

**Somers Board of Education Meeting**

**Monday, February 28, 2022 7:00 PM**

Somers Board of Education Chambers, 1 Vision Boulevard, Somers, CT 06071

1. **CALL TO ORDER**
2. **PLEDGE OF ALLEGIANCE**
3. **APPROVAL OF MINUTES**
  1. Draft Minutes of Board of Education's February 14, 2022 Meeting 2  
Board to review and approve the draft minutes of Board of Education's February 14, 2022 Meeting.
4. **OPPORTUNITY TO ADD/DELETE AGENDA ITEMS**
5. **CONSENT AGENDA**
  1. Warrant of February 28, 2022 7  
The Board to review and consent to the warrant of February 28, 2022.
6. **NEW BUSINESS**
  1. 1st Warning on Somers Policy DBS 4118.11 Personnel, Nondiscrimination 12  
Board to review 1st Warning on Somers Policy DBS 4118.11 Personnel, Nondiscrimination.
  2. 1st Warning on Somers Policy DBS 4118.231 - Personnel- Alcohol, Drugs, Tobacco 15  
free workplace  
Board to review 1st Warning on Somers Policy DBS 4118.231 - Personnel- Alcohol, Drugs,  
Tobacco free workplace.
  3. Approval to hire SK Mechanical to do Somers High School Boiler Replacement 22  
The Board to approve hiring of SK Mechanical to do Somers High School Boiler Replacement.
  4. Discussion of Creation of Finance, Audit, and Budget Committee  
BOE to approve sending recommendation to Policy Committee of the creation of a Finance, Audit,  
and Budget Committee.
7. **OLD BUSINESS**
8. **ADMINISTRATIVE REPORTS**
  1. Superintendent to update the Board of Education on current events.  
Superintendent to update the Board of Education on current events.
9. **COMMITTEE REPORTS**
  1. Curriculum
  2. Policy Committee
  3. Planning Committee
  4. Salary & Negotiations Committee
10. **CREC UPDATE**
11. **AUDIENCE TO CITIZENS/STAFF/STUDENTS**
12. **ADJOURNMENT**

**Somers Board of Education Meeting  
Somers High School Media Center  
February 14, 2022  
7 PM**

Present BOE Members: Marissa Marks, Ed DePeau, Jan Martin, Krista Cherry, Mike Briggs, Chris Thiesing, Carl Stebbins, Kim Radziewicz, Anne Kirkpatrick

Others: Brian Czapla, Stephanie Levin, Dina Senecal, Erica Thiesing, Adrianna Thiesing, Alexa Thiesing, Dorothy Ruggiero, Michael Szafir, Lindsay Jamgochian, Payton Jamgochian, Paul Hart, Katie Hart, Amy Eastman, Dan Eastman, Rachel St. Germain, Emily Garcia Segal, Sara St. Germain, Craig St. Germain, JoAnn St. Germain, Jim Formica, Jim Barile, Kara Wolters

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

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

### **2. PLEDGE OF ALLEGIANCE**

### **3. AWARDS AND RECOGNITIONS**

#### **3.1. The Board will recognize Somers High School Senior Rachel St. Germain.**

**Rationale:** Rachel St. Germain, a senior at Somers High School, was awarded the 2021-2022 Connecticut Gatorade Award for Girls Cross Country Player of the Year. The Gatorade Player of the Year award was established in 1985 to recognize the nation's most elite high school student-athletic excellence, academic achievement and exemplary character.

**Discussion:** Mr. Michael Szafir, Middle School Social Studies Teacher, introduced Rachel St. Germain, senior at Somers High School, to the BOE. Mr. Szafir is the Head Coach for Cross Country and Track and Field. He acknowledged Miss St. Germain's many accomplishments, including her academic and athletic achievements and her exemplary character. Miss St. Germain was awarded the 2021-2022 Connecticut Gatorade Award for Girls Cross Country Player of the Year. The BOE presented Miss St. Germain with a gift.

### **4. APPROVAL OF MINUTES**

#### **4.1. Draft of January 24, 2022 Board Meeting**

**Rationale:** Board of Education to approve the draft minutes of the January 24, 2022 meeting.

**Motion** to approve the Draft Minutes from the January 24, 2022 BOE meeting. This motion, made by Chris Thiesing and seconded by Mike Briggs, Carried.

