteristics, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity or expression, socioeconomic status, academic status, physical appearance or mental, physical, developmental or sensory disability, or (2) association with individuals or groups who have or are perceived to have one or more of such characteristics.

As required by state law, the Board shall post on its website the plain language explanation of rights and remedies under Connecticut General Statutes §§ 10-4a and 10-4b, as developed and provided to the Board by the Connecticut Social and Emotional Learning and School Climate Advisory Collaborative.

Legal References:

Conn. Gen. Stat. § 10-222q

Public Act 21-95

Conn. Gen. Stat. § 10-222r

Public Act 11-232, *An Act Concerning the Strengthening of School Bullying Laws*
Conn. Gen. Stat. 10-145a / Conn. Gen. Stat. 10-145o / Conn. Gen. Stat. 10-220a / Conn. Gen. Stat. § 10-222d / Conn. Gen. Stat. 10-222g / Conn. Gen. Stat. 10-222h / Conn. Gen. Stat. §§ 10-233a through 10-233f /

Policy Adopted: April 28, 2005

Policy Revised: April 2009

Policy Revised: December 2011

CREDIT RECOVERY PROGRAM AT SHS

Spring 2021

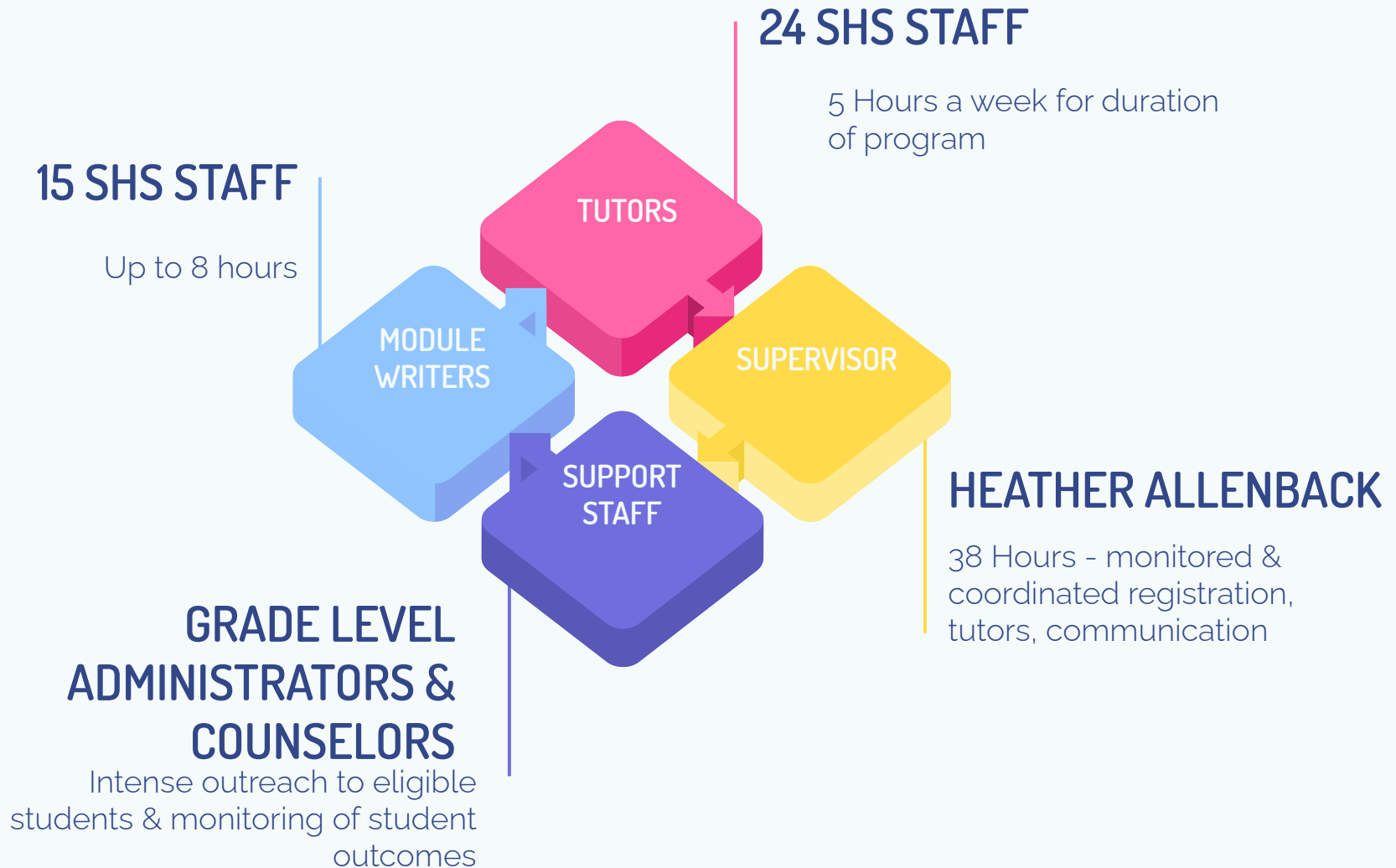


PURPOSE

In light of learning challenges surrounding the pandemic, provide as many 9th, 10th and 11th grade students the opportunity to earn the credit (provided they were successful in semester 2) for specific science, math, history or English courses.



STAFFING



COURSES OFFERED

Based on teachers willing to author the courses

Semester 1:

- Algebra I
- Earth Science
- Biology
- Foundations of Algebra
- English I
- English II
- English III
- Modern US History
- World History

Each course focused on four to five skills with a range of 16-20 lessons total for the course (not including assessments).



NOTE:

KSA used the modules developed by the SHS tutors for its own credit recovery program version.

