

## Board of Education Meeting

Monday, November 23, 2020 7:00 PM

Zoom [https://somers-k12-ct-](https://somers-k12-ct-us.zoom.us/j/87457848618?pwd=amdxcGJkZrVnN2lhY1BPUpmb2FZdz09)

[us.zoom.us/j/87457848618?pwd=amdxcGJkZrVnN2lhY1BPUpmb2FZdz09](https://somers-k12-ct-us.zoom.us/j/87457848618?pwd=amdxcGJkZrVnN2lhY1BPUpmb2FZdz09) Dial by your location +1 646 558 8656 US (New York) Meeting ID: 874 5784 8618 Passcode: 934044, [Address], [City], CT [Zip]

### 1. **CALL TO ORDER**

### 2. **APPROVAL OF MINUTES**

#### 1. Draft Minutes of Board of Education Meeting

November 9, 2020

### 3. **OPPORTUNITY TO ADD/DELETE AGENDA ITEMS**

### 4. **CONSENT AGENDA**

#### 1. Warrant of November 23, 2020

#### 2. Retirement of Lunch Program Director

#### 3. Retirement of Maintenance Groundskeeper

#### 4. Retirement of MBA Custodian

#### 5. Resignation of Somers High School Secretary

#### 6. Resignation of Somers Elementary School Nurse

### 5. **NEW BUSINESS**

#### 1. 1st Warning of New Courses at Somers High Schools

#### 2. 5-Year Capital Improvement Plan (2021-2026)

#### 3. Approval of SAA Contract

### 6. **OLD BUSINESS**

### 7. **ADMINISTRATIVE REPORTS**

#### 1. Professional Development Report

#### 2. District Grants Update Report

#### 3. Long Range Facilities Report

#### 4. Superintendent's Update

### 8. **COMMITTEE REPORTS**

#### 1. CURRICULUM

#### 2. POLICY

3. SALARY & NEGOTIATION

4. PLANNING

9. **CREC UPDATE**

10. **ADJOURNMENT**

**Somers Board of Education Meeting**  
Somers High School Media Center  
November 09, 2020  
7:00 PM

**Attendance Taken at 6:59 PM:**

Present Board Members: Bruce Devlin, Anne Kirkpatrick, Jan Martin, Jeremy Anderson, David Palmer, Kate McLellan, Sarah Bollinger, Krista Cherry (via Zoom), Marissa Marks

Others: Brian Czapla, Dr. Denise Messina, Bill Boutwell, Melissa Mucci, Anne Marie Daigle, Mary Kate Tanguay, Cynthia DeRoma, Michael Szafir

**1. CALL TO ORDER**

The regular meeting of the Board of Education was called to order at 7:00 p.m. by Chairman Devlin in the Somers High School Media Center.

**2. PLEDGE OF ALLEGIANCE**

**3. APPROVAL OF MINUTES**

**3.1. Draft of Board of Education October 26, 2020 Meeting**

**Rationale:** The Board will review and approve the meeting of the October 26, 2020 meeting.

**Motion Passed:** Motion to approve the October 26, 2020 BOE Meeting Draft passed with a motion by David Palmer and a second by Jan Martin.

**9 Yeas - 0 Nays.**

**4. AUDIENCE TO CITIZENS/STAFF/STUDENTS**

**5. CORRESPONDENCE**

**6. OPPORTUNITY TO ADD/DELETE AGENDA ITEMS**

**Motion Passed:** Motion to add agenda item 8.1 -- Cancellation and Rescheduling of the November 11, 2020 Special Board of Education Meeting passed with a motion by David Palmer and a second by Anne Kirkpatrick. **9 Yeas - 0 Nays.**

**7. CONSENT AGENDA**

**Motion Passed:** Motion to approve the Consent Agenda as presented passed with a motion by David Palmer and a second by Jeremy Anderson. **9 Yeas - 0 Nays.**

**7.1. Warrant of November 9, 2020**

**Rationale:** The Board to consent and approve the Warrant of November 9, 2020 in the amount of \$329,635.62.

## 7.2. Resignation of ParaEducator at SES

**Rationale:** Mrs. Heather Croken, ParaEducator, has resigned from her position at SES effective November 13, 2020.

## 8. NEW BUSINESS

### 8.1. Cancellation and Rescheduling of the November 11, 2020 Special Board of Education Meeting

**Rationale:** The Board to approve the cancellation and rescheduling of the November 11, 2020 Special Board of Education Meeting.

**Motion Passed:** Motion to cancel and reschedule the November 11, 2020 Special BOE Meeting passed with a motion by David Palmer and a second by Anne Kirkpatrick. **9 Yeas - 0 Nays.**

## 9. OLD BUSINESS

## 10. ADMINISTRATIVE REPORTS

### 10.1. Pupil Services Report "Coping with Covid"

**Rationale:** Dr. Messina will be present for questions on her report, "Coping with Covid."

**Discussion:** Dr. Denise Messina, Director of Pupil Services, updated the BOE on Pupil Services and "Coping with Covid." She reviewed the context of Pupil Services pre-Covid. The numbers overall haven't changed that much, but the population has changed increasing the percentage on IEP's over the years. The CSDE adopted a new IEP form which is a significant change.

While coping with Covid, CSDE guidance, planning and placement teams are to convene according to timelines and develop IEP's that provide Free and Appropriate Public Education according to the Individual with Disabilities Education Act as though the district was operating under normal conditions.

Dr. Messina discussed the various changes due to Covid:

- Disruption of PPT's, evaluations, and services
- Shift in administrative coverage for PPT meetings
- PPT meeting and supervision shift as well as impact on student enrollment in the PreK
- Increased demand for staff documentation
- Decreased capacity for customer service with limitation of time and the inability to meet in person
- Compensatory services (services that need to be made up) versus recovery services.

There was a total of 89 IEP meetings held from March 13-June 30, 2020. There were a number of evaluations to be made up over the summer.

Mary Kate Tanguay, SES Psychologist, and Anne Marie Daigle, SLP, updated the BOE on summer evaluations of students. SPS consists of school counselors,

social workers, psychologists, OT, PT, SLP, and Special Education staff. There are two full-time and two part-time SLP's who meet with students with articulation issues, intervention, social language problems, autism, mental impairment, vocabulary needs, comprehension needs, expression needs, etc. They consult, collaborate, screen, attend PPT's, and attend parent conferences. They experienced a learning curve regarding technology during last spring with Covid. Tools were implemented to support students remotely with a focus on student engagement. There is a heavy emphasis on building relationships with students. Teams would meet via Zoom and discussions ensued regarding services and programs to be utilized by the students. During the summer, the Pupil Services department worked on catching up with evaluations. Approximately 20 students were tested. Summer ESY hours were via Zoom for 30 minutes per day, two hours per week for support. Three students attended in person. Beginning with the school year, services have been provided in person when possible. Full remote students meet via Zoom and SeeSaw. All evaluations are scheduled for in-person testing at this time. There have been many scheduling challenges with hybrid and full remote learning models. Mrs. Daigle and Mrs. Tanguay stated that they have had much support in technology, and the administrative support across the board has been amazing.

A new Learning Model IEP Implementation Plan (LMIIP) form has been initiated for all special education students. This is a temporary tool that is used to describe any differences in students' IEP services during the pandemic and the way in which adjustments would be delivered in hybrid and full remote learning models. It does not require a parent's signature and may be discussed during PPT meetings.

Dr. Messina stated that there have been challenges implementing mitigation strategies and routines in the PreK setting (Early Start and Smart Start programs). One of the ways administrators approached PreK mitigation was to reduce student enrollment so that the students were able to be spread out with routines managed appropriately. There is a full remote option for PreK students on IEP's which has been a challenge to fulfill IEP service obligations. Remote learning limits center-based activities where students learn from each other. Social distance practices limit support of communication, play skills, social skills, and turn-taking with peers. Social distancing does not support the building of strong social/emotional bonds between students and teachers. Overall, the PreK students have done very well with wearing masks and may need to be redirected at times.

The 2020-21 student IEP caseload totals 220. Special Education prioritizes the highest needs. Students eligible for Special Education are treated as general education students first. As conditions change, PPT's should attempt to develop annual goals and ST objectives so that they may be addressed in delivery models. Currently, all students with IEP's district-wide have been offered full in-person learning. There is a total of 56 triennial evaluations for the 2020-2021 school year.

School districts have been allowed flexibility in determining ways to provide services. All documented IEP services must be provided to students whether through in-person or remote instruction. In-person instruction is ideal.

### 10.2. Superintendent's Update

**Rationale:** The Superintendent will update the Board on issues for Somers Public Schools.

**Discussion:** Superintendent Czapla updated the BOE on Covid. Discussion ensued among BOE members.

## 11. COMMITTEE REPORTS

### 11.1. CURRICULUM

**Discussion:** Kate McLellan reported that the committee met prior to the BOE meeting this evening to discuss four new courses to be offered at SHS.

### 11.2. POLICY

**Discussion:** Anne Kirkpatrick reported that the committee received the November 17, 2020 CABE update to review.

### 11.3. SALARY & NEGOTIATION

**Discussion:** David Palmer reported that the administrators' negotiations went smoothly and will be on the next agenda.

### 11.4. PLANNING

**Discussion:** David Palmer reported that the committee met prior to the BOE meeting this evening and voted to bring the five-year CIP update as well as the long-range facilities plan to the next BOE meeting. The long-range facilities plan did not require a vote.

## 12. CREC UPDATE

**Discussion:** Chairman Devlin spoke for Krista Cherry and stated that she attended the meeting on 10/21/20. She was introduced as a new member and is looking forward to the new role.

## 13. ADJOURNMENT

**Motion Passed:** Motion to adjourn the BOE meeting at 8:01 p.m. passed with a motion by Jan Martin and a second by Mrs. Marissa Marks. **9 Yeas - 0 Nays.**

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Jan Martin, Board of Education Secretary

Date

Shannin Burns, BOE Recording Secretary

# Somers Board of Education General Budget Treasury Warrant

Report # 66373

Check Batch: 39544  
 Check Header: (N/A)  
 Check Numbers: (First) - (Last)  
 Check Dates: (Earliest) - (Latest)  
 Cash Account Numbers: (First) - (Last)  
 Bank Account Code: (N/A)  
 Check Authorization Code: AP GB  
 Minimum Check Amount: \$0.00  
 Sorted By:  
 Include Payable Information: No  
 Include Payable Dist Information: No  
 Include Authorization Information: Yes

Batch #	Check #	Check Date	Vendor Code	Vendor Name	Electronic Amount	Check Amount
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Approved by:

*W B R A*

Date:

*11/19/2020*

William B. Bourtwell, Director of Business Services

39544	19257	11/23/2020	V58674	Administrator, Unemployment Compensation	0.00	5,615.45
	19258	11/23/2020	V52670	SYNCB/AMAZON	0.00	2,564.92
	19260	11/23/2020	V60806	American Floor Mats	0.00	168.00
	19261	11/23/2020	V02141	Apple Inc.	0.00	1,380.00
	19262	11/23/2020	V61684	Aramark	0.00	743.72
	19263	11/23/2020	V01308	Bacher Corp. of Conn.	0.00	85.84
	19264	11/23/2020	M52866	CAPP USA	0.00	186.14
	19265	11/23/2020	V60574	CLG Electric LLC	0.00	4,373.00
	19266	11/23/2020	V51942	Connecticut Business System LLC	0.00	1,117.00
	19268	11/23/2020	V00204	CREC	0.00	77,681.64
	19270	11/23/2020	V61591	Danbury School District	0.00	2,575.24
	19271	11/23/2020	V60709	DBS Financial Services LLC	0.00	1,749.20
	19272	11/23/2020	V00381	Discovery Education, Inc.	0.00	4,662.00
	19273	11/23/2020	V52317	Ellington Board of Education	0.00	40,782.51
	19274	11/23/2020	V54168	First Student, Inc	0.00	248.85
	19275	11/23/2020	V02186	Film Scientific, Inc.	0.00	25.50
	19276	11/23/2020	E00257	Ford, Linda	0.00	45.90
	19277	11/23/2020	V61017	Frontier Communications	0.00	328.95
	19278	11/23/2020	V60920	Global Equipment Company	0.00	53.55
	19279	11/23/2020	V02603	Gopher Sport	0.00	350.07