**Yea: 9, Nay: 0**

## 5. OPPORTUNITY TO ADD/DELETE AGENDA ITEMS

### 6. CONSENT AGENDA

**Motion** to approve Consent Agenda. This motion, made by Jan Martin and seconded by Anne Kirkpatrick, Carried. **Yea: 9, Nay: 0**

#### 6.1. Retirement of Pupil Services Director

**Rationale:** Dr. Denise Messina, Director of Pupil Services, will be retiring on July 29, 2022. She has been in Somers for 10 years and has a total of 35 years in public education.

**Discussion:** Superintendent Czapla acknowledged Dr. Denise Messina's retirement and stated that this will be a big loss for Somers Public Schools. She has been an exemplary Director of Pupil Services and brought a number of programs to SPS which helped reduce costs. She ends 35 years in public education with 10 years at Somers Public Schools. Superintendent Czapla stated that she is an advocate for students and shows compassion for the staff as well. He stated that he will surely miss her and that people like Dr. Messina don't come around too often.

#### 6.2. Warrant of February 14, 2022

**Rationale:** The Board will review and consent to the warrant of February 14, 2022.

## 7. NEW BUSINESS

### 7.1. Transportation Contract Approval

**Rationale:** Approval of Transportation Contract.

**Motion** to approve the transportation contract. This motion, made by Carl Stebbins and seconded by Jan Martin, Carried. **Yea: 8, Nay: 1 (Carl Stebbins)**

**Discussion:** Superintendent Czapla introduced Mrs. Stephanie Levin, Director of Business Services, to update the BOE on the extension of the transportation contract. She stated every five years SPS has the opportunity to go out to bid or extend the contract with the transportation provider. Due to the current transportation climate, she recommended extending the contract for another five years. She has surveyed business managers in other districts. At least four districts were going out to bid and saw significant increases in bid pricing in the first year. Somers shares transportation service with Ellington, which results in shared costs. There will be a 2.75% increase in the transportation contract, which is well below what most districts will be paying next year. Superintendent Czapla stated that the attorney is satisfied with the contract. SPS also uses Van Pool, which assists with special education transportation. Superintendent Czapla stated that SPS has been satisfied with First Student's service and the group of very dedicated bus drivers. SPS has not had to cancel school this year despite some disruptions in December and January. Discussion ensued among BOE members, including a suggestion from Carl Stebbins to go out to bid in order to evaluate costs.

## 8. OLD BUSINESS

### 8.1. 2nd Warning and approval of 2022-2023 Somers Public School Calendar

**Rationale:** The Board will review and approve the 2nd Warning of the 2022-2023 Somers Public Calendar.

**Motion** to approve the 2022-2023 Somers Public School Calendar. This motion, made by Carl Stebbins and seconded by Mike Briggs, Carried.

**Yea: 7, Nay: 2 (Kim Radziewicz, Carl Stebbins)**

**Discussion:** Superintendent Czapla stated that the second draft of the calendar includes Professional Development (PD) half-days to be moved from Wednesdays to Fridays, along with color coding for parent conferences. The month of May is reduced to one half-day. Discussion ensued among BOE members regarding the benefits of half-day versus full-day PD and the PD days scheduled in January 2023. Superintendent Czapla stated that half-day PD will provide higher quality instruction. PD addresses multiple systems, including targeting curriculum and instruction, bringing in structured programs, providing teachers time to learn new ways to instruct, and analyzing data. If more full-day PD days were added, the five PD days prior to the start of school would have to be dispersed, and the start of school would not be a smooth transition. Mrs. Dina Senecal, Director of Curriculum, stated that half-day PD allows for continuation of instruction, consistency, allows for strategic placement of data analysis, and is a cost savings for the district, including the cost of substitutes. Many of last year's half-days and the current year's half-days have been utilized for Covid instruction. The 2022-2023 calendar is a 50% reduction in PD compared to this year. Mrs. Senecal stated that she would rather keep the five days of PD prior to the start of school and reduce one of the half-day PD days in January down to one, keeping the 1/13/23 PD day.

### 8.2. Superintendent's Proposed 2022-23 Budget

**Rationale:** Board to review/approve the Superintendent's Proposed 2022-2023 Budget to be sent to Public Hearing.

**Motion** to approve the 2022-23 Superintendent's Proposed Budget in the amount of \$26,659,772 to be sent to Public Hearing on March 14, 2022. This motion, made by Jan Martin and seconded by Carl Stebbins.

