

## Southington Board of Education Meeting

Thursday, May 23, 2024 6:30 PM  
John Weichsel Municipal Center Public Assembly Room  
200 North Main Street  
Southington, CT 06489



### COMMITTEE OF THE WHOLE - INSTRUCTION

1. CALL TO ORDER
2. Executive Session
  - a. Student Matters
  - b. Unaffiliated Compensation
3. Reconvene Meeting - Regular Session 7:00 p.m.
  - a. Add 11 c. Unaffiliated Compensation; 11 d. Student Expulsion 2023-24 10-9; 11 e. Student Expulsion 2023-24 - 16-9.
4. Pledge of Allegiance
5. Appointment of Principal - Southington High School
6. Celebration of Excellence
  - a. Class of 2024 Valedictorian - Uptej Singh; Salutatorian - Mathew Siwek; Essayist - Victoria Dabrowski
  - b. Board of Education Student Representatives Graduating - Chelsey Arduini, Uptej Singh. New Student Representatives for 2024-2025: Ethan Hoffman and Lauren Mellitt
  - c. CyberKnights Presentation
7. Approval of Minutes - May 9, 2024
8. Public Communications
  - a. Communications from Student Board Representatives
  - b. Communications from Board of Education
  - c. Communications from Administration
  - d. Communications from Public - Agenda Items Only
9. Committee Reports
  - a. District Wide Facilities Committee Meeting - May 16, 2024
10. Old Business
  - a. Town Government Communications
11. New Business
  - a. Approval of Teacher Evaluation and Support Plan - 2024-2025
  - b. 2024-2025 Operating Budget Reallocation/Adoption
  - c. Unaffiliated Compensation
  - d. Student Expulsion 2023-24-10-9
  - e. Student Expulsion - 2023-24 16-10
12. Public Communications
  - a. Public

### 13. Adjournment

**BOARD OF EDUCATION  
SOUTHINGTON, CONNECTICUT**

Informational Only \_\_\_\_\_ Board Meeting Date May 23, 2024

Decision Requested X Agenda Code 5.

**AGENDA REPORTING FORM**

**Agenda Topic:** Appointment of Principal – Southington High School

**Summary of Issue:** The Southington High School Principal position will become vacant due to Michael Crocco's resignation effective June 30, 2024. The Board must appoint a new Southington High School Principal effective July 1, 2024.

**Background:** The Board of Education interviewed a candidate for the position of Southington High School Principal on Tuesday, May 21, 2024.

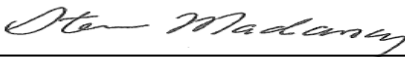
**Alternative Strategies:** N/A

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

**Beginning Date of Program or Project:** July 1, 2024

**Ending Date of Program or Project:** TBD

**Recommendation or Comment:** Move to appoint the new Southington High School Principal at an annual salary of \$194,073 for the 2024-2025 academic year effective July 1, 2024.



\_\_\_\_\_  
Signature of Superintendent of Schools

*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 <https://www.southingtonschools.org> These minutes are considered a draft until approved at the following regular Board of Education meeting.*

**SOUTHINGTON BOARD OF EDUCATION, SOUTHINGTON, CT**

**Regular Meeting**

**Committee of the Whole - Operations**

Thursday, May 9, 2024 6:30 PM

John Weichsel Municipal Center Public Assembly Room

200 North Main Street, Southington, CT 06489

**1. CALL TO ORDER**

Mrs. Clark, Board Chairperson, called the meeting to order at 6:31 p.m.

Board Members Present: Mr. Joseph Baczewski, Mr. Robert Brown, Mrs. Colleen Clark, Mr. David Derynoski, Mr. Zaya Oshana, Mr. Cecil Whitehead

Board Members Absent: Mrs. Terri Carmody, Mr. Sean Carson, Mr. Jasper Williams.