# Somers Board of Education General Budget Treasury Warrant

Report # 66373

Batch #	Check #	Check Date	Vendor Code	Vendor Name	Electronic Amount	Check Amount
	19280	11/23/2020	V00511	Granger	0.00	51.72
	19281	11/23/2020	V53439	Group Dynamic	0.00	22.20
	19282	11/23/2020	V00564	Hillyard-New England	0.00	1,471.34
	19283	11/23/2020	V61403	Hooker & Holcombe, Inc	0.00	7,020.00
	19284	11/23/2020	V54063	HSABank	0.00	175.00
	19285	11/23/2020	V60521	IXL Learning	0.00	160.00
	19286	11/23/2020	V02625	K & S Distributors	0.00	413.55
	19287	11/23/2020	V61633	kwb Media	0.00	550.00
	19288	11/23/2020	V00039	Leonards Auto Parts Co.	0.00	59.99
	19289	11/23/2020	E00206	MacFeat, James	0.00	147.00
	19290	11/23/2020	V02898	MagnaKleen Services	0.00	96.67
	19291	11/23/2020	V60777	May Institute	0.00	34,135.63
	19292	11/23/2020	V21005	MSC Industrial Supply Co.	0.00	358.97
	19293	11/23/2020	V61412	Overdrive Education	0.00	1,000.00
	19294	11/23/2020	V60803	Prestwick House, Inc	0.00	1,330.56
	19295	11/23/2020	V60864	Pullman & Comley, LLC	0.00	8,107.00
	19296	11/23/2020	V53593	Ready/Refresh by Nestle	0.00	115.00
	19297	11/23/2020	V01292	School Specialty, Inc.	0.00	554.15
	19298	11/23/2020	E00311	Smith, Cathleen	0.00	63.79
	19299	11/23/2020	V61373	Somers Star Hardware	0.00	145.01
	19300	11/23/2020	V61643	Stafford Mechanical Services	0.00	1,186.00
	19301	11/23/2020	V61292	State of Connecticut-Treasurer	0.00	2,250.00
	19302	11/23/2020	V51174	Therapro, Inc.	0.00	50.00
	19303	11/23/2020	V61307	Tremco	0.00	1,316.59
	19304	11/23/2020	V60353	ULINE	0.00	331.69
	19305	11/23/2020	V02758	University of Saint Joseph	0.00	33,690.00
	19306	11/23/2020	V21164	Unum Life Insurance Company of America	0.00	3,825.45
	19307	11/23/2020	V00548	USA Waste and Recycling	0.00	1,356.79
	19308	11/23/2020	V53413	W. B. Mason Co., Inc.	0.00	988.00
	19309	11/23/2020	V53560	Waldo Bros. Company	0.00	345.00
<b>Totals:</b>					<u>0.00</u>	<u>\$246,054.58</u>

50 Checks Listed.

# Somers Board of Education General Journal Register

Report # 66372  
Batch: 39537  
Transaction: N/A  
Show Summary Only: Yes

Batch # 39537	Control Total \$246,054.58	Status Posted	Created By Ibergamini	Created On 11/16/2020	Last Updated By Ibergamini	Last Updated On 11/19/2020
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## General Ledger Distribution Summary

Period, Fiscal Year Account Number	Account Description	DTF Base	Over Budget	Debits	Credits
<b>November, 2021</b>					
<b>Generated Distributions</b>					
10-000-0-0-00-000-710-00-0-00000	ENCUMBRANCE CONTROL			217,007.04	0.00
10-000-0-0-00-000-241-00-0-00000	RESERVE FOR ENCUMBRANCE			0.00	217,007.04
	Total Generated Distributions			<b>\$217,007.04</b>	<b>\$217,007.04</b>
<b>User-Entered Distributions</b>					
10-000-0-0-00-000-241-00-0-00000	ACCOUNTS PAYABLE			689.38	0.00
10-000-0-0-00-000-241-00-0-00000	ACCOUNTS PAYABLE			0.00	246,743.96
10-000-1-9-99-999-000-00-5-01695	COVID-19		Yes	2,523.00	0.00
10-100-2-2-14-241-611-01-5-00155	K-5 - GENERAL SUPPLIES			1,804.75	0.00
10-100-2-2-14-241-611-01-5-00155	K-5 - GENERAL SUPPLIES			0.00	300.00
10-100-2-2-14-242-611-01-5-00652	K-5 - KINDERGARTEN SUPPLIES			788.83	0.00
10-100-2-2-20-242-611-01-5-00169	K-5 - MUSIC SUPPLIES			408.06	0.00
10-100-2-3-14-241-611-01-5-00169	MA - GENERAL SUPPLIES			0.00	95.88
10-100-2-4-02-242-611-01-5-00165	HS - ART SUPPLIES			696.52	0.00
10-100-2-4-02-242-611-01-5-00165	HS - ART SUPPLIES			0.00	181.13
10-100-2-4-12-242-611-01-5-00183	HS - TECHNOLOGY ED SUPPLIES			277.10	0.00
10-100-2-4-14-241-611-01-5-00159	HS - GENERAL SUPPLIES			137.65	0.00
10-100-2-4-14-241-611-01-5-00159	HS - GENERAL SUPPLIES			0.00	112.37
10-100-2-4-22-242-611-01-5-00195	HS - PHYSICAL ED SUPPLIES			350.07	0.00
10-100-2-4-26-242-611-01-5-00170	HS - ENGLISH SUPPLIES			1,397.04	0.00
10-100-2-4-28-242-611-01-5-00206	HS - SCIENCE SUPPLIES			96.06	0.00
10-100-2-4-38-242-611-01-5-00181	HS - QUANTITY FOODS SUPPLIES			359.80	0.00
10-100-2-4-99-242-611-01-5-00809	HS - RENAISSANCE PROGRAM			260.00	0.00
10-100-8-4-66-910-730-01-5-00607	HS CAPITAL OUTLAY			93.73	0.00
10-100-8-5-66-910-730-04-5-00843	SW - CAPITAL OUTLAY TECHNOLOGY			1,380.00	0.00
10-120-9-9-88-955-500-14-5-01707	SP ED - OOD SPEECH LGE SERV		Yes	7,449.27	0.00
10-120-9-9-88-955-500-14-5-01708	SP ED - OOD OCC THERAPY SERV		Yes	4,830.30	0.00
10-120-9-9-88-955-500-14-5-01709	SP ED - OOD PHY THERAPY SERV		Yes	4,016.25	0.00
10-210-2-2-32-242-611-01-5-01692	K-5 - PBIS SUPPLIES			106.40	0.00
10-212-2-4-46-242-611-02-5-00178	HS - GUIDANCE SUPPLY			176.63	0.00
10-213-3-4-48-421-323-02-5-01146	SW HEALTH SUPPLIES			100.69	0.00

# Somers Board of Education General Journal Register

Report # 66372

Batch #	Control Total	Status	Created By	Created On	Last Updated By	Last Updated On
39537	\$246,054.58	Posted	Ibergarnini	11/16/2020	Ibergarnini	11/19/2020
10-222-2-3-52-231-690-03-5-00153		MA - OTHER LIBRARY SUPPLIES			45.72	0.00
10-222-2-4-52-231-642-03-5-00139		HS - LIBRARY BOOKS			1,000.00	0.00
10-222-2-5-14-233-611-03-5-00150		SW - COMPUTER SOFTWARE			4,822.00	0.00
10-231-1-5-74-134-330-10-5-00045		B.O.E. - OTHER PROF. SERVICES			15,127.00	0.00
10-231-1-5-74-134-590-10-5-00648		B.O.E. - COMMUNITY RELATIONS			45.90	0.00
10-232-1-5-72-134-690-04-5-00031		CO - PETTY CASH			115.00	0.00
10-232-1-5-72-258-690-04-5-00042		CO - OFFICE SUPPLIES			26.06	0.00
10-232-5-5-66-830-430-04-5-00454		CO - COPIER MAINTENANCE			519.46	0.00
10-240-1-4-40-258-690-04-5-00304		HS - OFFICE SUPPLIES			38.39	0.00
10-240-6-2-66-830-440-04-5-01011		K-5 - COPIER MAINTENANCE			301.83	0.00
10-240-6-3-66-830-440-04-5-01013		MA - COPIER MAINTENANCE			98.83	0.00
10-240-6-4-66-830-440-04-5-01015		HS - COPIER MAINTENANCE			196.88	0.00
10-260-5-2-62-722-430-08-5-01141		K-5 BUILDING REPAIRS			1,168.38	0.00
10-260-5-4-12-722-430-01-5-00395		HS - TECHNOLOGY ED MAINTENANCE			81.87	0.00
10-260-5-4-38-722-430-01-5-00393		HS - QUANTITY FOODS MAINT.			743.72	0.00
10-260-5-4-64-642-530-04-5-00366		HS - TELEPHONE			273.75	0.00
10-260-5-5-64-642-530-04-5-00367		CO - TELEPHONE			202.20	0.00
10-260-5-5-64-642-530-04-5-01679		SW - INTERNET			2,250.00	0.00
10-260-5-6-62-722-430-08-5-00377		SW - CUSTODIAL SUPPLIES			270.46	0.00
10-260-5-6-62-722-430-08-5-00430		MA - BUILDING MAINTENANCE			873.46	0.00
10-260-5-6-62-722-430-08-5-00435		SW - THERMOSTAT/CONTROLS			186.14	0.00
10-260-5-6-62-722-430-08-5-00439		HS - BUILDING MAINTENANCE			2,045.56	0.00
10-260-5-6-62-722-430-08-5-00440		SW - EQUIPMENT REPAIR			1,610.93	0.00
10-260-5-6-62-722-430-08-5-00443		SW - ROOF REPAIR			1,316.59	0.00
10-260-5-6-62-722-430-08-5-00444		SW - RUBBISH REMOVAL			1,356.79	0.00
10-260-5-6-62-722-430-08-5-00447		SW - GENERAL REPAIR			569.54	0.00
10-260-5-6-64-641-620-05-5-00358		K-5 - ELECTRICITY			1,749.20	0.00
10-279-4-3-42-530-580-06-5-00336		MA - ATHLETIC TRIPS			248.85	0.00
10-280-6-5-82-820-200-13-5-00509		SW - FLEXIBLE SPENDING ACCT			22.20	0.00
10-280-6-5-82-820-200-13-5-00513		L.T.D.			3,825.45	0.00
10-280-6-5-82-820-200-13-5-00517		UNEMPLOYMENT INSURANCE			5,615.45	0.00
10-280-6-5-82-820-200-13-5-01228		SW - HEALTH SAVINGS ACCOUNT			175.00	0.00
10-613-9-9-88-955-561-14-5-00622		SPED - CREC RIVER STREET			51,224.22	0.00
10-613-9-9-88-955-561-14-5-00673		SP ED - TUITION			121,344.98	0.00
Total User-Entered Distributions						\$247,433.34
Total for November, 2021						\$464,440.38

# Somers Board of Education General Journal Register

Report # 66372

Batch #	Control Total	Status	Created By	Created On	Last Updated By	Last Updated On
39537	\$246,054.58	Posted	Ibergamini	11/16/2020	Ibergamini	11/19/2020
				Grand Total for Batch # 39537	<u>\$464,440.38</u>	<u>\$464,440.38</u>

296 Transactions Listed.



**Board of Education  
Administrative Report**

Title of Report: Somers High School New Course Proposals

Board Meeting Date: November 23, 2020

Action

Report

Information

Discussion

Submitted by: Dina M. Senecal & Gary Cotzin

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***Executive Summary***

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Timeline:

November 9, 2020: Curriculum Subcommittee Meeting convened to discuss course proposals

November 23, 2020: BOE Meeting "1<sup>st</sup> warning"

December 14, 2020: BOE Meeting "action"

New Courses Proposed:

- AP Computer Science Principals (Juniors/Seniors)
- AP Language and Composition (Juniors/Seniors)
- Honors 12 English (Seniors)
- Career Exploration Mini-Course ¼ credit (Juniors/Seniors)

See attached Course Proposal Forms for more specific details.

Course Proposal Form

Date: October 30th, 2020

Proposed Title: Honors 12

Content Area: English

Semester(s): 2

(a) **What need(s) does this course address?** The course provides students the option to take an Honors English 12 that is not AP Literature and Composition or College Prep English 12.

(b) **How was the need identified? What data was considered?**  
The need was identified as many Honors English 11 students over the last 3 years not wanting to drop down to College Prep 12 or move up to AP Literature and Composition. Many want to make a lateral move.

(c) **Who was involved in determining the need?**  
The whole English team, and mainly the teachers of Honors English 11, College Prep English 12 and AP Literature and Composition.

(d) **Who designed the course?**  
Denise Collins  
Mindy Lajeunesse

(e) **What implications does this course have on staffing, other curricular areas, and/or space?**

None as the students who register for this course will eliminate the need for multiple sections in College Prep English 12 or, possibly, AP Literature and Composition.

(f) **What special background, if any, would the teacher need to have to teach this elective successfully?**

Successful experience teaching College Prep English 12 or AP Literature and Composition.

(g) **This course is designed for: (circle any or all choices)**

Freshmen

Sophomore

Juniors



Middle School

(h) **What prerequisites must the student fulfill to take this course?**

An 83 or higher in Honors English 11 and teacher recommendation. For students in College Prep English 11 who would like to move up to Honors English 12 the next year, must have a 93 or higher and teacher recommendation. To move from College Prep English 11 to Honors English 12, the teacher of Honors English 12 will need to review a writing sample.

**(i) Insert curriculum standards this course will address:**

Writing Standards:

CCSS.ELA-LITERACY.W.11-12.1

Write arguments to support claims in an analysis of substantive topics or texts, using valid reasoning and relevant and sufficient evidence.

CCSS.ELA-LITERACY.W.11-12.2

Write informative/explanatory texts to examine and convey complex ideas, concepts, and information clearly and accurately through the effective selection, organization, and analysis of content.