**Discussion:** Superintendent Czapla stated that the reduction of approximately \$33,000 was due to a known resignation coming at the end of the school year which adjusted salary and health benefits.

**Motion** to amend the motion to approve the 2022-23 Superintendent's Proposed Budget to add \$85,000 for the purposes of hiring a new 6-12 STEM Coach. This motion, made by Chris Thiesing and seconded by Ed DePeau.

**Discussion:** Discussion ensued among BOE members. Mrs. Stephanie Levin, Director of Business Services, stated that the new proposed budget would be \$26,744,772, which is a 5.96% increase from last year's budget. Discussion ensued regarding math curriculum, test scores, and ways in which to replace the \$85,000 in the budget. Suggestions for further discussion were made regarding creating a budget committee to work with Superintendent Czapla and Mrs. Levin

throughout the school year as well as creating a history of budget expenses along with the current budget proposal. The question is on the amendment to the original motion to add \$85,000 for the purposes of hiring a new 6-12 STEM Coach was put to a vote. The new budget would be \$26,744,772. **Yea: 7, Nay: 2 (Marissa Marks, Carl Stebbins)**. The motion carried as amended.

## 9. COMMITTEE REPORTS

### 9.1. Curriculum Committee

**Discussion:** No report.

### 9.2. Policy Committee

**Discussion:** Anne Kirkpatrick stated that the committee met on 2/14/22 prior to the BOE meeting. Two policies will be warned for the next meeting. The next policy committee meeting will be held on 2/28/22 at 6:30 p.m.

### 9.3. Planning Committee

**Discussion:** No report.

### 9.4. Salary & Negotiations Committee

**Discussion:** No report.

## 10. CREC UPDATE

**Discussion:** No report.

## 11. DISCUSSION OF MASK MANDATES IN THE SCHOOLS

**Discussion:** Superintendent Czapla stated that the school mask mandate will be lifted as of 2/28/22. Students and staff may continue to utilize masks at their discretion. Students and staff must continue to wear masks on buses. Dina Senecal, Director of Curriculum, is working with administrators in handling discussions about respecting individual choices. CIAC has requested to drop the mask mandate in sports from the Department of Public Health. The decision will be forthcoming. Discussion ensued among BOE members.

## 12. AUDIENCE TO CITIZENS/STAFF/STUDENTS

**Discussion:** Erica Thiesing and her daughter, Adrianna, spoke to BOE members regarding the mask mandate. Mrs. Thiesing shared her daughter's letter to the BOE which described her experiences with the mask in school and her anxieties. Another parent spoke to the BOE emphasizing her concerns about masks in school and that it should be a choice and not a mandate. She sent an email to administrators regarding a teacher who encouraged her child to get vaccinated. She also voiced her concern regarding the half-day PD days with the understanding that it is necessary but seems to be what is best for the teachers' schedules. She stated that even with added half-days, teachers are not in the classroom to instruct the children.



# Somers Board of Education General Budget Treasury Warrant

Report # 73058

Check Batch: 47895  
 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
---------	---------	------------	-------------	-------------	-------------------	--------------

Approved by:

Date:

  
 Stephanie Levin, Director of Business Services

47895	21254	02/28/2022	V61123	Aero All-Gas Co. The	0.00	148.50
	21255	02/28/2022	V60028	Airex Filter Corporation	0.00	618.60
	21256	02/28/2022	V02185	Allston Supply Co. Inc.	0.00	247.00
	21257	02/28/2022	V60790	Alternative Access Assistive Technology	0.00	2,447.50
	21258	02/28/2022	V52670	SYNCB/AMAZON	0.00	6,888.80
	21261	02/28/2022	V61684	Aramark Uniform Service	0.00	395.84
	21262	02/28/2022	V61686	ARC Document Solutions LLC	0.00	398.00
	21263	02/28/2022	V51604	Awards & More	0.00	30.00
	21264	02/28/2022	V61672	Best Plumbing Specialties	0.00	133.22
	21265	02/28/2022	V60784	Bloomfield Public Schools	0.00	574.16
	21266	02/28/2022	V61550	CareerStaff Unlimited	0.00	1,442.54
	21267	02/28/2022	V00129	Carolina Biological Supply Co.	0.00	415.06
	21268	02/28/2022	V60574	CLG Electric LLC	0.00	770.00
	21269	02/28/2022	V61473	COX Business	0.00	787.49
	21270	02/28/2022	V00204	CREC	0.00	30,376.92
	21271	02/28/2022	V000026	DeDominicis, Anthony	0.00	450.00
	21272	02/28/2022	V60089	Dime Oil Company LLC	0.00	11,389.96
	21273	02/28/2022	V00605	Electrical Wholesalers	0.00	33.82
	21274	02/28/2022	V00159	Eversource Energy	0.00	61,978.62
	21275	02/28/2022	V61448	FireTech	0.00	820.00