**2. Executive Session**

**MOTION made by Mr. David Derynoski and seconded by Mr. Cecil Whitehead. “Move to go into Executive Session, excluding the public and the press, for the purpose of discussing NILU Contract Negotiations and a Personnel Matter, and upon conclusion reconvene to public session.” Motion carried unanimously by voice vote 7-0.**

Mr. Sean Carson arrived at 6:42 p.m.

- a. NILU (formerly NIPSEU) Contract Negotiations  
Personnel Matter

**3. Reconvene Meeting - Regular Session 7:00 p.m.**

Meeting called to order at 7:02 p.m.

Board Members Present: Mr. Joseph Baczewski, Mr. Robert Brown, Mr. Sean Carson, Mrs. Colleen Clark, Mr. David Derynoski, Mr. Zaya Oshana, Mr. Cecil Whitehead

Board Members Absent: Mrs. Terri Carmody, Mr. Jasper Williams.

Cabinet Members Present: Mr. Steven Madancy, Superintendent of Schools; Mr. Frank Pepe, Assistant Superintendent; Mrs. Jennifer Mellitt, Director of Business & Finance; Mrs. Rebecca Cavallaro, Director of Pupil Personnel Services.

Student Representatives Present: Chelsey Arduini, Uptej Singh, Akari Win

**4. Pledge of Allegiance** was led by Student Representatives.

Mrs. Clark asked for a Moment of Silence for Louis Fabri who passed away on April 30th. Mr. Fabri was hired as Principal of Hatton School in September 1960, then moved to Principal of Flanders School until his retirement in June, 1990.

**5. Celebration of Excellence - Emma Kieltyka, District 1 - Congressional Art Show Winner**

Mr. Madancy introduced Sara Leveintal, SHS Art Teacher. Mrs. Leveintal shared that a student from her Advanced Drawing class has been chosen as the winner of the Congressional

Art Competition from District 1. Emma Kieltyka's colored pencil drawing "Metamorphosis" earned the top prize. Her artwork will be showcased with all the other congressional district winners across the country in the Canon Tunnel of the United States Capitol Building in Washington DC for one year. Emma was congratulated by all and given a Certificate of Excellence from the Superintendent and Board of Education.

**MOTION by Mr. Oshana, seconded by Mr. Baczewski “Motion to move Item 11 b.1. to Item 7 e.” Motion carried unanimously by voice vote 7-0.**

6. **Approval of Minutes - April 25, 2024**

**MOTION by Mr. Derynoski, seconded by Mr Baczewski. “Move to approve the regular BOE Meeting Minutes as submitted.” Motion carried unanimously by voice vote 7-0.**

7. **Public Communications**

a. Communications from Student Board Representatives

Congratulations to Scholar Athletes of the year. Congratulations to all students inducted to Honor Society, and all students honored at the Annual Academic Awards Night and upcoming Scholarship Night. Student Art Show will be held next week. Sr. Prom is scheduled for May 18<sup>th</sup> at the Aqua Turf. AP testing will be starting soon in a new environment. Interviews have begun for the new student BOE representatives, and they will be introduced at the next BOE meeting. Sports Report was given to date, and a more in-depth report will be given at the next BOE meeting. Students appreciate many businesses who contributed to help celebrate Teacher Appreciation Week. Concerts will be presented at JFK this month. Memorial Day presentations will be taking place over the next couple of weeks in our schools. A panel of 9<sup>th</sup> graders has been created to discuss the transition from middle school to high school for our 8<sup>th</sup> grade students, and we hope to make this an annual event. At DePaolo, ABC STEPS will be sponsoring a staff-student kickball game. French Exchange students met recently with JAD students. Activities are being held to support the upcoming Smarter Balanced Testing, and preparation for Spring concerts are being finalized. All student reps wished a Happy Teacher Appreciation Week to all of our staff. Mr. Whitehead commented on a scholarship which was awarded recently to a young woman in CT for flag football – great opportunity.