CCSS.ELA-LITERACY.W.11-12.3

Write narratives to develop real or imagined experiences or events using effective technique, well-chosen details, and well-structured event sequences.

CCSS.ELA-LITERACY.W.11-12.4

Produce clear and coherent writing in which the development, organization, and style are appropriate to task, purpose, and audience. (Grade-specific expectations for writing types are defined in standards 1-3 above.)

CCSS.ELA-LITERACY.W.11-12.5

Develop and strengthen writing as needed by planning, revising, editing, rewriting, or trying a new approach, focusing on addressing what is most significant for a specific purpose and audience. (Editing for conventions should demonstrate command of Language standards 1-3 up to and including grades 11-12 here.)

CCSS.ELA-LITERACY.W.11-12.6

Use technology, including the Internet, to produce, publish, and update individual or shared writing products in response to ongoing feedback, including new arguments or information.

CCSS.ELA-LITERACY.W.11-12.7

Conduct short as well as more sustained research projects to answer a question (including a self-generated question) or solve a problem; narrow or broaden the inquiry when appropriate; synthesize multiple sources on the subject, demonstrating understanding of the subject under investigation.

CCSS.ELA-LITERACY.W.11-12.8

Gather relevant information from multiple authoritative print and digital sources, using advanced searches effectively; assess the strengths and limitations of each source in terms of the task, purpose, and audience; integrate information into the text selectively to maintain the flow of ideas, avoiding plagiarism and overreliance on any one source and following a standard format for citation.

CCSS.ELA-LITERACY.W.11-12.9

Draw evidence from literary or informational texts to support analysis, reflection, and research.

### Reading Literature Standards:

#### Key Ideas and Details:

CCSS.ELA-LITERACY.RL.11-12.1

Cite strong and thorough textual evidence to support analysis of what the text says explicitly as well as inferences drawn from the text, including determining where the text leaves matters uncertain.

CCSS.ELA-LITERACY.RL.11-12.2

Determine two or more themes or central ideas of a text and analyze their development over the course of the text, including how they interact and build on one another to produce a complex account; provide an objective summary of the text.

CCSS.ELA-LITERACY.RL.11-12.3

Analyze the impact of the author's choices regarding how to develop and relate elements of a story or drama (e.g., where a story is set, how the action is ordered, how the characters are introduced and developed).

#### Craft and Structure:

CCSS.ELA-LITERACY.RL.11-12.4

Determine the meaning of words and phrases as they are used in the text, including figurative and connotative meanings; analyze the impact of specific word choices on meaning and tone, including words with multiple meanings or language that is particularly fresh, engaging, or beautiful. (Include Shakespeare as well as other authors.)

CCSS.ELA-LITERACY.RL.11-12.5

Analyze how an author's choices concerning how to structure specific parts of a text (e.g., the choice of where to begin or end a story, the choice to provide a comedic or tragic resolution) contribute to its overall structure and meaning as well as its aesthetic impact.

CCSS.ELA-LITERACY.RL.11-12.6

Analyze a case in which grasping a point of view requires distinguishing what is directly stated in a text from what is really meant (e.g., satire, sarcasm, irony, or understatement).

Integration of Knowledge and Ideas:

CCSS.ELA-LITERACY.RL.11-12.7

Analyze multiple interpretations of a story, drama, or poem (e.g., recorded or live production of a play or recorded novel or poetry), evaluating how each version interprets the source text. (Include at least one play by Shakespeare and one play by an American dramatist.)

CCSS.ELA-LITERACY.RL.11-12.9

Demonstrate knowledge of eighteenth-, nineteenth- and early-twentieth-century foundational works of American literature, including how two or more texts from the same period treat similar themes or topics.

Range of Reading and Level of Text Complexity:

CCSS.ELA-LITERACY.RL.11-12.10

By the end of grade 12, read and comprehend literature, including stories, dramas, and poems, at the high end of the grades 11-CCR text complexity band independently and proficiently.

**(j) How will student learning be assessed?**

5 formally revised essays ranging in length

Approximately 15 1-page prompts

Tests on select literature units for which students are not writing essays

Reading and vocabulary quizzes

Presentations and debates

**(k) What instructional resources are necessary to teach the course? List all books, software, equipment, and materials with rationale and cost.**

## Course Budget Sheet

Estimate the cost of the proposed elective for a three-year period assuming a maximum student enrollment of 25.

**Proposed Title:**

**Submitted by:**

**Date**

	First Year	Second Year	Third Year
Staff (if new staff must be hired)	\$	\$	\$
Professional Development	\$	\$	\$
Additional Space	\$	\$	\$
Contracted Services/Licensing	\$	\$	\$
Textbooks	\$	\$	\$
Consumable Books	\$	\$	\$
Resources/Support Materials	\$	\$	\$
Teacher Resource Books	\$	\$	\$
Journals/Magazines	\$	\$	\$
Consumable Supplies	\$	\$	\$
Equipment under \$200	\$	\$	\$
Software	\$	\$	\$
Field Trips	\$	\$	\$
Speakers	\$	\$	\$
Other:	\$	\$	\$
Other:	\$	\$	\$
20% shipping/handling materials & books	\$	\$	\$
<b>TOTAL</b>	\$	\$	\$

**Signatures of person(s) submitting this proposal:**

Name *Mindy Lippinse*

Date *10/22/2020*

Name *Jay Caff*

Date *10/22/20*

Signature of Principal *Jay Caff*

Date *10/22/20*

**Print out this proposal and submit to the Curriculum Council, c/o the Director of Curriculum.**

We currently already have resources to teach this course given that many of the same materials are used in College Prep English 12 and AP Literature and Composition.

### Course Department Sign-Off

**Proposed Title:**

**Honors English 12**

Signatures of content area members indicate that the proposal has been discussed and feedback has been elicited on the proposal prior to its completion. Interdisciplinary unit proposals require the signatures of members of all involved content areas/departments.

*NAME*

*CONTENT AREA*

*DATE*

Alicia Simoes	English	10/21/20
Pasquale Demattio	English	10/21/20
Andrew Slater	English	10/21/20
Denise Collins	English	10/21/20
Mindy Lujarresse	English	10/21/20
Erik Sorrell-Dubé	English	10/22/20

## Course Proposal Form

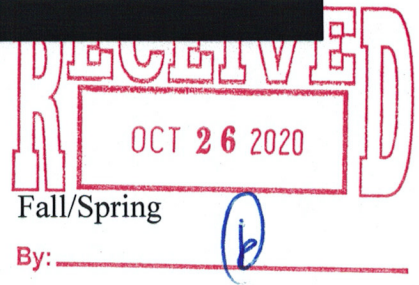
**Date:** 10/15/2020

**Proposed Title:** AP English Language and Composition

**Content Area:** English

**Semester(s):** Fall/Spring

**By:** \_\_\_\_\_



**(a) What need(s) does this course address?**

This course provides a second AP English Course in composition which is regularly accredited as Freshman Composition at colleges and universities. The course also emphasizes nonfiction reading and persuasive writing as well as rhetoric and application. The emphasis on nonfiction reading in the course balances the literature-heavy offerings of the English department and rounds out the advanced study of literature.

**(b) How was the need identified? What data was considered?**

The need was identified by administration in order to offer courses that better prepare students for post-secondary education. In addition this course bolsters the Advanced Placement offerings of the district and gives students more choice. The course also provides students with an advanced course that is based more on nonfiction literary reading and writing and focuses on style and rhetoric.

**(c) Who was involved in determining the need?**

Administrators and the English Department.

**(d) Who designed the course?**

The English Department worked in collaboration to adopt the curriculum set forth by the AP Counsel.

**(e) What implications does this course have on staffing, other curricular areas, and/or space?**

This course will not affect staffing or other curricular areas.

**(f) What special background, if any, would the teacher need to have to teach this elective successfully?**

The teacher would have background teaching English composition and rhetoric and completed the AP training (as needed). Prior post-secondary, AP, or honors level teaching experience would be ideal.

**(g) This course is designed for: (circle any or all choices)**

**(h) What prerequisites must the student fulfill to take this course?**

Successful completion of 9 Honors and/or 10 Honors English with a grade of B+ or better.

**(i) Insert curriculum standards this course will address:**

**Reading: Literature / Reading: Informational Text**

**Key Ideas and Details**

- 1. Read closely to determine what the text says explicitly and to make logical inferences from it; cite specific textual evidence when writing or speaking to support conclusions drawn from the text.**
- 2. Determine the central ideas or themes of a text and analyze their development; summarize the key supporting details and ideas.**
- 3. Analyze how and why individuals, events, and ideas develop and interact over the course of a text.**

**Craft and Structure**

- 5. Analyze the structure of texts, including how specific sentences, paragraphs, and larger portions of the text (e.g., a section, chapter, scene, or stanza) relate to each other and the whole.**
- 6. Assess how point of view or purpose shapes the content and style of a text.**

**Integration of Knowledge and Ideas**

- 7. Integrate and evaluate content presented in diverse formats and media, including visually and quantitatively, as well as in words.**
- 8. Delineate and evaluate the argument and specific claims in a text, including the validity of the reasoning as well as the relevance and sufficiency of the evidence.**
- 9. Analyze how two or more texts address similar themes or topics in order to build knowledge or to compare the approaches the authors take.**

**Range of Reading and Level of Text Complexity**

- 10. Read and comprehend complex literary and informational texts independently and proficiently.**

**Writing**

- 1. Write arguments to support claims in an analysis of substantive topics or texts, using valid reasoning and relevant and sufficient evidence.**
- 2. Write informative/explanatory texts to examine and convey complex ideas and information clearly and accurately through the effective selection, organization, and analysis of content.**
- 3. Effective use of rhetorical language and techniques to create persuasive arguments.**

**(j) How will student learning be assessed?**

Being a composition course, writing is the most appropriate and effective way to assess student learning.

**(k) What instructional resources are necessary to teach the course? List all books, software, equipment, and materials with rationale and cost.**

*\*The Norton Reader, Shorter 15th Edition, MLA Update, Melissa A Goldthwaite  
This text is the reader for nonfiction essays used for the students to generate their rhetorical arguments and essays. (\$70.00/text)*

*\*The Norton Field Guide to Writing with Handbook, 15th Edition, Richard Bullock, Francis Weinberg  
This text is the style guide that teaches about writing styles, techniques, and concepts necessary to create effective, persuasive writing. (\$68.75/text)*

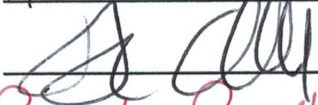
(Attach minutes from team meetings in which the course was developed and a budget worksheet.)

Proposed Title: AP English Language and Composition

Signatures of content area members indicate that the proposal has been discussed and feedback has been elicited on the proposal prior to its completion. Interdisciplinary unit proposals require the signatures of members of all involved content areas/departments.

NAME	CONTENT AREA	DATE



Eric Serrall-Dubé	English	10/22/2020
Alicia Simoes	English	10/22/2020
Andrew Slater	English	10/22/2020
	English	10/22/2020
Pasquale Perillo	English	10/22/20
Mindy Lajunesse	English	10/22/20

## Course Budget Sheet

Estimate the cost of the proposed elective for a three-year period assuming a maximum student enrollment of 25.

**Proposed Title:** AP English Language & Composition

**Submitted by:** \_\_\_\_\_

**Date**

	First Year	Second Year	Third Year
<b>Staff (if new staff must be hired)</b>	\$	\$	\$
<b>Professional Development</b>	\$175	\$0	\$0
<b>Additional Space</b>	\$	\$	\$
<b>Contracted Services/Licensing</b>	\$	\$	\$
<b>Textbooks</b>	\$3468.75	\$0	\$0
<b>Consumable Books</b>	\$	\$	\$
<b>Resources/Support Materials</b>	\$	\$	\$
<b>Teacher Resource Books</b>	\$	\$	\$
<b>Journals/Magazines</b>	\$	\$	\$
<b>Consumable Supplies</b>	\$	\$	\$
<b>Equipment under \$200</b>	\$	\$	\$
<b>Software</b>	\$	\$	\$
<b>Field Trips</b>	\$	\$	\$
<b>Speakers</b>	\$	\$	\$
<b>Other:</b>	\$	\$	\$
<b>Other:</b>	\$	\$	\$
<b>20% shipping/handling materials &amp; books</b>	\$	\$	\$
<b>TOTAL</b>	<b>\$3643.75</b>	<b>\$</b>	<b>\$</b>

**Signatures of person(s) submitting this proposal:**

Name Erik Serrell-Dubé Date 10/15/2020

Name \_\_\_\_\_ Date \_\_\_\_\_

Signature of Principal  Date 10/22/20

**Print out this proposal and submit to the Curriculum Council, c/o the Director of Curriculum.**

## Course Budget Sheet

Estimate the cost of the proposed elective for a three-year period assuming a maximum student enrollment of 25.