# Somers Board of Education General Budget Treasury Warrant

Batch #	Check #	Check Date	Vendor Code	Vendor Name	Electronic Amount	Check Amount
	21276	02/28/2022	V54168	First Student, Inc	0.00	106,549.04
	21277	02/28/2022	V60968	Fletcher Sewer & Drain, Inc	0.00	360.00
	21278	02/28/2022	V61017	Frontier Communications	0.00	479.82
	21279	02/28/2022	V61015	Frontline Technologies Group, LLC	0.00	8,869.23
	21280	02/28/2022	V61236	Gateway Enterprise Corporation	0.00	96.00
	21281	02/28/2022	V00511	Granger	0.00	56.99
	21282	02/28/2022	V53439	Group Dynamic	0.00	22.20
	21283	02/28/2022	V60071	Hampden Engineering	0.00	183.70
	21284	02/28/2022	V51232	Hartford HealthCare/Grace-Webb School	0.00	6,570.00
	21285	02/28/2022	V53228	Heff Jones Inc.	0.00	255.42
	21286	02/28/2022	V61403	Hooker & Holcombe, Inc	0.00	330.00
	21287	02/28/2022	V54063	HSABank	0.00	180.25
	21288	02/28/2022	V60043	IVEY Industries	0.00	642.78
	21289	02/28/2022	V02625	K & S Distributors	0.00	1,129.90
	21290	02/28/2022	V61604	Kelly Refrigeration & Freezer	0.00	100.00
	21291	02/28/2022	V00039	Leonards Auto Parts Co.	0.00	80.25
	21292	02/28/2022	V02898	Magnakleen Services	0.00	101.51
	21293	02/28/2022	V62783	Mehl, Judith	0.00	900.00
	21294	02/28/2022	V000005	Migliore, Joseph	0.00	100.00
	21295	02/28/2022	V60104	Nixon Company Inc., The	0.00	118.75
	21296	02/28/2022	V60560	Oriental Trading Company, Inc.	0.00	183.87
	21297	02/28/2022	V60864	Pullman & Comley, LLC	0.00	2,211.00
	21298	02/28/2022	V60735	RPS Associates of N.E. Inc.	0.00	100.00
	21299	02/28/2022	V01292	School Specialty, LLC	0.00	48.21
	21300	02/28/2022	V61387	Shipman & Goodman, LLP	0.00	476.00
	21301	02/28/2022	V61643	Stafford Mechanical Services	0.00	352.50
	21302	02/28/2022	V62763	Torco	0.00	8,665.26
	21303	02/28/2022	V21164	Unum Life Insurance Company	0.00	3,908.76
	21304	02/28/2022	V53413	W.B. Mason Co., Inc.	0.00	2,182.40
	21305	02/28/2022	V53560	Waldo Bros. Company	0.00	172.09
	21306	02/28/2022	V61445	Willie Ross School of the Deaf, The	0.00	775.00
	21307	02/28/2022	V51162	Wilson Language Training Corp.	0.00	369.00
	21308	02/28/2022	V60943	Zoro Tools Inc	0.00	11.04
<b>Totals:</b>					<u>0.00</u>	<u>\$266,927.00</u>

53 Checks Listed.

# Somers Board of Education General Journal Register

Report # 73054  
Batch: 47877  
Transaction: N/A  
Show Summary Only: Yes

Batch # 47877	Control Total \$266,927.00	Status Posted	Created By Lbergamini	Created On 02/18/2022	Last Updated By Lbergamini	Last Updated On 02/23/2022
------------------	-------------------------------	------------------	--------------------------	--------------------------	-------------------------------	-------------------------------