b. Communications from Board of Education

Mr. Brown spoke briefly regarding the Wall of Honor recipients – wonderful group and very deserving. Mr. Baczewski spoke about his family’s experience hosting a foreign exchange student and encouraged others to host if able. Mrs. Clark announced that, through STEPS, over 300 students have pledged to be substance-free on prom night, and over 200 new asset builders have been identified. A special thanks to all teachers and staff at SPS – we are so fortunate to have our dedicated staff!

c. Communications from Administration

Mr. Madancy reminded Board members of our End of Year events -- if you need additional information, let us know. Congratulations to Uptej Singh who has been named the SHS 2024 Valedictorian. Town Council budget adoption will be Monday, May 13th. Following that meeting, reallocation plans will be formulated. Legislative Session just ended, so information will be forthcoming. Mr. Madancy gave a shout-out to all of our teachers – we see many examples of just how dedicated our staff is.

d. Communications from Public - Agenda Items Only – No Comments

- e. **Approval of Out of State-Overnight Field Trips** (formerly Agenda Item 11 b.1.)
  - 1. **SHS - World Language - Grades 9-12 - Athens, Greece**  
**MOTION** made by Mr. Zaya Oshana and seconded by Mr. Joseph Baczewski “**Move that the Board of Education approve the field trip request as presented by the administration. “ Motion carried unanimously by voice vote 7-0.**

## 8. Committee Reports

- a. **Finance Committee Meeting - April 29, 2024**  
 Mr. Carson reported on the Finance Committee Meeting – minutes of meeting attached.
  - 1. **Preschool Tuition Rates 2024-2025**  
**MOTION** made by Mr. Sean Carson and seconded by Mr. David Derynoski  
**“Move to approve the Preschool Regular Education tuition rates for the 2024-2025 school year as presented by the administration.” Motion carried unanimously by voice vote 7-0.**
  - 2. **YMCA Before and After Care Program Rates 2024 - 2025**  
**MOTION** made by Mr. Sean Carson and seconded by Mr. David Derynoski.  
**“Move to approve the YMCA Before and After Care Program rates for the 2024-2025 school year as presented by the administration.”**  
**Motion carried 6 in favor, 1 abstention (Mrs. Clark with conflict)**

## 9. Superintendent's Report

- a. **Personnel Report**  
**MOTION** made by Mr. David Derynoski and seconded by Mr. Zaya Oshana ”**Move to approve the Personnel Report as presented by the Human Resource Department.”**  
**Motion carried unanimously by voice vote 7-0.**

## 10. Old Business

- a. **Town Government Communications**
- b. **Policy 5130 - Bullying Prevention and Intervention - Revised - Second Reading**  
**MOTION** made by Mr. Joseph Baczewski and seconded by Mr. David Derynoski  
**“Move that the Board of Education approve Policy 5130 as recommended by the Policy and Personnel Committee.” Motion carried unanimously by voice vote 7-0.**
- c. **Policy 5130.1 - Safe School - New - Second Reading**  
**MOTION** made by Mr. Joseph Baczewski and seconded by Mr. David Derynoski  
**“Move that the Board of Education approve Policy 5130.1 as presented by the Policy and Personnel Committee.” Motion carried unanimously by voice vote 7-0.**
- d. **Policy 9160 - Student Representatives on the Board of Education - Revised - Second Reading**  
**MOTION** made by Mr. Joseph Baczewski and seconded by Mr. David Derynoski  
**“Move that the Board of Education approve Policy 9160 as presented by the Policy and Personnel Committee” Motion carried unanimously by voice vote 7-0.**

Mr. Baczewski commented that he is looking forward to working with student reps and excited to see how this change is implemented.