TUTOR EXPECTATIONS

- Tutoring purpose: re-teaching, individual goal setting, clarification of assignments, feedback and corrections of submitted assignments.
- Provide up to five hours a week of support.
- Live weekly "office hours" as part of the five hours.
- Complete weekly updates for each student (assigned 4-7 students).
- Once a student successfully completed a course, the tutor arranged for grade change through a web help ticket

2020/2021 - Southington HL...

20-21 MUSH - CR S1

Home
Modules
Grades

View Course Stream
View Course Calendar
View Course Notifications

To Do
Nothing for now

Modern US History - Credit Recovery Program (Semester 1)

Welcome to class!

This class will serve as a way to earn a 60 for semester 1 of Modern US History. You will engage with text that covers the 1920's, The Great Depression, and World War II. Annotating, questioning, comprehension, and analysis are all skills that will be honed during this course.

Google Meet Information

Link: <https://meet.google.com>

Nickname: **mushcr**

Navigation Tips

2020/2021 - Southington HL...

20-21 MUSH - CR S1 > Modules

Home
Modules
Grades

Collapse All

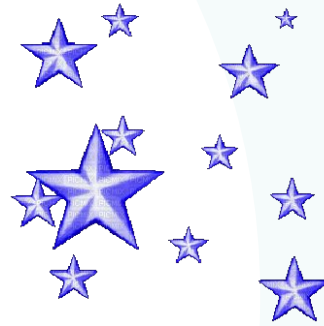
Unit 1: Why Study History

- Lesson 1: What is perspective? 100 pts
- Lesson 2: Vocabulary to understand Historical Sources 100 pts
- Lesson 3: Booker T Washington/W.E.B. Dubois comparison activity 100 pts
- Lesson 4: Progressive Era Overview 100 pts
- ★ Assessment: Bias and Historical Connections 100 pts

HIGHLIGHTS



- ★ **107** students registered for credit recovery after targeted encouragement from school counselors, administrators and other SRBI members
- ★ **28** out of 107 finished the credit recovery course successfully.
- ★ **19** of the 28 received credit for the course (s) they enrolled in★