## General Ledger Distribution Summary

Period, Fiscal Year Account Number	Account Description	DTF Base	Over Budget	Debits	Credits
<b>February, 2022</b>					
<b>Generated Distributions</b>					
10-000-0-0-00-000-710-00-0-00000	ENCUMBRANCE CONTROL			200,372.07	0.00
10-000-0-0-00-000-720-00-0-00000	RESERVE FOR ENCUMBRANCE			0.00	200,372.07
	Total Generated Distributions			<b>\$200,372.07</b>	<b>\$200,372.07</b>
<b>User-Entered Distributions</b>					
10-000-0-0-00-000-241-00-0-00000	ACCOUNTS PAYABLE			34.25	0.00
10-000-0-0-00-000-241-00-0-00000	ACCOUNTS PAYABLE			0.00	266,961.25
10-000-1-9-99-999-000-00-5-01695	COVID-19		Yes	347.00	0.00
10-100-2-2-14-241-611-01-5-00155	K-5 - GENERAL SUPPLIES			1,307.00	0.00
10-100-2-2-16-242-611-01-5-00722	K-5 - LANGUAGE ARTS SUPPLIES			80.00	0.00
10-100-2-2-20-214-112-01-5-00169	K-5 - MUSIC SUPPLIES			367.81	0.00
10-100-2-3-20-214-112-01-5-01706	MA - MUSIC INST COACHES			450.00	0.00
10-100-2-4-02-242-611-01-5-00165	HS - ART SUPPLIES			48.21	0.00
10-100-2-4-04-242-611-01-5-00176	HS - BUSINESS ED SUPPLIES			78.95	0.00
10-100-2-4-14-241-611-01-5-00159	HS - GENERAL SUPPLIES			248.28	0.00
10-100-2-4-28-242-611-01-5-00206	HS - SCIENCE SUPPLIES			415.06	0.00
10-100-2-4-48-242-611-01-5-00721	HS - HEALTH ED SUPPLIES			39.99	0.00
10-100-2-4-48-242-611-01-5-00721	HS - HEALTH ED SUPPLIES			0.00	34.25
10-100-2-5-14-241-611-01-5-00873	SW - GENERAL COMPUTER SUPPLIES			452.39	0.00
10-100-2-5-14-241-611-01-5-00873	MA - CAPITAL OUTLAY			618.60	0.00
10-100-8-3-66-910-730-01-5-00818	SW - CAPITAL OUTLAY TECHNOLOGY			1,665.92	0.00
10-100-8-5-66-910-730-04-5-00843	SP ED - OOD OCC THERAPY SERV		Yes	1,092.50	0.00
10-120-9-9-88-955-500-14-5-01708	SP ED - OOD PHY THERAPY SERV		Yes	655.50	0.00
10-120-9-9-88-955-500-14-5-01709	SPED - CONSULTANT FEES			775.00	0.00
10-120-9-9-98-955-330-02-5-01142	SP ED - CONTRACTED SERVICES		Yes	2,447.50	0.00
10-120-9-9-98-955-330-02-5-01674	HS - PBIS SUPPLIES			30.95	0.00
10-210-2-4-32-242-611-01-5-01677	HS - PBIS SUPPLIES			502.67	0.00
10-210-2-5-32-242-611-01-5-01681	HS - GUIDANCE SUPPLY			129.10	0.00
10-212-2-4-46-242-611-02-5-00178	SW - NURSE SUBSTITUTE		Yes	1,442.54	0.00
10-213-3-5-48-412-112-02-5-00319	SW - HEALTH EQUIPMENT			148.50	0.00
10-213-3-5-48-421-730-02-5-01076	CURRICULUM DEVELOPMENT		Yes	289.00	0.00