#### 11. New Business

- a. Appointment of Representative on the Town Cable Advisory Council  
**MOTION** made by Mr. Joseph Baczewski and seconded by Mrs. Colleen Clark, “**Move to appoint David Derynoski as a representative on the Town Cable Advisory Council.**” Motion carried unanimously by voice vote 7-0.
- b. Approval of Out of State-Overnight Field Trips
  - 1. **SHS - World Language - Grades 9-12 - Athens, Greece (Agenda Item moved to 7e.)**
- c. **Ratification of Nutmeg Independent Labor Unions (NILU) Southington Secretarial and Food Service Workers Contract**  
**MOTION** made by Mr. Robert Brown and seconded by Mr. Joseph Baczewski “**Move to approve the tentative agreement between the Southington Board of Education and the Nutmeg Independent Labor Unions.**” Motion carried unanimously by voice vote 7-0. Mrs. Clark thanked everyone who worked on the negotiations leading to the ratification of this contract.

#### 12. Public Communications

- a. Public – No Public Comments

#### 13. Adjournment

**MOTION** by Mr. David Derynoski and seconded by Mr. Joseph Baczewski “**Move to adjourn**” Motion carried unanimously by voice vote 7-0.

Respectfully submitted,

*Teresa Colegrove*

Recording Secretary

Board of Education  
Administrative Report  
May 23, 2024



1. SHS Scholarship Night
2. UNICO Man of the Year dinner
3. Military Luncheon
4. PLTW Senior Night
5. SHS FFA Banquet
6. Reminder of June 13<sup>th</sup> graduation date and meeting cancellation



## **DISTRICTWIDE FACILITIES COMMITTEE MEETING MINUTES**

Thursday, May 16, 2024 – 4:00 p.m.

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

**Present:** BOE Members – Colleen Clark, Chairperson, BOF member Ed Pocock; Town Council Chair Paul Chaplinsky; P&Z member Tessa Mah; SPS – Steven Madancy, Superintendent, Peter Romano, Director of Operations; Mark Sciota, Town Manager

**Guests:** Charles Warrington, Colliers and Pat Gallagher, MP Planning Group

The meeting was called to order at 4:04 pm. The committee reviewed and discussed draft ed specs for Derynoski Elementary School and Kelley Elementary School. (Attached)

Further discussion of balance school enrollment, the South End build out and timing of that build out against the projected completion date of these projects occurred. The committee discussed the possibility of starting in late June and ending by early September with most work occurring over the summer to minimize disruption to normal school operations. The committee agreed that beyond the financial benefit to the community of completing these projects concurrently, the timing would lend itself to balancing enrollment across all other schools simultaneously limiting movement and transitions for students upon redistricting.

Further conversation and review of 2 scenarios (D-1 and D-2) was conducted with Charles Warrington and committee members regarding projected costs associated with the project. (Attached)

After review and discussion, the committee took consensus and agreed that scenario D-1 was the most favorable and recommended that be brought forward to the Board for consideration.

A comprehensive presentation to the Board of the recommended scenario will occur in the fall upon return from summer break with a special meeting thereafter on a date TBD to gain community input.

Meeting adjourned @ 5:10 pm.

Respectfully submitted,  
Steve Madancy

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### **Board of Education**

Colleen W. Clark, *Board Chairperson* - Jasper P. Williams, *Vice Chairperson* - Joseph Baczewski, *Secretary*  
Robert S. Brown - Terri C. Carmody - Sean M. Carson - David J. Derynoski - Zaya G. Oshana - Cecil Whitehead

**BOARD OF EDUCATION  
SOUTHINGTON, CONNECTICUT**

Informational Only \_\_\_\_\_ Board Meeting Date May 23, 2024

Decision Requested X Agenda Code 11 a.

**AGENDA REPORTING FORM**

**Agenda Topic: Out of State:** Approval of Teacher Evaluation and Support Plan – 2024-2025

**Summary of Issue:** Annual approval of the Teacher Evaluation Plan is required by state statute.

**Background:** Changes are noted in document attached.

**Alternative Strategies:** N/A

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

**Beginning Date of Program or Project:** N/A

**Ending Date of Program or Project:** N/A

**Recommendation or Comment:** Move that the Board of Education approve the 2024-2025

Teacher Evaluation and Support Plan.