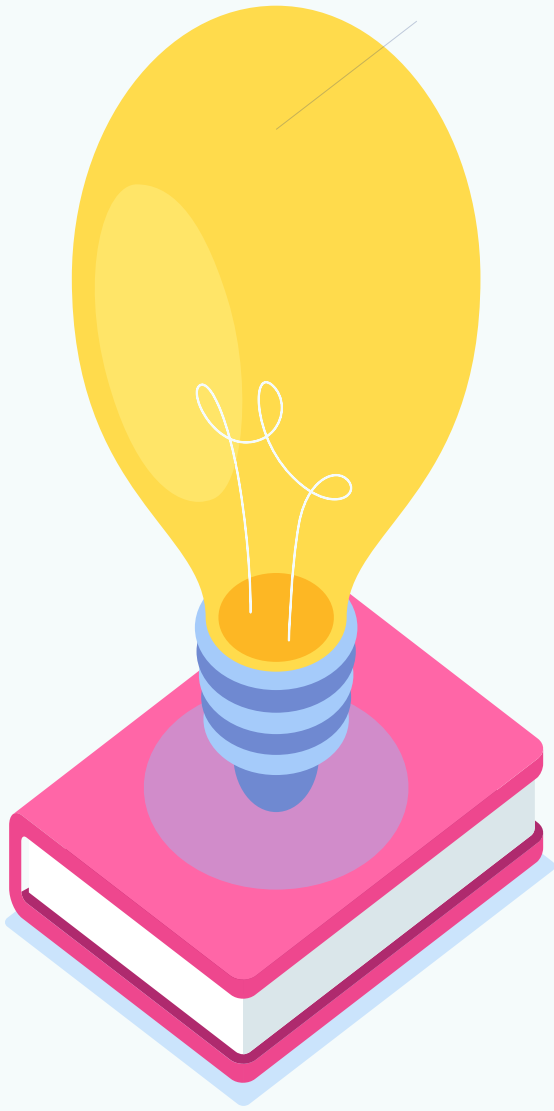


GOAL:
IF WE COULD HELP
EVEN ONE STUDENT
GET BACK ON TRACK,
THEN WE HAVE BEEN
SUCCESSFUL!

OTHER DATA

- ★ **9** of those 28 who passed the credit recovery course, unfortunately, could not successfully maintain a passing average in S2
- ★ A quick count of tutor feedback suggests the unsuccessful students did not attempt to engage.
- ★ In addition to repeated attempts to communicate with students, tutors provided weekly feedback for school counselors & administrators





CONCLUSIONS

- ★ Given the conditions under which the program evolved, it should be considered a success.
- ★ The overall structure is established to support students in the future should they need credit recovery.
- ★ It could also serve as a basis for students who need additional help or the opportunity to demonstrate additional learning.

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Please keep this slide for attribution.



THANK
YOU!





Southington Summer Programs



2021

Presented by:
Dave DeStefano

Program Highlights



- Elementary Academy was housed at DePaolo MS.
 - Very accommodating and location was ideal.
- Transportation was offered for students K-8.
- 30 HS volunteers assisted with K-5 program.
- Over 650 students K-12 enrolled in a program.
 - 385 of those were K-5
- Two new HS credit recovery courses were offered.
 - Chemistry and Citizenship in Action
- 105 HS students were able to recover at least one credit.
 - 179 credits were earned in total

2021 Session Dates and Times



HS Credit Recovery 7/06 – 7/29		Session I (8:00 – 9:55 a.m.)		Session II (10:00 – 11:55 a.m.)		Session III (12:00 – 1:55 p.m.)		Extra Hour (2:00 – 2:55 p.m.)
MS Program 7/06 – 7/29			Session A (9 – 10:30 a.m.)		Session B (10:30 a.m. – 12:00 p.m.)			
Elementary Academy 7/06 – 7/29			Session A (9 – 10:30 a.m.)		Session B (10:30 a.m. – 12:00 p.m.)			
HS Enrichment 7/06 – 7/30			Session I (8 – 9:55 a.m.)		Session II (10:00 – 11:55 a.m.)		Lunch Break	Session III (12:30 – 2:25 p.m.)
Time	7 a.m.	8	9	10	11	12 p.m.	1	2