Proposed Title: AP Computer Science Principles

Submitted by: Gregory Jackson Date 10/26/2020

	First Year	Second Year	Third Year
<b>Staff (if new staff must be hired)</b>	\$	\$	\$
<b>Professional Development</b>	\$ TBD	\$	\$
<b>Additional Space</b>	\$	\$	\$
<b>Contracted Services/Licensing</b>	\$	\$	\$
<b>Textbooks</b>	\$ 1340 (\$134 per student * 10 students)	\$	\$
<b>Consumable Books</b>	\$ 120 (\$12 * 10 students)	\$ 120	\$ 120
<b>Resources/Support Materials</b>	\$	\$	\$
<b>Teacher Resource Books</b>	\$	\$	\$
<b>Journals/Magazines</b>	\$	\$	\$
<b>Consumable Supplies</b>	\$	\$	\$
<b>Equipment under \$200</b>	\$	\$	\$
<b>Software</b>	\$ TBD	\$	\$
<b>Field Trips</b>	\$	\$	\$
<b>Speakers</b>	\$	\$	\$
<b>Other:</b>	\$	\$	\$
<b>Other:</b>	\$	\$	\$
<b>20% shipping/handling materials &amp; books</b>	\$	\$	\$
<b>TOTAL</b>	<b>\$ 1460 for books and consumables plus PD</b>	<b>\$ 120</b>	<b>\$ 120</b>

Signatures of person(s) submitting this proposal:

Name  Date 10-26-20  
GREGORY JACKSON

Name \_\_\_\_\_ Date \_\_\_\_\_

Signature of Principal  Date 10/26/20

Print out this proposal and submit to the Curriculum Council, c/o the Director of Curriculum.



**Course Proposal Form**

**Date:** 10/26/2020

**By:** \_\_\_\_\_  
*(Handwritten signature)*

**Proposed Title:** AP Computer Science Principles

**Content Area:** Mathematics or Tech. Ed **Semester(s):** 2

**(a) What need(s) does this course address?**

This course is adding to current advanced placement science courses offered at Somers High School.

**(b) How was the need identified? What data was considered?**

There is a focus on increasing the course offering for STEM (Science, Technology, Engineering, Mathematics) courses at Somers High School. The CT State Board of Education believes that a comprehensive science, technology, engineering and mathematics education is key to preparing students to be innovators, problem solvers, and critical thinkers. Currently there is no AP level Computer Science course offered at SHS.

**(c) Who was involved in determining the need?**

The need was determined by the teachers, the administration, and the superintendent

**(d) Who designed the course?**

The course is designed through the CollegeBoard. Greg Jackson will create the syllabus for the course, which will be approved by the CollegeBoard.

**(e) What implications does this course have on staffing, other curricular areas, and/or space?**

Teaching this course will require one math teacher to have this as one of their preps for one period per day. Due to school enrollment numbers, it is anticipated that this course could be taught without the need for any additional staffing.

**(f) What special background, if any, would the teacher need to have to teach this elective successfully?**

The teacher should have a computer/information technology background and have access to CollegeBoard Resources for the AP Computer Science Principles exam, as well as training from at least one AP Computer Sciences Principles workshop.

**(g) This course is designed for: (circle any or all choices)**

Freshmen      Sophomore          Juniors      Seniors           Middle School

**(h) What prerequisites must the student fulfill to take this course?**

Students should have completed Algebra 2 and be comfortable with functions and the concepts found in the uses of function notation. It is important that students understand that any computer science course builds upon a foundation of mathematical reasoning.

**(i) Insert curriculum standards this course will address:**

Standards	
<u>CCSS.Math.Content.HSA.SSE.</u>	Structure in Expressions
<u>CCSS.Math.Content.HSF.IF</u>	Interpreting Functions
<u>CCSS.Math.Content.HSF.BF</u>	Building Functions
AP Computational Practice	Computational solution design
AP Computational Practice	Algorithms and program development.
AP Computational Practice	Abstraction in program development
AP Computational Practice	Code analysis

**(j) How will student learning be assessed?**

Student learning will be assessed through performance tasks, quizzes, tests, and the AP exam.

(k) **What instructional resources are necessary to teach the course? List all books, software, equipment, and materials with rationale and cost.**

**Text book:** *New Perspectives on Computer Science 2018: Comprehensive*  
National Geographic/Cengage Learning

Rationale – recommended by College Board

Price - \$92

Plus

**Text book:** *Python Programming: An introduction to Computer Science, 3<sup>rd</sup> edition*, John Zelle

Rationale – recommended as best course textbook for Python programming

Price - \$42

(Total initial textbook set cost of  $\$92 + 42 = \$134$  per student)

**Consumable workbook:** *AP Computer Science Principles: With 4 Practice Tests (Barron's Test Prep)* Reichelson, Seth

Price - \$12

\* Assumptions in cost table are 10 students in year one.

Year 1 would require 10 sets of textbooks (both textbooks  $\$92 + 42 = \$134$  per student)

$\$134 * 10$  students = \$1,340

Plus 10 consumable workbooks @ \$12 each = \$120

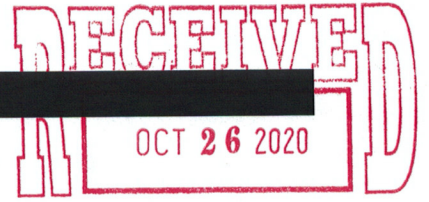
Subsequent years would require consumable workbooks @  $\$12 * 10 = \$120$

If enrollment increases in subsequent years, additional textbook sets would need to be purchased on an as-needed basis.



**Course Proposal Form**

**Date:** Oct. 21, 2020



**Proposed Title:** Career Exploration Mini-Course (¼ credit)

**Content Area:** Counseling & Career Center/Special Education Dept.

By: \_\_\_\_\_

b

**Semester(s):** 8-week course with self-paced units; flexible start date based on student need/interest.

- (a) **What need(s) does this course address?** The course addresses the needs of students who struggle to determine career options, goals and future post-secondary plans. Also, students on an IEP, require specific transition goals in the areas of post-secondary education and training, employment, and independent living. The course will contain 8 self-paced modules that could be completed remotely or in school utilizing a Google Classroom platform.
- (b) **How was the need identified? What data was considered?** An estimated 20% of juniors and seniors are identified by school counselors each year as students who can benefit from added support with determining career aspirations and future post-secondary plans. Students with an IEP, (approximately 15% students) are required to complete career assessments to assist with the development of their IEP and fulfillment of state requirements.
- (c) **Who was involved in determining the need?** School Counselors, Career Specialist and Special Education Transition Teacher.
- (d) **Who designed the course?** Career Specialist and Special Education Transition Teacher.
- (e) **What implications does this course have on staffing, other curricular areas, and/or space?** No extra staff required.
- (f) **What special background, if any, would the teacher need to have to teach this elective successfully?** Knowledge and experience in facilitating the career development and/or transition process.
- (g) **This course is designed for: (circle any or all choices)**  
Freshmen      Sophomore      Juniors      Seniors      Middle School
- (h) **What prerequisites must the student fulfill to take this course?** None
- (i) **Insert curriculum standards this course will address:**

CT Core Transition Skills - specifically skills to access appropriate postsecondary education, training, or lifelong learning opportunities to meet his/her individual needs, skills to access appropriate employment to meet his/her individual needs.

CT Comprehensive School Counseling Guidelines, specifically these content standards: Academics to Life Success (Standard 3), Investigate Careers (Standard 4), Career Success (Standard 5) and Relationship between School and Work (Standard 6), Respect Self & Others (Standard 7) and Goal Setting and Attainment (Standard 8).

**(j) How will student learning be assessed?** Successful completion of each unit. At the end of the course students would receive a Career Exploration “Certificate of Completion” that could be used on resumes, and college and job applications.

**(k) What instructional resources are necessary to teach the course? List all books, software, equipment, and materials with rationale and cost.**  
Chrome books, internet access, Google Classroom

(Attach minutes from team meetings in which the course was developed and a budget worksheet.)



## Course Department Sign-Off

### Proposed Title:

Signatures of content area members indicate that the proposal has been discussed and feedback has been elicited on the proposal prior to its completion. Interdisciplinary unit proposals require the signatures of members of all involved content areas/departments.

NAME	CONTENT AREA	DATE
Meg Duffy	CCC	10/22/20
Karen Rezan	CCC	10/22/2020
L. Greene	CCC	10/22/2020
Shari Gannon	Sped.	10/22/2020
Jane [Signature]	Sped	10/22/20
Suzanne [Signature]	Social work	10/22/2020
Kate Coburn	Spec. Ed.	10/22/2020

## Course Budget Sheet

Estimate the cost of the proposed elective for a three-year period assuming a maximum student enrollment of 25.

**Proposed Title:**      Career Exploration Mini-Course

**Submitted by:**      Sharon Yarrows and Meg Duffy

**Date :** Oct. 21, 2020

	First Year	Second Year	Third Year
Staff (if new staff must be hired)	\$	\$	\$
Professional Development	\$	\$	\$
Additional Space	\$	\$	\$
Contracted Services/Licensing	\$	\$	\$
Textbooks	\$	\$	\$
Consumable Books	\$	\$	\$
Resources/Support Materials	\$	\$	\$
Teacher Resource Books	\$	\$	\$
Journals/Magazines	\$	\$	\$
Consumable Supplies	\$	\$	\$
Equipment under \$200	\$	\$	\$
Software	\$	\$	\$
Field Trips	\$	\$	\$
Speakers	\$	\$	\$
Other:	\$	\$	\$
Other:	\$	\$	\$
20% shipping/handling materials & books	\$	\$	\$
<b>TOTAL</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>

**Signatures of person(s) submitting this proposal:**

Name *Meg Duffy*

Date *10/22/20*

Name *Sheri Yarrows*

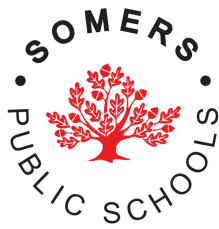
Date *10/22/20*

Signature of Principal

*Hay Cop*

Date *10/22/20*

Print out this proposal and submit to the Curriculum Council, c/o the Director of Curriculum.



**Board of Education  
Administrative Report**

Title of Report: DRAFT: Five-Year Capital Improvement Plan (2021-2026)

Board Meeting Date: November 23, 2020

Action

Report

Information

Discussion

Submitted by: Brian P. Czapla

*Executive Summary*

Annual update to the Capital Improvement Plans. Requires Board of Education approval.

Project	2021-22	2022-23	2023-24	2024-25	2025-26
Security System Upgrade (SES, MBA)**	\$55,000	55,000			
Maintenance Pickup Truck w/ Plow	\$51,000				
Maintenance Boom Lift	\$42,000				
SES Playground/Court Resurfacing	\$91,000				
Maintenance Pressure Washer w/ Trailer	\$11,000				
MBA Fire Alarm System Upgrade	\$25,000				
MBA Field Border Fence	\$19,000				
Maintenance Dump Truck		\$80,000			
Maintenance Pickup Truck		\$43,000			
SES Playground Equipment		\$98,000			
MBA Rooftop Unit			\$344,000		
MBA Roof Replacement			\$660,000		
SES Parking Lot (pavement & expansion)				\$278,000	
MBA Parking Lot (pavement)				\$279,000	
SHS Parking Lot (pavement)				\$279,000	
SES Auditorium Renovation					TBD
SES & SHS Air Conditioning					TBD
<b>Totals</b>	<b>\$294,000</b>	<b>\$276,000</b>	<b>\$1,004,000</b>	<b>\$836,000</b>	<b>TBD</b>

\*\* SHS scheduled to be done in 2020-21

*Notes: Costs projections are based on the Tecton Report, vendor quotes, and known industry standards. They do not consider cost inflation and will be adjusted accordingly in future years.*



## Board of Education Administrative Report

Title of Report: Approval of SAA Collective Bargaining Agreement (2021-2024)

Board Meeting Date: November 23, 2020

Action

Report

Information

Discussion

Submitted by: Brian P. Czapla

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### *Executive Summary*

A new Somers Public Schools Administrator contract was negotiated for July 1, 2021 – June 30, 2024.

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### *Report*

The negotiations focused mostly on salary and healthcare provisions. There were no significant changes to the existing language. The proposed changes are listed below:

#### SALARY

Analysis and comparison of administrator salaries to our surrounding towns and DRG-C revealed members of the SAA consistently rank at the bottom (see Table 1). In an effort to make compensation more competitive (for recruitment and retention) the following salary adjustments and general wage increases were agreed to:

- \$1,250 salary adjustment each year
- 2.5% general wage increase each year

#### HEALTH INSURANCE

The bargaining unit agreed to add a prescription co-pay provision to their insurance plan. This will result in an estimated cost avoidance of 4.63% for the school system in premiums. The deductibles (\$2,500/\$5,000) remain the same. Bargaining unit members will maintain a 24% premium share each year, which is the highest in their peer groups (see Table 2, Health Insurance Premium Share Comparisons).

#### UNUSED VACATION DAYS

A new unused vacation compensation clause was included to codify past practice. Staff can accumulate up to twenty-five vacation days to be compensated for upon termination. They can opt to roll over or be paid for up to five days each year until they reach the twenty-five day limit.