Titles of Attachments:

1. Teacher Evaluation and Support Plan under separate cover.



\_\_\_\_\_  
Signature of Staff Member Submitting Report



\_\_\_\_\_  
Signature of Superintendent of Schools



Southington's Professional Development and Evaluation Committee, (PDEC) consists of educators across content areas and levels. The members who additionally serve on the subcommittee which rewrote the evaluation plan are noted by highlight. The rewritten draft will be submitted to the State Department by August 1, 2024.

### **District Educators:**

Michael Colantonio - Elementary Physical Education, JoElle Castonguay - Elementary Art, Rachel Lagasse – Elementary, Amy Lasbury – Elementary, Christina McKirryher - Elementary Math Specialist, Melissa O'Neil – Elementary, Bethany Solury – Elementary, Lindsay Veronneau – Elementary, Gretchen Yatzook – Elementary, Emily Emery - Middle School Math, Michael Garry - Middle School Science, Jason Ghidini - Middle School Social Studies/Southington Educators Association President, Courtney Laudati - Middle School ELA, Brett Wojtkowski- Middle School Science, Annita Wright -Middle School Social Worker

Thomas Hinman - High School Department Leader, Math, Owen McLaughlin - High School Department Leader, Ag Sci, Mary Lynne Osborn - High School Department Leader, Family & Consumer Science & Tech Ed., Sara Ossias - High School Department Leader, Art/Music, Tony Loomis - High School Department Leader, Physical Education/Health, Nicole Raccio - High School Department Leader, Science, Tina Riccio - High School Department Leader, World Language

### **District Leaders**

Amy Aresco- Special Education Coordinator, 6-8, Richard Aroian- Assistant Principal, SHS, Melissa Barbuto- Principal, SES, Amy Battaglia- Special Education Coordinator, K-5, Michael Crocco- Principal, SHS, Simone Crouch- Asst Principal, SHS  
Jennifer Discenza- District Counseling Coordinator, Robert Garry- Principal, HES, Cathy Goralski- Special Education Coordinator, K-5, Robert Lasbury- Assistant Principal, JAD, Stephanie Lawlor- Language Arts K-8 Social Studies K-5 Coordinator, Alicia Naleway- Math K-8/Science Coordinator K-5 Coordinator, Erin Natrass- Principal, TES, Michelle Passamano- Human Resource Manager, Frank Pepe- Assistant Superintendent of Schools, Rebecca Savelkoul- Digital Learning Coordinator, Susanne Vitcavage- Principal, JFK, Amy Zappone- Director of Teaching/Learning for Secondary Education

Subcommittee members met as a whole and worked on assigned tasks individually between formal meetings. The formal meeting times are captured in the following table.

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### **Board of Education**

Colleen W. Clark, *Board Chairperson* - Jasper P. Williams, *Vice Chairperson* - Joseph Baczewski, *Secretary*  
Robert S. Brown - Terri C. Carmody - Sean M. Carson - David J. Derynoski - Zaya G. Oshana - Cecil Whitehead



Date	Time	Topic/Focus
September 25th	1:00-4:00 (3 hours)	Sub-Committee: New CT Guidelines, Audited Current Plan, Set Goals for Work
October 26th	1:00-4:00 (3 hours)	Sub-Committee Work
December 11th	1:00-4:00 (3 hours)	Sub-Committee Work
January 17th	10:30-3:30 (5 hours)	Sub-Committee Work
January 24th	1:00-4:00 (3 hours)	<b>FULL PDEC-Feedback provided to Sub-Committee</b>
February 21st	1:00-4:00 (3 hours)	Sub-Committee Work
March 13th	8:30-3:30 (6 hours)	Sub-Committee Work
April 15th	11:00-12:30 (1.5 hours)	Service Delivery Rubric-Small Group (Battaglia, Discenza, Summa, Velsor)
April 22nd	8:30-3:30 (6 hours)	Sub-Committee-Finalized DRAFT of revised TVAL Plan
April 30th	1:00-2:30 (1.5 hours)	Sub-Committee-Prepare Presentation for FULL PDEC
May 8th	8:00-3:30	<b>FULL PDEC-Provide Feedback to Sub-Committee</b>

The subcommittee and full PDEC utilized a consensus protocol to make decisions regarding shifts in practice. The following summarize the major shifts from a balcony level. These shifts will be presented in depth to the Board at a future meeting.