Elementary Academy Data



	# of students	vs. 2019
Elementary	385	+314
Pre-K	0	-6
Kindergarten	58	+50
Grade 1	74	+53
Grade 2	84	+72
Grade 3	70	+59
Grade 4	49	+42
Grade 5	50	+44

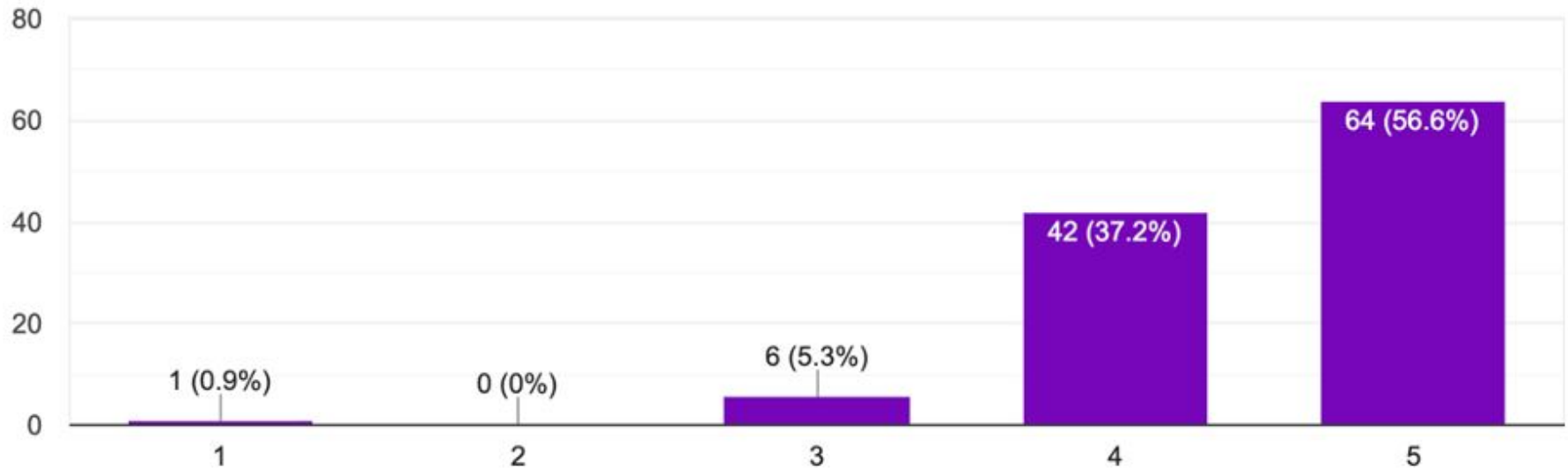
Elementary Academy



A survey question given to parents several days after the conclusion of the program:

Overall, how would you rate this year's summer academy program?

113 responses



(1 = below expectation, 5 = exceeds expectation)