**Board of Education  
Administrative Report**

**TABLE 1  
SALARY COMPARISON INFO**

Position	Somers PS Salary	DRG - C			Surrounding Towns (2 deep)		
		Salary Rank	Median Salary	% (+/-)	Salary Rank	Median Salary	% (+/-)
<b>HS Principal</b>	\$150,431	14/14	\$162,850	-8.3%	8/8	\$154,759	-2.9%
<b>MS Principal</b>	\$139,939	14/14	\$153,955	-10.0%	7/9	\$143,748	-2.7%
<b>ES Principal</b>	\$135,785	19/21	\$145,747	-7.3%	8/9	\$141,587	-4.3%
<b>HS Asst Principal</b>	\$105,575	13/13	\$142,969	-35.4%	8/8	\$138,922	-31.6%
<b>MS Asst Principal</b>	\$105,575	11/12	\$130,241	-23.4%	8/8	\$133,640	-26.6%
<b>ES Asst Principal</b>	\$105,575	6/7	\$115,901	-9.8%	8/8	\$128,278	-21.5%
<b>Dir. Pupil Svs</b>	\$149,921	8/19	\$149,466	0.3%	5/9	\$149,921	0.0%

**TABLE 2  
HEATH INSURANCE PREMIUM SHARE COMPARISON INFO**

SPS Premium Share	DRG - C			Surrounding Towns (2 deep)		
	Rank*	Median	Range	Rank*	Median	Range
<b>24%</b>	29/29	20%	6% - 24%	10/10	20%	6% - 24%

\* SPS has the highest premium share in comparison to other school districts.

**AGREEMENT BETWEEN THE  
SOMERS BOARD OF EDUCATION  
AND THE  
SOMERS ADMINISTRATORS' ASSOCIATION**

**July 1, 2021 to June 30, 2024**

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PREAMBLE

The Board of Education sees its Administrative Personnel as functioning in a leadership role within the Somers Public Schools.

It looks to them as the leaders of their respective staffs and, as leaders, wishes to put into writing the positive aspects of professional relationships with the Board. While reserving to itself the traditional functions of policy making, the day by day administration of those policies lies within the scope of all its administrators.

ARTICLE I - RECOGNITION

The Somers Board of Education, hereinafter referred to as the Board, recognizes the Somers Administrators' Association, hereinafter referred to as the S.A.A., as the exclusive representative of the "Administrator's Unit" as defined in Section 10-153b(a)1 of the Connecticut General Statutes.

The S.A.A. shall represent said group for the purposes of negotiations with respect to salary and other conditions of employment pursuant to Sections 10-153 b-f of the General Statutes of the State of Connecticut.

Management Rights

It is recognized that the Board has and will continue to retain, whether exercised or not, the right, responsibility and prerogatives to direct the operation of the public schools in the Town of Somers, including, but not limited to, the following:

- to maintain public elementary and secondary schools and such other education activities as in its judgment will best serve the interests of the Town of Somers;
- to give the children of Somers as nearly equal advantages as may be practicable;
- To determine the size of all classes and the subjects to be taught herein;
- to decide the need for school facilities;
- to determine the need and program for the summer school, if any;
- to determine the maintenance and operation of buildings, lands, apparatus and other property used for school purposes;
- to determine the number, age and qualifications of the pupils to be admitted into each school;
- to employ, assign and transfer personnel in the employees' unit;
- to suspend or dismiss the employees of the schools;

- to designate the schools which shall be attended by the various children within the town;
- to make such provisions as will enable each child of school age, residing in the town, to attend school for the period required by law, and provide for the transportation of children whenever it is reasonable and desirable;
- to prescribe rules for management, studies, classification and discipline for the public schools;
- to decide the textbooks to be used;
- to make rules for the arrangement, use and safekeeping of school libraries, and to approve the books selected therefore, and to approve plans for school buildings;
- to prepare and submit budgets and, in its sole discretion, expend monies appropriated by the town for the maintenance of the schools, and to make such transfers of funds within the appropriate budget as it shall deem desirable.

These rights, responsibilities and prerogatives are not subject to delegation in whole or in part, except that the same shall not be exercised in a manner inconsistent with, or in violation of, any of the specific terms and provisions of the Agreement. No action taken by the Board with respect to such rights, responsibilities and prerogatives, other than as there are specific provisions herein elsewhere contained, shall be subject to the grievance provision of this contract.

#### ARTICLE II - AMENDMENTS

Terms and conditions of this contract shall not be amended except by mutual consent of the parties hereto subscribed during the duration of this contract listed in Article XII.

#### ARTICLE III - GRIEVANCE PROCEDURE

As stated in the Preamble, the Somers Board of Education wishes to support positive relations with its professional administrators.

To this end, the Board expects that continuous contact between Central Office and individuals in the S.A.A. will provide the opportunity to intercept and resolve many incipient problems at their informal level.

In those cases where an informal resolution seems improbable, the following procedures shall be involved:

##### Grievance

- A. Definition: A grievance is any complaint which an individual or group of individuals in the S.A.A. may assert with respect to the application of:

1. The terms of this Agreement;
2. The Board policies;
3. Administrative regulations; or
4. Claims of failure to follow the established procedures of the school district's evaluation and support program; or
5. Central Office decisions made pursuant to item 1, 2 and 3.

**B. Procedures for Grievance Resolution:**

1. The complainant may present the grievance to the S.A.A. and request it to present the grievance for resolution. If the S.A.A. decides to present the grievance for resolution, it shall submit the grievance in writing to the Superintendent of Schools with a request that the Superintendent, or representative designated by the Superintendent, work with the S.A.A. to find an equitable solution. If the grievance is not resolved at this level, the S.A.A. may present the grievance in writing to the Board of Education and request a hearing on the matter.
2. No later than the second regular meeting after receipt of a petition through either 1 or 2 above, the Board shall hear the matter and shall provide the S.A.A with a written response to the grievance within ten calendar days.
3. After review of the Board response, and if the grievance deals with the application of "the terms of this Agreement" as per section A.1 above, the complainant may, within 10 days, present the grievance to the S.A.A and request it be processed by the S.A.A to advisory arbitration. The request from the complainant for advisory arbitration must be made in writing, and a copy of the request shall be furnished to the Superintendent. The S.A.A shall have 10 calendar days from the date of the Board's response to appeal the grievance to advisory arbitration. If the S.A.A decides to appeal, the grievance shall, within the aforesaid 10 calendar days, be referred by the S.A.A to the American Arbitration Association for advisory arbitration under its labor arbitration rules. The arbitration request shall be in writing and a copy shall be furnished to the Superintendent. The arbitrator shall hear the grievance and shall issue an advisory opinion as to whether the Board misapplied the specific terms of this Agreement as claimed in the grievance. The arbitrator shall have no authority to add to, modify, or amend the provisions of this Agreement or to rule on matters not relating to a claim of violation of a specific term or terms of this Agreement as per section A.1 of this article. The arbitrator's advisory opinion shall be served upon the parties as provided in the American Arbitration Association rules. The Board and the S.A.A shall equally share the costs and fees of the arbitrator and the American Arbitration Association. Once received, the parties shall determine within 30 days whether to accept or reject the advisory award and shall advise each other of their decision.

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ARTICLE IV - PROFESSIONAL IMPROVEMENTS/TRAVEL REIMBURSEMENTA. Course Reimbursements

Recognizing the continual need for professional self-improvement, all employees covered under the terms of this agreement will take courses or attend professional institutes at least as frequently as each five (5) years of employment. Such courses or institutes must have prior approval of the Superintendent of Schools. The Somers Board of Education agrees to reimburse the employee for the full tuition costs of any obligatory courses required by the Superintendent of Schools.

B. Conference Reimbursements

Recognizing the value of broad contacts to the Somers Public Schools, all Administrators shall be expected to attend, at Board expense, during any three (3) year period:

1. One National Conference;
2. One Regional Conference;
3. A State or local Conference

all approved in advance by the Superintendent; such approval shall not be unreasonably withheld. Other conference needs shall be approved by Central Office before commitments are made. Reimbursements shall include total costs of registration, transportation, hotel and per diem meal allowance, according to the federal reimbursement rate, for the employee for conferences of more than one day in duration. Each administrator attending any conference that is more than one (1) day in duration must prepare a written report describing said conference and summarizing information which, in the author's view, made the conference worthy of attending and which he/she feels should be shared with fellow administrators and the Board of Education.

- C. Mileage reimbursement for travel, including conferences and job responsibilities, shall be the same as the maximum allowable mileage reimbursement under then-current IRS rules.

ARTICLE V - SEVERANCE PAY

Upon termination of employment by death or retirement as per Connecticut Teachers Retirement Board's current rules and regulations, following five (5) or more years of continuous service in the Town of Somers, the Board of Education agrees to pay the employee covered by the agreement, or his/her estate, an amount equivalent to 2.75 days compensation, established by the individual's current daily wages at the time of termination for each year of service to the Town of Somers. This article applies to current employees only. As of July 1, 1995, severance pay will no longer be awarded to administrators hired after that date.

---

ARTICLE VI - LEAVES OF ABSENCE

A. Sick Leave/Personal Leave

1. Current administrative employees covered by this contract shall be entitled to eighteen (18) days leave of which fifteen (15) are for sick leave with full pay each year and three (3) are for personal leave with full pay each year. Five (5) of the fifteen (15) sick days may be used for family illness. Unused sick leave shall accumulate to a cap of 220 days for 12-month employees and 190 days for 10-month employees.
2. In cases of catastrophic illness, the Board, on written request, may, in its discretion, grant additional sick leave after an administrator's full accumulation has been exhausted. Each request shall be reviewed independently and the granting or denial, in each case, shall not establish a precedent in any other case whether similar or dissimilar.
3. With the understanding that requests for personal days will be filed by the Principal's Office with the Superintendent of Schools two business days in advance, the following criteria shall be used to determine personal days:
  - a. Personal business that cannot be transacted outside of regular school hours (reason must be stated).
  - b. Attendance in court, or other legal demands outside the employee's control.
  - c. Attendance at graduation exercises (self, spouse, son, daughter).
  - d. Other days without salary deduction in cases of emergency or hardship may be granted at the discretion of the Superintendent.
  - e. No days without salary deductions shall normally be granted immediately prior to or following a school holiday or vacation.
  - f. Beyond paragraph 1 and contingent upon advance notice, the Superintendent may grant personal days (not to exceed 3 per year) required by employee for religious observance.
  - g. Personal days shall not accumulate from year to year.

B. Sabbatical Leave

Upon the recommendation of the Superintendent, an extended leave of absence for purposes of professional growth for either a full or one-half academic year (Sabbatical Leave) may be granted at the discretion of the Board of an employee who has completed at least six (6) consecutive years of satisfactory service. Employees on sabbatical leave shall be paid at eighty percent (80%) of the contract rate for the duration of the leave, with deductions made for any stipends received in connection with the sabbatical leave which make the total

amount of the compensation exceed the full salary of the employee. The employee shall enter into contract of employment with the Board for a period of one year for each one-half year of leave. Failure to meet this obligation shall result in repayment to the Board of Education at a ratio equal to the unfulfilled amount of time.

C. Bereavement Leave

1. In case of death of the wife, husband, mother, father, mother-in-law, father-in-law, sister, brother, or child, no deduction from salary shall be made for five (5) days of absence.
2. In case of the death of a relative not included in the above listing, no deduction from salary shall be made for absence to attend the funeral for a period not to exceed one (1) day; provided, however, that notice of such intended absence be given to the Superintendent.

ARTICLE VII - VACATIONS AND HOLIDAYS

A. Holidays: The following paid holidays shall be granted: \*

- |   |                             |
|---|-----------------------------|
| 1. New Year's Day   | January 1                   |
| 2. Martin Luther King Day   | Third Monday in January     |
| 3. President's Day  | Third Monday in February    |
| 4. Good Friday  | Friday before Easter        |
| 5. Memorial Day   | Last Monday in May          |
| 6. Independence Day   | July 4                      |
| 7. Labor Day  | First Monday in September   |
| 8. Columbus Day   | Second Monday in October    |
| 9. Veteran's Day  | November 11                 |
| 10. Thanksgiving Day  | Fourth Thursday in November |
| 11. Day after Thanksgiving  | Fourth Friday in November   |
| 12. Christmas Day   | December 25                 |
| 13. First workday following Christmas   | December 26, 27, or 28      |
| 14. One (1) floating holiday to be mutually determined with the Superintendent. |                             |

- \* If school is open on any of the above-mentioned holidays the Board of Education will designate a substitute holiday within the same year, and that previous holiday will be a normal workday.

B. Vacation Days

All twelve-month employees are entitled to up to twenty (20) days of paid vacation in their first year of employment, earned at the rate of 1.67 days per month. After the first year, all twelve-month employees are entitled to up to twenty-five (25) days of paid vacation each year, earned at the rate of 2.08 days per month.

Earned vacation time will be taken between July 1 and June 30 of the year earned (i.e., use it or lose it). However, in the event the employee is unable to use it all, or prefers to bank or receive pay for up to five (5) days each year, the following applies:

1. Any employee who anticipates not using all his/her vacation time may elect, on or before May 15 each year, to carry over up to five (5) days into a vacation bank or receive pay for up to five (5) unused vacation days;
2. No more than five (5) unused vacation days may be banked or paid out in any year of employment;
3. Banked vacation time may never exceed twenty-five (25) days except that upon termination of employment, an employee is eligible to be paid for all banked vacation time, plus up to five (5) days of unused vacation time earned during the final year of employment;
4. Once an employee has 25 vacation days banked, he/she is no longer eligible to receive payment for the "up to five (5) unused vacation days" set forth above.