# Somers Board of Education General Journal Register

Report # 73054

Batch #	Control Total	Status	Created By	Created On	Last Updated By	Last Updated On
47877	\$266,927.00	Posted	Lbergamini	02/18/2022	Lbergamini	02/23/2022
10-231-1-5-74-134-330-10-5-00045	2,687.00	Yes				0.00
10-231-1-5-74-134-590-10-5-00648	30.00	Yes				0.00
10-232-8-5-66-910-730-04-5-00614	348.29					0.00
10-240-1-2-40-258-690-04-5-00301	402.42					0.00
10-240-1-4-40-258-690-04-5-00304	43.28					0.00
10-240-6-4-66-830-440-04-5-01014	746.20	Yes				0.00
10-240-6-4-66-830-440-04-5-01015	38.00					0.00
10-240-7-4-54-880-690-07-5-00274	255.42					0.00
10-260-2-5-66-730-730-01-5-00472	838.87					0.00
10-260-5-2-62-722-430-08-5-01141	1,172.50					0.00
10-260-5-2-64-642-530-04-5-00363	303.65					0.00
10-260-5-3-64-642-530-04-5-00365	200.75	Yes				0.00
10-260-5-4-12-722-430-01-5-00395	642.78					0.00
10-260-5-4-20-722-430-01-5-00396	100.00					0.00
10-260-5-4-38-722-430-01-5-00393	395.84					0.00
10-260-5-4-42-722-430-06-5-00394	183.70	Yes				0.00
10-260-5-4-64-642-530-04-5-00366	520.23					0.00
10-260-5-5-64-642-530-04-5-00367	242.68					0.00
10-260-5-6-44-722-430-03-5-00404	685.69	Yes				0.00
10-260-5-6-62-722-430-01-5-01077	476.51					0.00
10-260-5-6-62-722-430-08-5-00430	1,209.91					0.00
10-260-5-6-62-722-430-08-5-00439	9,607.35	Yes				0.00
10-260-5-6-62-722-430-08-5-00442	460.00	Yes				0.00
10-260-5-6-62-722-430-08-5-00445	1,004.50					0.00
10-260-5-6-62-722-430-08-5-00447	69.32					0.00
10-260-5-6-62-722-430-08-5-00444	78.96					0.00
10-260-5-6-62-722-430-08-5-00445	33.82					0.00
10-260-5-6-62-722-430-08-5-00885	133.22					0.00
10-260-5-6-62-722-430-08-5-01646	900.00					0.00
10-260-5-6-64-630-620-05-5-00356	11,389.96					0.00
10-260-5-6-64-641-620-05-5-00358	3,441.01	Yes				0.00
10-260-5-6-64-641-620-05-5-00360	43,719.38	Yes				0.00
10-260-5-6-64-641-620-05-5-00361	14,607.80	Yes				0.00
10-260-5-6-64-641-620-05-5-00362	210.43					0.00
10-260-6-9-62-722-590-08-5-00453	9,267.23	Yes				0.00
10-270-4-5-84-521-510-12-5-00325	49,473.14					0.00
10-270-4-5-84-521-510-12-5-00326	49,473.14					0.00
10-270-9-9-84-522-112-12-5-00333	2,314.00					0.00

# Somers Board of Education General Journal Register

Report # 73054

Batch #	Control Total	Status	Created By	Created On	Last Updated By	Last Updated On	
47877	\$266,927.00	Posted	Lbergamini	02/18/2022	Lbergamini	02/23/2022	
10-270-9-9-84-522-510-12-5-00329		SP ED - VANS			5,288.76	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.			3,908.76	0.00	
10-280-6-5-82-820-200-13-5-00855		PENSION		Yes	330.00	0.00	
10-280-6-5-82-820-200-13-5-01228		SW - HEALTH SAVINGS ACCOUNT			180.25	0.00	
10-320-7-4-42-880-690-06-5-00601		HS - ATHLETIC AWARDS			118.75	0.00	
10-613-9-9-88-955-561-14-5-00622		SPED - CREC RIVER STREET		Yes	28,628.92	0.00	
10-613-9-9-88-955-561-14-5-00673		SP ED - TUITION			7,144.16	0.00	
Total User-Entered Distributions						<u>\$266,995.50</u>	<u>\$266,995.50</u>
Total for February, 2022						<u>\$467,367.57</u>	<u>\$467,367.57</u>
<b>Grand Total for Batch # 47877</b>						<u><b>\$467,367.57</b></u>	<u><b>\$467,367.57</b></u>

242 Transactions Listed.

**NOTES: Update based on state statute**

**DBS CODE: 4118.11**

## **PERSONNEL - CERTIFICATED/NON-CERTIFICATED**

### **Nondiscrimination:**

The conditions or privileges of employment in this school district, including the wages, hours, terms and benefits, shall be applied without regard to race, color, religion, age, sex, sexual orientation, gender identity or expression, national origin, marital status, national origin, ancestry, physical disability, present or past history of mental disorder, developmental disability, pregnancy or age. Veteran status, or genetic information, except in the case of occupational qualification. The Board of Education seeks to extend the advantages of public education with full equality of educational opportunity to all pupils and personnel. Neither the Board nor any employee, nor any other person may aid or compel the performance of an unfair labor practice as defined by law. For purposes of this policy, genetic information means the information about genes, gene products or inherited characteristics that may derive from an individual or family members.