Middle School Remediation



	# of students	vs. 2019
Middle School	96	+66
Grade 5 (audit)	0	-1
Grade 6	23	+23
Grade 7	47	+34
Grade 8	26	+10

MS Enrichment	39	-3
Grade 5	2	±0
Grade 6	14	-6
Grade 7	18	+12
Grade 8	5	-9

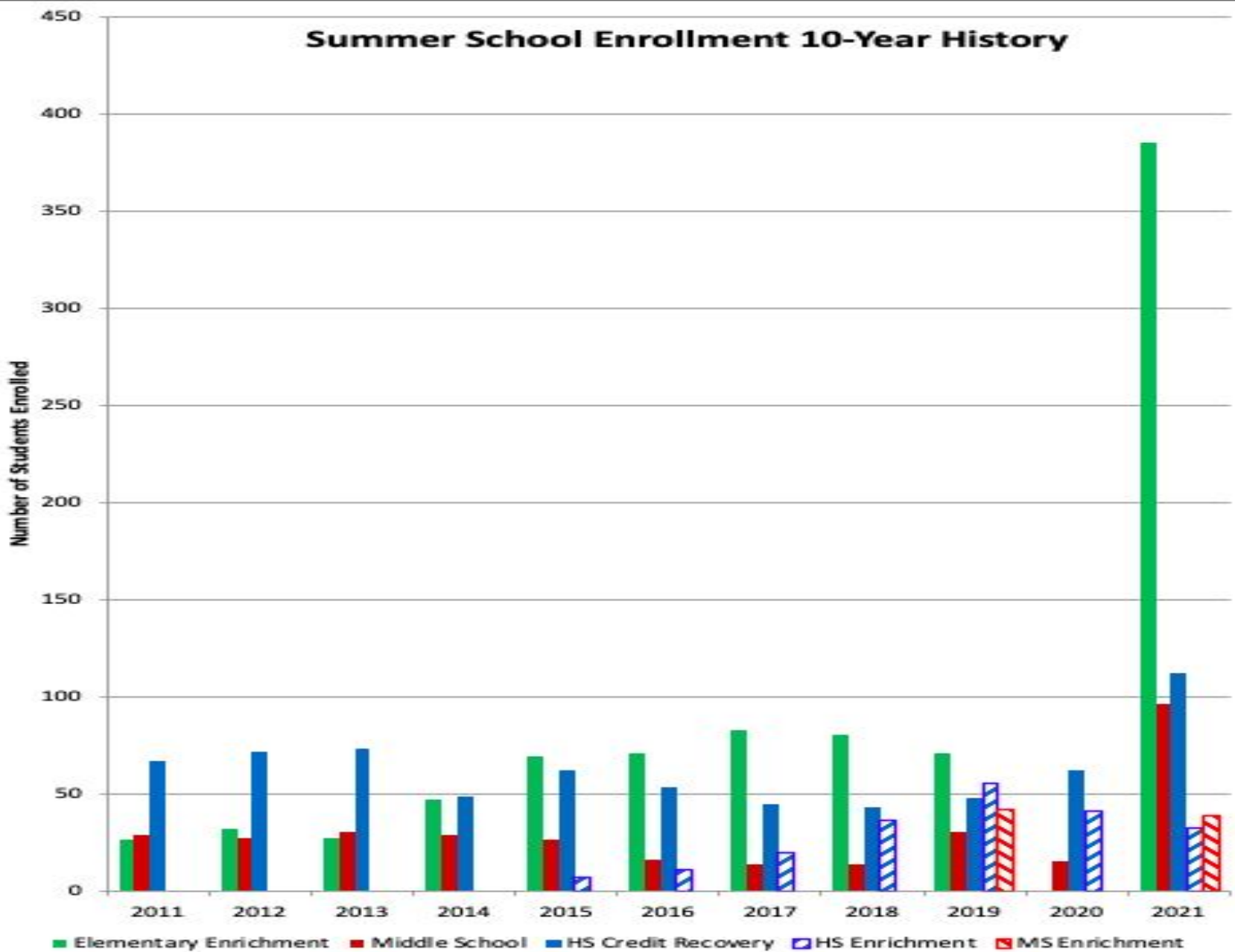
High School Credit Recovery

Sessions	# Enrolled	Vs. 2020
English 9	26	+15
English 10	14	+5
English 11	29	+16
English 12	5	+5
Algebra I	29	+21
Algebra II	14	+8
Geometry	22	+10
Earth Science	17	+12
Biology	9	+5
Chemistry	7	NEW
MUSH	14	+12
World History	11	+11
Citizenship	5	NEW
Health	9	+5
P.E.	3	-2
Total	214	+124