#### ARTICLE VIII - INSURANCE BENEFITS

A. The Board will provide the following coverages at no cost to the Employee:

Life Insurance: The Board shall provide for employees one hundred percent (100%) of the cost of term life insurance in an amount equal to two and one-half (2.5) times the employee's annual salary not to exceed \$375,000.

Long-Term Disability Insurance: The Board shall provide one hundred percent (100%) of the cost of Long-Term Disability insurance. This policy will provide coverage for 60% of monthly earnings to a maximum benefit of \$6,500 per month.

B. Medical & Dental Insurances

Effective July 1, 2015, the following medical plan shall apply to all bargaining unit members:

1. \$2,500/\$5,000 HDHP/HSA Plan  
 \$0 Office Visit, after deductible  
 \$0 Wellness, deductible waived  
 \$0 Hospital, after deductible  
 \$0 Outpatient Surgery, after deductible  
 \$0 WI, UC, ER, after deductible  
In Network Deductible \$2,500/5,000 – Board to pay 50% of deductible  
Out of Network OOP \$5,000/10,000  
 In Network Co-ins. 100%, after deductible  
 Out of Network Co-ins. 70/30, after deductible

Rx copay after deductible is met: \$5/\$25/\$40.

Any actively employed administrator ineligible for an HSA will be provided with a health reimbursement account (“HRA”).

- 2. Dental: No change (see sample certificate in Central Office for coverage details).
- 3. Premium Share (Medical/Dental):

	<u>2021-2024</u>	
Employee Contribution		24%

C. Retirement

In addition, the Board of Education agrees to allow administrators retired from the Somers Public Schools under Connecticut Statutes to continue to receive group coverage, with one hundred percent (100%) of the premium to be paid by the retired administrator.

D. Voluntary Waiver of Health Insurance Coverage

- 1. Any administrator may elect on a completely voluntary basis to waive Board provided health insurance coverage. Administrators electing to do so shall sign a voluntary waiver of coverage form prior to the beginning of any contract year.
- 2. In consideration of such voluntary waiver of insurance coverage, the Board will pay a total of Two Thousand Dollars (\$2,000) per year to each such employee in quarterly installments each year that the waiver is in force.
- 3. Any administrator who, because of changed circumstances, wishes to revoke his/her insurance waiver may do so by notifying the Superintendent of Schools in writing. Upon receipt of such notification, the Superintendent will contact the applicable insurance carriers and request reinstatement of the administrator under Board provided health insurance coverage.
- 4. Insurance coverage waivers are subject to any limitations or restrictions which may be imposed by the applicable insurance carriers. Administrators who waive insurance coverage and subsequently apply for reinstatement shall be subject to all reinstatement provisions imposed by the applicable insurance carriers including any waiting period(s). Coverage will be reinstated thirty (30) days after receipt of written reinstatement request if acceptable to the carrier(s). If the request is not accepted, the parties will immediately negotiate over the situation concerning the effective date of coverage reinstatement. The terms of this waiver provision must also be acceptable to the underlying carriers.

\*The Board reserves the right to change insurance carriers for any of the above coverages or to self-insure in whole or in part, provided that coverage and services remain substantially equivalent under the plans as viewed as a whole. Prior to any such change, the Association shall be notified in writing at least thirty (30) days in advance of any proposed change and be given a full opportunity to review the proposed change for purposes of satisfying itself that the change will provide substantially equivalent coverage and services as defined above. However, should the Association not agree that such will be the case under the proposed change, it must notify the

Board in writing within said thirty (30) day period in which case the parties agree to submit the question of whether the proposed changes are substantially equivalent in terms of coverage and services as defined above to an arbitrator with insurance experience under the arbitration procedures of the American Arbitration Association. Except for the expedited arbitration aspect, such arbitration shall be conducted pursuant to the arbitration provisions of the grievance procedure in this contract. No change shall be made by the Board until the arbitrator has ruled.

#### ARTICLE IX - DUES, DEDUCTIONS AND SERVICE FEE DEDUCTIONS

- A. Deductions: The Board agrees to deduct from each administrator's pay an amount equal to the Association membership dues or service fee by means of payroll deductions, for those administrators who execute a written payroll deduction authorization. The Board will continue with such deductions unless it receives a written notice from the administrator revoking such authorization. The amount of the deduction for each paycheck shall be equal to the Association membership dues or service fee dividend by twenty-four (24) paychecks from the first paycheck in July at the rate of two (2) per month. The amount of Association membership dues and service fees shall be certified by the Association to the Board prior to the beginning of each July.
- B. Subsequent Employment: Those administrators whose employment commences after July 1 shall pay a prorated amount equal to the percentage of the remainder of the work year.
- C. Forwarding of Moneys: The Board agrees to forward to the Association each month a check for the amount of money deducted during the month. The Board shall include with such check a list of administrators for whom such deductions were made.
- D. The Association shall indemnify and save the Board harmless against all claims, demands, suits, or other forms of liability which may arise out of any deduction or any other action taken by the Board pursuant to this article, including payment of reasonable attorney's fees incurred by the Board related to this article of the agreement. The Association shall have the right to object to the Board's choice of attorney solely on the basis of qualifications in labor relations law.

#### ARTICLE X - REDUCTION IN FORCE/INVOLUNTARY TRANSFER

- A. It is recognized and agreed that the Somers Board of Education has the absolute right to eliminate, reduce, or increase administrative positions, or create new administrative positions. The purpose of this article is to establish a procedure to be followed in the event that Board action requires that an administrator be laid off due to the exercise by the Board of the above rights. This Article shall apply only to situations where administrators face layoff due to such action by the Board and shall have no application to action taken by the Board against administrators based upon competence and/or performance.
- B. As used in this Article, "seniority" shall mean an administrator's continuous length of uninterrupted service as a certified administrator in Somers, including authorized leaves of absence, starting with the date the administrator signed his/her initial administrative contract of employment in Somers. If contract signing dates are the same as between more than one administrator, the administrator with the most amount of total experience as an

employee of the Somers Board of Education shall be considered the most senior. Thereafter, if necessary, seniority shall be determined by the total amount of teaching and administrative service, both in and outside Somers.

- C. The Superintendent shall compile a seniority list of the complete certified staff in accordance with Section B of this Article on an annual basis and shall furnish the Association with copies of the list by February 1<sup>st</sup> of each year. If the Association or any staff member shall disagree with any placement on the seniority list, the Association or the staff member shall file a written request for correction no later than the following March 1<sup>st</sup>.
- D. If it becomes necessary to reduce the administrative personnel, it shall be on the basis of seniority as defined above, certification and qualifications. The term "qualified" as used herein means recognized and satisfactory experience in the administrative position into which the administrator seeks to bump or to be recalled. Notwithstanding the foregoing, the superintendent may override the "seniority" criterion and displace a more senior administrator if the less senior administrator is "head and shoulders" above the more senior administrator or possesses unique skills or attributes that are needed for the position.
- E. Should an administrator lose all or part of his/her position due to elimination or reduction of that position, he/she:
1. Will be offered an administrative opening (if one exists) for which he/she is certified and qualified in the same employee group. Employee groups shall be defined as follows: Coordinators/Assistant Principals (10 months), and Directors/Principals (12 months).
  2. If there are no administrative openings within the same employee group, the affected administrator will be able to bump the least senior administrator within the same employee group provided that the affected administrator is senior to the administrator to be bumped and is certified and qualified for that position.
  3. If there are no administrative openings or positions as aforementioned, the administrator will be offered a vacant teaching opening, if one exists, for which he/she is certified and qualified.
  4. If there are no teaching openings for which the affected administrator is certified and qualified, then the affected administrator will be offered a teaching position for which he/she is certified and qualified and which is held by a teacher with fewer years of service in the Somers school system, subject to the law appertaining and the relevant terms, if any, of the collective bargaining agreement between the Board and the Somers Education Association consistent with Article 21, Procedures for Reduction, Separation and Recall of Professional Staff.
  5. Any administrator relieved of his/her duties and employed as a teacher will be given the experience credit on the salary schedule according to the teacher contract for his/her administrative and teacher experience within the Somers school system and elsewhere, if applicable, and shall retain all accumulated sick leave.

6. Any administrator who has been displaced as aforesaid or terminated from employment, due to a reduction in force, shall be placed on a reappointment list for his/her former administrative position, or another similar position of comparable pay and status and shall remain thereon until reappointed or for two (2) years from the effective date of displacement or termination, whichever occurs first, provided such administrator does not refuse a reappointment. Administrators shall be recalled to positions for which they are certified and qualified and in which they have had previous acceptable experience, according to their administrative seniority in the Somers Public Schools system, as defined in Section 10. If reappointment is offered consistent with the above and is refused by the administrator, he/she shall thereupon be removed from the reappointment list.

F. In order to be eligible for recall, an administrator must:

1. Submit his/her request to be placed on the recall list, in writing, to the Superintendent within thirty (30) days of termination or displacement; such request must include the administrator's address.
2. Advise the Board, in writing, within ten (10) days of any change in address.
3. Advise the Superintendent, in writing, of acceptance of recall within two (2) weeks after notification of recall; or be removed from the recall list.
4. All notices provided for in this section must be in writing and transmitted by certified mail.
5. The Board's obligation will be limited to sending notice of recall to the administrator's last address in the Board's files.

#### ARTICLE XI - SALARIES

The Board agrees to pay each employee covered under this Agreement for the period July 1, 2021 to June 30, 2024 at a salary rate as determined in this Article.

##### A. Salary Structure

The salaries listed below for each position represent ranges including minimum and maximum salaries for that job. The Board will take into consideration a potential employee's certification, educational background experience, and the job market when hiring. These salary ranges will be applicable for new employees hired during the term of this Agreement.

<u>Position</u>	<u>Salary Range</u>
	<u>2021-2024</u>
Coordinators/Asst. Principals (10 month)	\$105,000-\$119,000
Directors/Principals (12 month)	\$125,000-\$150,000

These ranges only apply to new hires during their first year of employment.

1. Each administrator will receive a longevity increase of \$1,600.00 added to his/her salary after ten (10) years of administrative service in the Somers Public Schools. This amount will be applied at the beginning of the contract year immediately following a ten (10) year anniversary date and prior to salary adjustment increase as specified by this contract. Additional longevity adjustments of \$1,600.00 will be added to the administrator's salary for each additional five (5) years of administrative service as stated above. This clause will take effect for the 2004-2005 contract year and will not apply retroactively. To be eligible for this longevity benefit, an administrator must have been a member of the administrators' bargaining unit on or before 6/30/18.

Salaries for 2021-2022 reflect a 2.50% increase; 2022-2023 a 2.50% increase; and 2023-2024 a 2.50% increase. In addition, all bargaining unit positions receive a \$1,250 market adjustment salary increase effective July 1 of each of the three years of the agreement.

	<u>2021-2022</u>	<u>2022-2023</u>	<u>2023-2024</u>
	<u>GWI</u>	<u>GWI</u>	<u>GWI</u>
	<u>2.5%</u>	<u>2.5%</u>	<u>2.5%</u>
SES Asst. Principal	109,496	113,514	117,633
SES Principal	140,461	145,254	150,166
MBA Principal	144,719	149,618	154,640
MBA Asst. Principal	109,496	113,514	117,633
SHS Asst. Principal	109,496	113,514	117,633
SHS Principal	155,473	160,641	165,938
Director of Curriculum	146,564	151,509	156,578
Director of Pupil Services	154,950	160,105	165,389

#### B. Doctorate

Administrators possessing a doctorate degree (i.e., Ph.D. or Ed.D. degree) shall receive an additional stipend of \$1,000 each year of the contract.

### ARTICLE XII – JUST CAUSE

No administrator shall be suspended without pay, or demoted for reasons unrelated to reduction in force, without just cause.

### ARTICLE XIII - DURATION OF AGREEMENT

- A. The provisions of the agreement shall be effective on July 1, 2021 and shall remain in full force and effect until June 30, 2024 provided, however, that if the Board should change the job description of any of the present employees, the Association shall have the right to reopen negotiations to determine the salary for that specific position.

Signed at Somers, Connecticut this      day of \_\_\_\_\_, 2020.

SOMERS BOARD OF EDUCATION

SOMERS ADMINISTRATORS'  
ASSOCIATION

By: \_\_\_\_\_

By: \_\_\_\_\_

Dated: \_\_\_\_\_

Dated: \_\_\_\_\_

APPENDIX ASIDEBAR AGREEMENT - RETIREMENT

Members of the S.E.A. who are eligible for retirement supplement payments (Article V) who assume positions in the S.A.A. without a break in service to the Somers Board of Education will be eligible for retirement benefits as provided under S.A.A. contract Article V notwithstanding any grandfathering provisions as stated in the article.