The District recognizes that it is a discriminatory practice to request or require, on an initial employment application, a prospective employee's age, date of birth, dates of attendance at or date of graduation from an educational institution on an initial employment application, unless requesting or requiring such information is based on a bona fide occupational qualification or need, or when such information is required to comply with any provision of state or federal law.

### **Harassment:**

No member of the Board or any agent of the Board or any agent of any employee organization may harass any employee or person seeking employment or any member on the basis of sex. " Sexual harassment is defined in Conn. Gen. Stat. §46a-60(b)(8) as any unwelcome sexual advances or request for sexual favors or any conduct of a sexual nature when: (A) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (B) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or, (C) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

### **Discipline:**

No employee will be disciplined, reprimanded, reduced in rank or compensation or deprived of any profession advantage without just cause.

### **Association Membership:**

No employee shall suffer any professional disadvantage by reason of the employee's membership in an employee association or participation in its lawful activities.

**Grievances:**

No employee, employee association representative, member of any employee organization or any other participant in a grievance procedure shall suffer reprisals in any way or suffer any professional disadvantage by reason of his/her being opposed to any unfair labor practices or because of participation in the processing of any grievance. The Superintendent will provide procedures for alleged violations of Board policies, administrative regulations, Title IX, the Equal Educational Opportunity Act and school district operations in general when not otherwise covered in employee organization agreements.

Cross Reference in Manual: [0521](#), [4111](#), 4211, [4135](#), 4234.4

Legal Reference: Connecticut General Statutes

[31](#)-127 Procedure

[31](#)-127a Injunctive powers

[31](#)-128 Enforcement of orders. Appeals

Title VII Civil Rights Act as amended by Title IX

Equal Employment Act.

80-285 An Act Concerning Harassment As An Unfair

Employment Practice.

Legal References: Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d et seq.

Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e et seq.

Title IX of the Education Amendments of 1972, 20 USCS § 1681, et seq.

Age Discrimination in Employment Act, 29 U.S.C. § 621

Americans with Disabilities Act, 42 U.S.C. § 12101

Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794

Title II of the Genetic Information Nondiscrimination Act of 2008, Pub.L. 110 233, 42 USC 2000ff; 34 CFR 1635

Connecticut General Statutes

[10](#)-153 Discrimination on basis of marital status

[46a](#)-51 Definitions (as amended by PA 17-127)

[46a-58](#) Deprivation of rights. Desecration of property. Placing of burning cross or noose on property. Penalty. (as amended by PA 17-127)

[46a-60](#) Connecticut Fair Employment Practices Act (as amended by PA 17-127)

[46a-81a](#) Discrimination on basis of sexual orientation: Definitions

[46a-81c](#) Sexual orientation discrimination: Employment.

Public Act 11-55, An Act Concerning Discrimination.

**Adopted: May 11, 1981**

**Revised: May 27, 2008**

**July 9, 2009**

**March 12, 2018**

**September 28, 2020**

**NOTES: Recommend updating the entire policy based on CABE's model policy so that we are in compliance with state statute**

**DBS CODE: 4118.231**

**DBS CODE: 4218.221**

**PERSONNEL – CERTIFIED/NON-CERTIFIED:**

**Drug Free Workplace & Drug Free Schools & Community Act:**

**A) Introduction**

~~The Somers Board of Education is committed to providing a safe and healthy work environment. Specifically the Board stresses the need for workers to be drug free in order that the most effective learning experiences may take place. In accordance with the Drug Free Workplace Act of 1988, the Board has established a drug free policy that represents an integral part of the Somers Public Schools Drug, Alcohol and Tobacco Prevention Program. The Somers Board of Education further states that they will provide employee assistance programs if requested. In addition, information regarding the dangers of drug usage at the workplace will be provided to their employees. Where applicable, utilization of drug rehabilitation services will not jeopardize an employee's job and will be treated confidentially. This statement will be in effect unless the health, safety and well-being of students is in question.~~