High School Credit Recovery

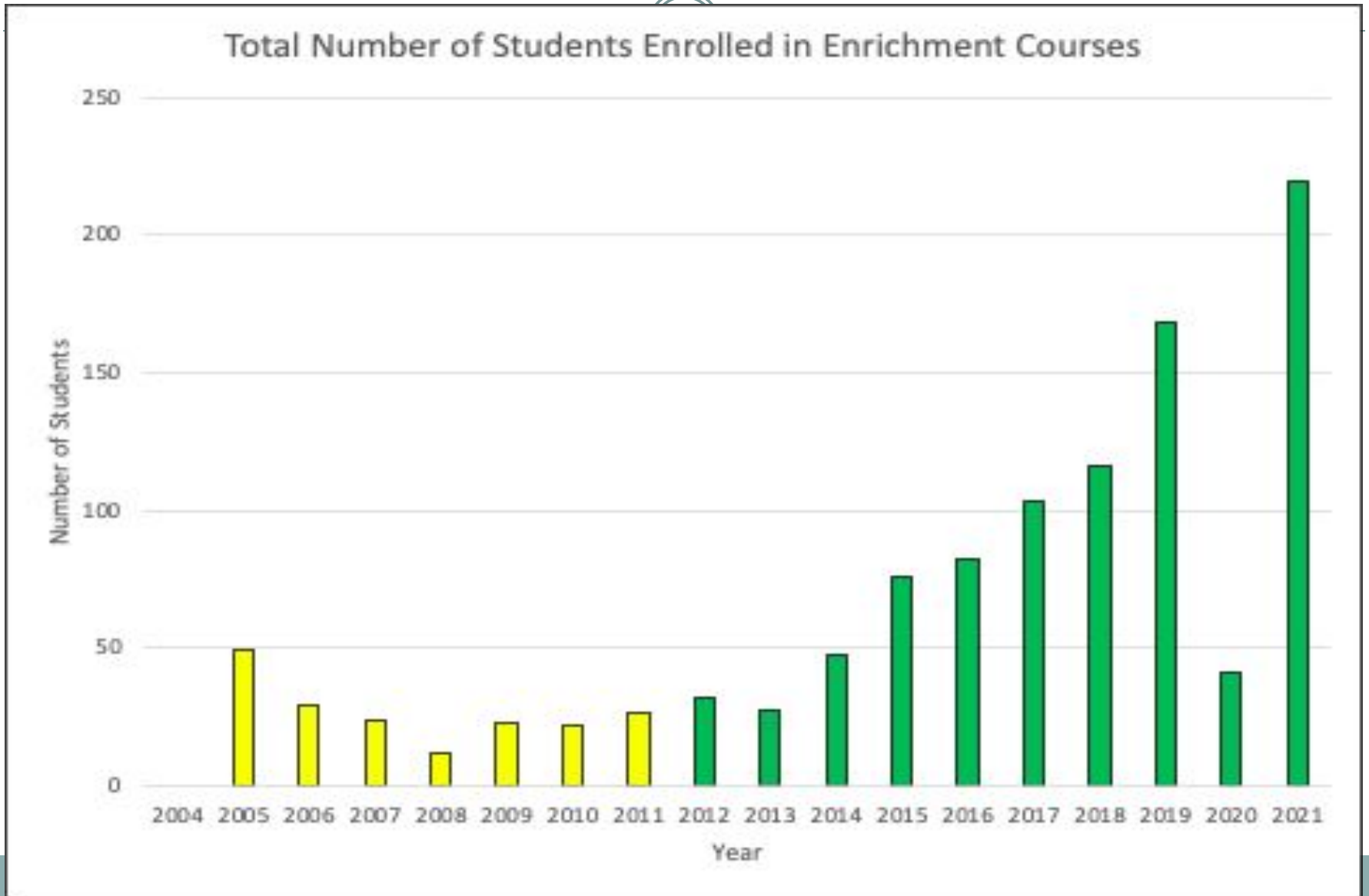
	# of students	vs. 2019
High School	112	+64
Grade 8 (audit)	1	±0
Grade 9	38	+21
Grade 10	34	+26
Grade 11	32	+14
Grade 12	7	+3
HS Enrichment	32	-23
Grade 9	1	-4
Grade 10	8	-6
Grade 11	23	-12
Grade 12	0	-1