**Shifts**

At the conclusion of each academic year educators are deemed as *effective* or *ineffective* in each of the following three categories, resulting in an overall annual outcome of *effective* or *ineffective*.

1. Educator Practice (observational ratings): 50%
2. Student Learning (achievement/growth data): 30%
3. Contribution to Learning Community (professional growth): 20%

Single Point Rubric observations and final ratings are deemed either effective or ineffective.

**Board of Education**



Educators are organized into four categories. Each category dictates the type and frequency of observations as summarized by the below table.

First Year	Second Year	Third, Fourth, Tenured in Another District	Tenured
<p><b>Minimum of one formal</b></p> <ul style="list-style-type: none"> <li>Conducted prior to midyear</li> <li>Pre and post conferences required</li> </ul>	<p><b>Minimum of one formal</b></p> <ul style="list-style-type: none"> <li>Conducted prior to midyear</li> <li>Pre and post conferences required</li> </ul>		
<p><b>Minimum of five informals</b></p> <ul style="list-style-type: none"> <li>Post-conferences required for each</li> <li>Three of the five informal observations conducted prior to mid-year</li> </ul>	<p><b>Minimum of four informals</b></p> <ul style="list-style-type: none"> <li>Post-conferences required for a minimum of two informals (Post-conference required for all 4 informals if concerns observed)</li> <li>Minimum of one informal observation conducted prior to mid-year</li> <li>The evaluator may choose to forgo the 4th informal if the formal observation and the first three informal observations are deemed effective by April.</li> </ul>	<p><b>Minimum of three informals</b></p> <ul style="list-style-type: none"> <li>Post-conference conducted on minimum of two informals</li> <li>Post-conference required if concerns observed</li> <li>A minimum of one observation to be conducted prior to mid-year meetings.</li> <li>An evaluator may choose to forgo the 3rd informal if two effective informals are achieved by April.</li> </ul>	<p><b>Minimum of one informal</b></p> <ul style="list-style-type: none"> <li>Conducted prior to midyear.               <ul style="list-style-type: none"> <li>If overall effective, post-conference optional and the administrator may forgo additional informals.</li> <li>If overall ineffective, post-conference required and two subsequent informal observations conducted</li> </ul> </li> </ul>
<p><i>An administrator may choose to perform additional observations if concerns arise.</i></p>			

Respectfully submitted,

  
Frank Pepe

Board of Education

**BOARD OF EDUCATION  
SOUTHINGTON, CONNECTICUT**

Informational Only \_\_\_\_\_ Board Meeting Date May 23, 2024

Decision Requested X Agenda Code 11 b.

**AGENDA REPORTING FORM**

**Agenda Topic:** 2024-2025 Operating Budget Reallocation/Adoption

**Summary of Issue:** The Town Council adopted the Board of Education budget on May 13, 2024 for the 2024-2025 school year.

**Background:** Administration will provide their recommended reallocation cut list to the Board under separate cover.

**Alternative Strategies:** N/A

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

**Beginning Date of Program or Project:** July 1, 2024

**Ending Date of Program or Project:** June 30, 2025

**Recommendation or Comment:** Recommend that the Board of Education adopt the 2024-2025 Operating Budget with adjustments.



\_\_\_\_\_  
Signature of Superintendent of Schools

Titles of Attachment:

1. Operating Budget Reallocation Plan Draft 2024-2025  
(under separate cover)