**Board of Education  
Administrative Report**

Title of Report: Professional Development 2020-2021

Board Meeting Date: November 23, 2020

Action

Report

Information

Discussion

Submitted by: Dina M. Senecal

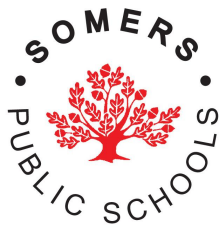
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***Executive Summary***

Today's extraordinary circumstances present new challenges when it comes to Professional Development. When organizing Professional Development for this school year, we must be mindful of physical distance guidelines. In order to do this, much of our Professional Development must be accessible virtually.

When discussing Professional Development topics that were needed to start of the school year, it became evident that we needed more time than just the three previously scheduled PD days. Therefore, we rescheduled two PD days giving us 5 consecutive days of professional learning prior to the start of school.

In year's past, the Professional Development Evaluation Committee in conjunction with administration planned a scope and sequence for the upcoming year's professional development. However, given the ever-changing landscape of this school year, we do not feel that this approach is best practice. This year we will be providing professional development on specific topics on an "as needed basis". In order to do this, we will be checking in with faculty and administration to gauge their most pressing needs then, subsequently planning appropriate PD.



**Board of Education  
Administrative Report**

August 31, 2020- September 4, 2020  
Five Full-Days of Professional Development  
Prior to the Start of the 2020-2021 School Year

- Convocation
- “The Covid Experience”
- Building Based Faculty & Staff Meetings
- Nurse Training
- IEP & 504 Review
- Live Streaming
- Technology PD ( <https://sites.google.com/somers.k12.ct.us/educationaltech/home> )
- Vocabulary Program Training (gr. 4-10)
- Math Program Training (K-4 Investigations; 5-8 Ready Math)
- Power School & Standards Based Report Cards (SES)
- “Team Time” for collaboration, prep. and planning

Early Release Professional Development Days

- September 30<sup>th</sup>
- October 21<sup>st</sup>
- December 9<sup>th</sup>
- January 27<sup>th</sup>
- April 28<sup>th</sup>
- May 12<sup>th</sup>

Full-Day Professional Development Days

- February 16<sup>th</sup>
- June 15<sup>th</sup>



## Board of Education Administrative Report

Title of Report: District Grants Update

Board Meeting Date: 11/23/20

Action

Report

Information

Discussion

Submitted by: Bill Boutwell

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### ***Executive Summary***

Attached please find two reports, Current Grants and Grant History, for the annual district grants update.

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### ***Report***

The Current Grants report identifies grants the district has access to during the 2020-21 fiscal year. A number of the grants span two fiscal years, 2019-21 and 2020-22. The majority of the funds in the 2019-21 grants were used in fiscal year 2020 while the 2020-22 grants are being used this year. The Current Grants report also includes one year grants for 2020-21.

The Grant History report provides 10 years of data.

I would like to bring four items in this report to your attention.

- The total grants for the 2019-21 (\$381,514) and 2020-22 (\$384,194) periods remain flat.
- For the 2020-21 year the district received two grants, driven by the COVID-19 pandemic, totaling \$148,065. We have made a request for an additional @ \$48,000.
- In April 2020 Rob Wilson applied for a competitive technology grant. We were awarded a grant of \$62,550.
- The 2020-21 ECS grant has been reduced for the 2<sup>nd</sup> year in a row. Currently ECS is scheduled to decrease \$60,000/year for a 10-year period.

**SOMERS BOARD OF EDUCATION -- CURRENT GRANTS**  
**November 23, 2020**

<u>Grant Period</u>	<u>Grant Amount</u>	<u>Description</u>
2019-2021	\$293,982	IDEA Part B, 611 - Individuals with Disabilities
2019-2021	\$46,908	Title I - Basic Programs
2019-2021	\$19,846	Title II - Teacher Professional Development Program
2019-2021	\$10,000	Title IV - Student Support & Academic Enrichment
2019-2021	\$9,830	IDEA Part B, 619 - Preschool Grants Program
2019-2021	\$948	Title III - ELL
	<u>\$381,514</u>	
2020-2022	\$296,803	IDEA Part B, 611 - Individuals with Disabilities
2020-2022	\$48,521	Title I - Basic Programs
2020-2022	\$18,656	Title II - Teacher Professional Development Program
2020-2022	\$10,000	Title IV - Student Support & Academic Enrichment
2020-2022	\$9,868	IDEA Part B, 619 - Preschool Grants Program
2020-2022	\$1,066	Title III - ELL
	<u>\$384,914</u>	
2020-2021	\$109,186	Coronavirus Relief Funds
2020-2021	\$75,000	Smart Start
2020-2021	\$54,000	Open Choice Program (projected)
2020-2021	\$38,879	ESSER
2020-2021	\$23,025	Sheff Settlement - Academic Support
2020-2021	\$10,874	PACT/Perkins
2020-2021	\$10,502	Adult Education Cooperative
2020-2021	TBD	Primary Mental Health
	<u>\$321,466</u>	
<b>TOTAL</b>	<b>\$1,087,894</b>	

**SOMERS BOARD OF EDUCATION -- GRANT HISTORY**  
**11/23/2020**

	<u>11-13</u>	<u>12-14</u>	<u>13-15</u>	<u>14-16</u>	<u>15-17</u>	<u>16-18</u>	<u>17-19</u>	<u>18-20</u>	<u>19-21</u>	<u>20-22</u>
<b>TWO YEAR GRANTS</b>										
Title I	44,542	45,149	71,302	50,296	72,557	50,975	43,251	42,966	46,908	48,521
Title II	18,965	18,958	18,145	17,888	18,013	17,348	20,340	20,760	19,846	18,656
Title III	1,469	1,784	858	468	299	306	413	260	948	1,066
Title IV							10,000	10,000	10,000	10,000
IDEA 611	295,665	298,369	278,779	279,498	280,649	286,533	289,056	298,774	293,982	296,803
IDEA 619	10,287	10,320	9,727	9,696	9,698	10,074	9,357	9,646	9,830	9,868
Smart Start (Capital)							48,000			

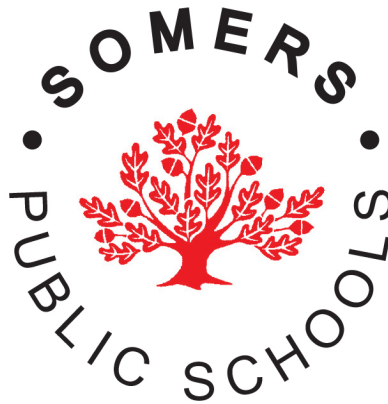
	<u>11-12</u>	<u>12-13</u>	<u>13-14</u>	<u>14-15</u>	<u>15-16</u>	<u>16-17</u>	<u>17-18</u>	<u>18-19</u>	<u>19-20</u>	<u>20-21</u>
<b>ONE YEAR GRANTS</b>										
Adult Education	10,705	10,210	10,488	10,626	10,740	10,983	10,603	10,847	11,273	10,502
Choice	39,000	54,000	59,585	80,391	57,000	51,000	62,521	62,111	54,000	54,000
PACT (Perkins)	6,500	6,500	6,000	4,000	7,960	7,647	7,656	8,941	10,744	10,874
Sheff Settlement	13,925	18,925	18,925	18,525	23,600	21,375	25,000	26,075	25,425	23,025
Smart Start (Operations)							75,000	75,000	75,000	75,000
Coronavirus Relief Funds										109,186
ESSER										38,879
PEGPETIA				74,069					62,550	
Primary Mental Health				19,600	16,167	19,650	20,000	20,000		
Personnel Develop (SES)				3,000	3,000	1,000				
Personnel Develop (SHS)				3,000	3,000	1,000				
Technology Infrastructure			58,220		31,968					

	<u>11-12</u>	<u>12-13</u>	<u>13-14</u>	<u>14-15</u>	<u>15-16</u>	<u>16-17</u>	<u>17-18</u>	<u>18-19</u>	<u>19-20</u>	<u>20-21</u>
<b>TOWN of SOMERS EDUCATION GRANTS</b>										
Education Cost Sharing	5,918,636	5,975,301	6,002,619	6,024,473	6,068,653	5,929,453	5,142,187	5,839,613	5,779,509	5,703,036
Transportation	86,612	84,961	78,381	82,285	68,502	0	0	0	0	0

**2020-21**

## **Long Range Facilities Plan Update**

November, 2020



The Town and Board of Education engaged the services of *Tecton Architects* in 2015-16 to conduct a comprehensive study of all the Somers Public School's facilities. The intent was to determine the extent of needed repairs in order to develop a fiscal plan. Tecton conducted thorough inspections of the schools and developed a report with its recommendations. In the summer of 2017, Somers Public Schools met with Tecton to better understand the report. During the fall of 2017, members of the Somers Public Schools Leadership Team met frequently to identify other projects not included in the [Tecton Facilities Report](#), prioritize all projects, discuss financial impacts and possible funding.

Each year, the Board of Education is presented with the update report about the status of the projects as well as any new projects that have been identified and added to the plan.

## **Facilities Projects Identified by Somers Public Schools (“Not Listed” in the Tecton Report)**

### **Somers Elementary School Oil Tank Replacement**

Est. Cost: \$194,000

The underground heating oil tank at SES will be 30 years old in 2019. State law mandates a life expectancy of no more than 30 years. This project would remove the existing tank and replace it with a new tank meeting current code requirements. This project is in the Tecton Report but also included here due to high priority associated with deadline.

**2020-21 UPDATE** - Completed

### **District Phone System Upgrade**

Est. Cost: \$76,000

The current system is 15 years old and experiencing significant issues at an increased rate. The underlying system is degrading and becoming corrupt.

The issues include:

- Phone calls dropped
- Incoming calls not routed properly
- Pre-programmed buttons losing their configuration
- Indicator lights not functioning
- Phones do not ring for incoming calls
- Voicemail inoperable for certain extensions

The system is managed by a PC running Windows XP which is no longer supported by Microsoft. Due to this security risk, the system is not allowed on the network which greatly decreases our flexibility for managing the system.

**2018-19 UPDATE** - Completed

### **Video Security System (upgrade and expansion)**

Est. Cost: \$50,000

In the fall of 2017, local law enforcement conducted an assessment of the closed circuit surveillance cameras and noted that all three public schools have gaps in coverage. The elementary school has several areas of mass gatherings that are not monitored. This includes the gymnasium, cafeteria and auditorium. In addition the pre-school hallway with an exterior door was identified as vulnerable with no coverage. Expansion at the elementary schools should include these areas as well as the 5th grade and the Main Office hallways.

The middle school has some “alarming gaps” in the exterior of the school. It was recommended this coverage be listed as a high priority. It includes the area outside the gymnasium (including the two sets of fire doors) and the area outside the band and chorus rooms. In the interior of the middle school there are high priority gaps identified in the gymnasium and the main lobby entrance. There are also lower priority gaps identified in the upper level, 300 and 200 block hallways.

The high school has high priority gaps on the north exterior near the student entrance and the east exterior near the shop entrance. In addition, there are high priority gaps in the areas of mass gathering (cafeteria, gymnasium and auditorium). There are also gaps in the cafeteria hallway, the hallway leading past the nurse's office and the main hallway near the school office.

**2018-19 UPDATE** – Partially completed. Approximately \$50,000 needed to fully complete project.

**2019-20 UPDATE** – Partially completed (summer 2019). Per bond, \$75,000 allocated for this project. Additional \$50,000 of installations identified by Somers Police Department. Possible inclusion in CIP requests for 2020-21.

**2020-21 UPDATE** - \$33,000 allocated in the Capital Improvement Budget. Projected completion by June 2021.

**Kitchen Facilities (all schools)**

Est. Cost: \$70,000

A representative from Kittredge Equipment Company conducted an assessment of the kitchen facilities at each school as well as the high school quantity foods program. The recommendations for equipment are identified below. Some equipment currently used in the high school kitchen could be relocated to quantity foods, where the equipment would align with the program needs.

Somers Elementary School

- Convection oven, burner range.....\$20,000; Priority 2 **(Partially completed)**

Mabelle B Avery

- Dishwasher booster heater, water softener conditioner.....\$6,000; Priority 1 **(Completed 2017-18)**
- Convection oven.....\$15,000; Priority 2

Somers High School

- Water softener conditioner.....\$3,000; Priority 1 **(Completed 2017-18)**
- Convection oven, oven steamer.....\$26,000; Priority 2. **(Completed 2019-20)**

**Somers High School Auditorium Lighting Upgrade**

Est. Cost: \$150,000

The current lighting system in the auditorium is more than 20 years old. It is past its life expectancy and is suffering from multiple failures that require “work-arounds” as replacement parts do not exist or are hard to find. Additionally, it cannot be expanded to accommodate the lighting needs of modern day productions. The system will be converted to a highly efficient system, reducing energy and maintenance costs.

**2019-20 UPDATE:** Completed

**Somers High School Baseball Outfield & Fence**

Est. Cost: \$41,300

The baseball outfield is more than 25 years old. During this time the condition of the outfield has degraded to the point it may become unplayable in the near future. The temporary outfield fence was donated to the school. This project would re-grade the outfield and install a permanent fence.