Summer School Enrollment 10-Year History



Note: Elementary enrichment program began in 2005

Students Enrolled in Enrichment Courses



Looking Ahead



- Explore generating a financial assistance plan or program for students in need.
 - This year's government funding proved that students and parents were in need of financial assistance.
- Advertise and promote K-12 enrichment courses.
 - Consider making JAD a permanent home for K-5
- Continue partnership with HS clubs and NHS.
 - HS volunteers were definitely a huge success. K-5 teachers echoed praise throughout the program.
- Stagger start times for each program.



**BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

Informational Only _____ Board Meeting Date October 28, 2021

Decision Requested X Agenda Code 9 b.

AGENDA REPORTING FORM

Agenda Topic: Superintendent's Proposed Goals 2021-2022

Summary of Issue: Goals are submitted to the Board of Education every year for the Board's Review.

Background: The Superintendent's Goals are presented for Board approval for the 2021-2022 school year.

Alternative Strategies: The Superintendent's goals to be modified.

Cost (if applicable): N/A **Funding Source:** N/A

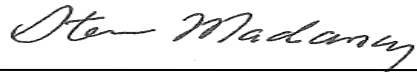
Beginning Date of Program or Project: 2021-2022 School Year

Ending Date of Program or Project: June 2022

Recommendation or Comment: To approve the Superintendent's Goals for the 2021-2022 school year.

Title of Attachment(s)

1. Superintendent's Proposed Goals 2021-2022 under separate cover



Signature of Superintendent of Schools

**BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

Informational Only _____ Board Meeting Date October 28, 2021

Decision Requested X Agenda Code 9 c.

AGENDA REPORTING FORM

Agenda Topic: Ratification of Southington Education Association (SEA) Contract

Summary of Issue: The Southington Board of Education and the Southington Education Association (SEA) have been negotiating a contract for a three (3) year agreement beginning July 1, 2022 through June 30, 2025.

Background: N/A

Alternative Strategies: N/A

Cost (if applicable): N/A **Funding Source:** N/A

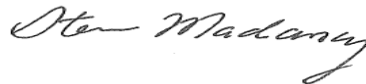
Beginning Date of Program or Project: July 1, 2022

Ending Date of Program or Project: June 30, 2025

Recommendation or Comment: Recommend approving the tentative agreement between the Southington Board of Education and the Southington Education Association.



Signature of Staff Member Submitting Report



Signature of Superintendent of Schools

Titles of Attachments:

1. _____

**BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

Informational Only _____ Board Meeting Date October 28, 2021

Decision Requested x Agenda Code 9 d.

AGENDA REPORTING FORM

Agenda Topic: Acceptance of Gift to Derynoski Elementary School

Summary of Issue: A parent request has been received to donate a park bench for the playground area at Derynoski Elementary School

Background: Mr. Madancy will provide background information for this donation.

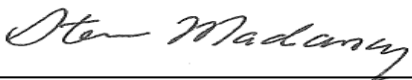
Alternative Strategies: N/A

Cost (if applicable): N/A **Funding Source:** N/A

Beginning Date of Program or Project: TBD

Ending Date of Program or Project: _____

Recommendation or Comment: Recommend approving the acceptance of Gift to Derynoski Elementary School



Signature of Superintendent of Schools