**2020-21 UPDATE:** Completed

**Maintenance Building Roof, Generator & Boiler**

Est. Cost: \$32,000

The maintenance building roof and boiler are more than 25 years old. The building does not have a generator. These projects would replace the roof and boiler as well as install a 15Kwh generator. The generator would ensure a number of district wide systems housed in the maintenance building would remain online 24/7/365.

**2018-19 UPDATE:** Partially completed. Roof remains outstanding. Not on bond.

**2020-21 UPDATE:** Roof estimated at \$13,000

**Somers Elementary School Auditorium Carpet Replacement**

Est. Cost: \$21,260

The auditorium carpet is 22 years old and in poor condition. We duct tape the seams to keep them from fraying/zippering which was causing a tripping hazard. This is the last section of the school to have the original carpet.

**2020-21 Update:** Delaying the carpet replacement as the entire auditorium requires renovation. This will be part of a future project that will include fixing the ceiling tile, painting, curtains, sound and light systems. To be considered in a future bond or CIP.

**Maintenance Storage Building**

Est. Cost: \$348,000

This project would construct a second storage building allowing all maintenance equipment and vehicles to be under cover. The building would also provide much needed storage for items currently stored in the school buildings and commercial storage facilities.

**Mabelle B. Avery Roof Restoration**

Est. Cost: \$660,000

The roof at MBA is 18 years old (excluding the Central Office addition in 2004). This project would restore the roof to a useful life of 20 years.

**2020-21 Update:** This will need to be considered as part of a future bond.

**Somers Elementary School Playground Resurfacing**

Est. Cost: \$45,000

The playground areas are more than 20 years old. This project would resurface and repaint the two areas. There are numerous cracks and uneven surfaces that pose safety risks to students, staff and the community.

**2020-21 Update:** This will be included in the 2021-22 CIP request or possibly part of a future bond.

**Somers High School Parking Lot Repaving**

Est. Cost: \$279,400

The parking lots and sidewalks are more than 20 years old (excluding the 2004 addition). This project would repave and reline the three staff (and visitor) parking areas, driveways and sidewalks. The project would also include the student parking lot. All areas would be repainted as appropriate (parking, fire lanes, crosswalks, etc.)

**2020-21 Update:** This will be included in the 2024-25 CIP request or possibly part of a future bond.

**Somers Elementary School Parking Lot Repaving**

Est. Cost: \$277,500

The parking lots and sidewalks are more than 20 years old. This project would repave and reline the four staff (and visitor) parking areas, driveways and sidewalks. All areas would be repainted as appropriate (parking, fire lanes, crosswalks, etc.). It would also increase parking spaces to accommodate the volume of cars for after-hours programs.

**2020-21 Update:** This will be included in the 2024-25 CIP request or possibly part of a future bond.

**Mabelle B. Avery Parking Lot Repaving**

Est. Cost: \$279,400

The parking lots and sidewalks are more than 20 years old. This project would repave and reline the two staff (and visitor) parking areas, driveways and sidewalks. All areas would be repainted as appropriate (parking, fire lanes, crosswalks, etc.)

**2020-21 Update:** This will be included in the 2024-25 CIP request or possibly part of a future bond.

**Mabelle B. Avery Parking Lot Expansion**

Est. Cost: \$61,700

This project proposes the conversion of the abandoned tennis courts to a parking lot, addressing two concerns. First, it would provide additional campus parking for staff, parents and families during evening events. Second, it would allow us to reconfigure the MBA traffic pattern for student drop offs and pickups while also designating dedicated drop off and pick up zones. These changes will enhance safety, accommodate more vehicles and reduce traffic congestion on Vision Boulevard.

**2018-19 UPDATE:** Completed Summer 2019. No cost to the district (courtesy of Somers DPW).

**Maintenance Equipment & Vehicles**

Est. Cost: \$236,000

- Pick up truck (w/ plow).....\$51,000; **(CIP: 2021-22)**
- Dump truck.....\$80,000; **(CIP: 2022-23)**
- Pick up truck.....\$42,500; **(CIP: 2022-23)**
- Wide mower.....\$18,500; **(Completed 2017-18)**
- Kubota.....\$35,500; **(Completed July, 2020)**

**NEW PROJECTS FOR CONSIDERATION**

**MBA Fire Alarm System Upgrade**

The current system at MBA is at the end of life and is becoming obsolete. Replacement parts for the system are no longer being manufactured and harder to secure.

Funding Source(s): 2021-22 CIP

Cost: \$25,000

**MBA Fields Border Fence**

The private property bordering the north end of the MBA fields was cleared in the fall of 2020. There is now easy access to the private property and the creek from the fields. For safety reasons and to reduce liability, a fence should be installed preventing students and the public from accessing the property while present for an activity on the MBA fields.

Funding Source(s): 2021-22 CIP

Cost: \$19,000

**Elementary School Auditorium Renovation**

The auditorium needs a complete renovation. Lighting, sound, painting, curtains are projects that should be considered. The current bond has one project listed (carpet replacement). This will be included in a future auditorium renovation project

Funding Source(s): CIP or future bond

Cost: TBD

**Air Conditioning (SES and SHS)**

Funding Source(s): CIP or future bond

Cost: TBD

## Facilities Projects Details by School

The tables below show line item projects and costs for each school. Details can be found in the excerpts from the Tecton Facilities Report (see tabs for each school). The tables include the page number where the details can be found as well as the bullet point (BP) on that page. Items noted as “Not Listed” are projects identified by Somers Staff but not included in the Tecton Report.

### Somers Elementary School

Page	BP	Description	School Budget	CIP / Bonding	Status
349	3	Gym doors & canopy		\$52,000	completed
349	4	C5 door to soffit	\$1,500		completed
349	5	Perimeter joint between brick wall and sidewalk.	\$500		spring 2021
349	6	Column base at the oil tank vent (fill in with concrete)	\$100		completed
349	7	Window - brick and CMU repair	\$720		spring 2021
350	1	Roof - scuppers in the white/1995 section (part of roof project).		\$27,000	In progress
350	5	Courtyard - rusting door hardware	\$2,000		TBD
354	10	Auditorium damaged ceiling tiles		TBD	future bond
354	12	Media center damaged floor defuser	\$800		completed
358	n/a	Oil tank replacement (to be completed by 2019)		\$194,223	completed
366	n/a	Scupper sumps & reflective coating: roof project		TBD	In progress
Not Listed		Kitchen facilities (convection burner completed, range still outstanding)		\$20,000	partially completed
348	1	Exterior columns		\$412,000	spring 2021
349	2	Damaged EIFS soffit by gym	\$10,980		TBD
350	7	Mortar repairs		\$100,000	TBD
350	8	Courtyard - horizontal transition from EIFS to brick	\$11,280		TBD
353	1	Cabinets & counter tops, sinks & painting		\$175,000	TBD
353	7	Secure gym floor angle	\$2,000		completed
354	4	VCT tiles - replace in all the hallways		\$87,668	TBD
361	n/a	Media Center AHU - 40 years old		\$30,000	TBD
369	n/a	Repairs to building exterior columns	page 348, BP 1		fall 2020
Not Listed		New carpet in the auditorium		TBD	future bond
349	8	Roof - white coating replacement		\$495,000	TBD
349	8	Solar panel removal		\$30,000	TBD
349	9	Roof - flashing in the white/1995 section.	page 349, BP 8		summer 2021
350	6	Media Center – lintel repair		\$25,526	completed
353	3	Replace folding partitions		\$60,300	completed
353	6	Gym floor - refinish		\$24,310	TBD
354	3	Restroom partitions school wide	\$38,400		TBD
361	n/a	Vestibule and hallway cabinet unit	\$18,000		TBD
361	n/a	Main Office AHU	\$9,000		TBD
372	n/a	A/C all classrooms (54 Rooms, Gym & Aud.)		TBD	future bond
Not Listed		Re-surface and paint playgrounds		TBD	future bond
Not Listed		Reclaim, pave & re-line parking lots & sidewalks		TBD	future bond
Not Listed		Add additional parking - 5th grade wing		TBD	future bond
Not Listed		Air Conditioning		TBD	future bond

## Mabelle B. Avery Middle School

Page	BP	Description	School Budget	CIP / Bonding	Status
412	1	Main entry canopy (exposed foam insulation)	\$50		completed
412	2	Vertical expansion joint right of main entry	\$1,500		completed
413	1	Gym entry - paint soffit & repair light fixture	\$250		completed
413	2	Lower mulch in landscape beds (covering weep holes)	\$120		completed
413	5	Caulk soft joints around the perimeter between wall & sidewalk	\$2,000		spring 2021
413	7	Cracked bricks at lintels in several areas		\$8,640	completed
414	1	Weeps at the east side of the school are packed solid with mortar	\$200		completed
414	2	Bus canopy, paint is peeling	\$350		completed
414	3	Band/chorus rooms railing & nosing (concrete, paint)	\$500		completed
414	5	Horizontal crack in the face of the brick along the chorus & band room	\$4,500		completed
414	6	Roof blister over band room.	\$1,200		completed
417	1	Room 202 wall expansion crack (caulk)	\$50		completed
417	5	Science & Art room lintels repair		\$20,500	completed
417	7	Courtyard - ADA accessibility	\$9,500		completed
417	9	Courtyard hardware, exit devices not exterior grade (plus 3 canopies)		\$15,000	2021-22
428	n/a	Lintel repairs, repointing & re-caulking			completed
430	n/a	Tech Ed ventilation & dust collection		\$26,544	on-hold
Not Listed		Kitchen facilities (dishwasher booster heater, water softener conditioner)	\$6,000		completed
Not Listed		Kitchen facilities (convection oven)		\$15,000	TBD
413	3	Door C1 entry, install flashing & drip edge (also repair & paint soffit)		\$12,000	TBD
413	6	Service entry & ext. restroom - rusting door frames, install canopy (part of system canopy project)	SES page 349, BP 3		TBD
417	2	Some counter top repairs	\$500		completed
417	8	Courtyard in need of pointing and repair some damaged bricks (MBA general repair)		\$8,000	TBD
429	n/a	AHU Replacement		TBD	future bond/CIP
417	4	Restroom partitions rusting (replace with solid composite)		\$36,000	TBD
Not Listed		Roof restoration (18 years)		TBD	future bond
414	4	Parking lot expansion (tennis courts)		\$0	completed
418	2	Wood shop finishing rooms need to be painted	\$750		2020-21
Not Listed		Reclaim, pave & re-line parking lots (also sidewalks)		TBD	future bond
Not Listed		Fire Alarm System Upgrade (new 2020-21)		\$25,000	CIP
Not Listed		Fields Border Fence (new 2020-12)		\$19,000	CIP

## Somers High School

Page	BP	Description	School Budget	CIP / Bonding	Status
485	4	Exterior doors sweeps - 31 doors	\$3,100		completed
485	8	Handicap hand held shower spray unit	\$250		completed
486	8	Concession room damaged ceiling tiles & sheetrock soffit	\$150		completed
486	9	Storage room by concessions, add a door serrated low ceiling	\$50		completed
486	10	Auditorium carpet repair	\$300		completed
487	6	Food service rusted door frame bottoms (sand & paint)	\$100		completed
488	4	Paint door mullion at the student entry	\$50		completed
488	6	Wrestling storage room (6"crack in the CMU on right side of window)	\$50		completed
502	n/a	Track - removal of existing & installation of a new 1/4 mile track		\$3,200,000	completed
Not Listed		Kitchen facilities (water softener conditioner)	\$3,000		completed
Not Listed		Kitchen facilities (convection oven, oven steamer)		\$26,000	TBD
Not Listed		Auditorium/stage lighting system upgrade		\$150,000	completed
486	3	Gym bleacher repairs	\$12,000		TBD
486	7	Concession room, sink counter not handicap accessible	\$2,000		TBD
486	12	Art rooms, repairs to casework (sinks not handicap accessible)	\$4,500		TBD
487	4	School wide window shades	\$16,000		completed
487	9	Room 138, add trim to exposed block wall on the short counter	\$100		completed
488	2	Millwork in the shop areas are damaged	\$1,000		TBD
500	n/a	Replace existing boilers (heat & domestic) **		\$235,739	bond **
Not Listed		Outfield replace/re-grade (baseball)		\$30,000	completed
Not Listed		Outfield fence (baseball)		\$11,300	completed
485	1	Stained atrium soffits	\$900		Summer2021
485	11	Repair millwork in the trainer's room	\$3,000		Completed
486	6	Paint the floor in the gym equipment storage room	\$250		Summer2021
488	8	Some areas on the 2nd floor have open joints on the VCT	\$2,000		completed
501	n/a	A/C all classrooms (49 Rooms, Café & Gym)		TBD	future bond
Not Listed		Reclaim, pave & re-line parking lots (also sidewalks)		TBD	future bond
485	10	Paint walls & floor in the trainer's room	\$1,200		summer2021
486	5	Gym teachers' restroom (women's & men's) not proper clearances for ADA compliance. Also missing swing up grab bars in the handicap stalls		\$75,000	TBD
487	8	Nurses restroom flush valve is to high	\$50		completed
Not Listed		Air Conditioning		TBD	future bond

\*\* Currently out for RFP (10/1/20)