~~The Somers Board of Education reserves the right to use any extraordinary measures deemed necessary to control substance abuse even if the same is not provided for specifically in any rule or regulation enumerated herein. The Somers Board of Education will review its program biannually to determine its effectiveness, to implement changes to the program if they are needed, and to ensure that the sanctions set forth in the administration regulations are consistently enforced.~~

~~Any Somers Board of Education employee is in violation of this policy if on school grounds, in school owned vehicle, in a school facility or at a school sponsored activity either on or outside the school campus he/she is under the influence of alcohol, drugs or mood altering substance; or unlawfully manufactures, possesses, uses, dispenses, distributes, sells or aids in the procurement of alcohol, narcotics, restricted drugs, mood altering substances or any substances purported to be a restricted substance or drug paraphernalia. Said employee shall be subject to discipline up to and including termination, referral for prosecution and intervention pursuant to the provisions and procedures outlined in this policy.~~

~~Any employee found to be in violation of the tobacco policy will be subject to disciplinary action. Additionally, beginning on the first day of the 1999-2000 school year, each employee found to be in violation of the tobacco policy will be referred to the Connecticut State Police for prosecution under Connecticut General Statute 1-21b.~~

**B) Policy**

~~The unlawful manufacture, distribution, dispensation, possession or use of a controlled substance and/or alcohol is prohibited in all school buildings and grounds, school sponsored activities, properties, and vehicles owned by or under the direction of the Somers Board of Education. Appropriate disciplinary actions will be taken by the Somers Board of Education against employees for the violation of this prohibition.~~

~~["Controlled substance" for purposes of this statement means a controlled substance listed in schedules I through V of section 202 of the Controlled Substance Act (21 U.S.C. Section 812), and as further defined and amended by federal regulations (21 C.F.R. Sections 1300.11 through .15). This list includes, but is not limited to, marijuana, heroin, PCP, cocaine and amphetamines.]~~

### ~~C) Procedure~~

~~A requirement of employment for work under grants received by the Somers Board of Education from any federal agency is that each employee directly engaged in the performance of work funded by such a grant will:~~

~~a. Abide by the terms of this policy.~~

~~b. Notify the Somers Board of Education of his or her criminal drug statute conviction for any violation occurring in the workplace of the Somers Board of Education no later than 5 days after such conviction.~~

~~1. "Conviction" means a finding of guilt (including a plea of nolo contendere) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violation of the Federal or State (including the District of Columbia) criminal drug statutes.~~

~~2. "Criminal drug statute" means a criminal statute involving manufacture, distribution, dispensation, use or possession of any controlled substance.~~

~~e. Disciplinary action will be taken against any employee so convicted. Within 30 days after receiving notice of the conviction:~~

~~1. The Somers Board of Education will take appropriate disciplinary action against such employee, up to and including non-renewal or termination of the individual's employment contract or;~~

~~2. The Board of Education will require such employee to satisfactorily participate in a drug abuse assistance or rehabilitation program approved for such purpose by a federal, state, or local health, law enforcement or other appropriate agency.~~

~~This notice supplements, and does not replace, personnel rules applicable to all employees of the Somers Board of Education.~~

~~Legal Reference: Drug Free Workplace Act. 102 Stat. 4305-4308~~

~~Drug Free Schools and Community Act, P.L. 99-570 as amended by P.L. 101-226 (199)~~

~~21 U.S.C. 812, Controlled Substances Act I-V, 202~~

~~21 C.F.R. 1300.11-1300.15 regulation~~

~~54 Fed. Reg. 4946 (1989)~~

~~Connecticut General Statutes~~

~~1-21b Smoking prohibited in certain places~~

~~19-443(6) Exception~~

~~**Adopted: September 11, 1989**~~

~~**Revised: September 24, 1990**~~

~~**Revised: September 23, 1991**~~

~~**February 22, 1999**~~

~~**July 9, 2009**~~

## **Personnel – Certified/Non-Certified**

### **Alcohol, Drugs and Tobacco**

#### **Drug and Alcohol-Free Workplace**

The Somers Board of Education is concerned with maintaining a safe and healthy working and learning environment for all staff and students. The Board recognizes the importance of maintaining an environment for its staff and students that is drug and alcohol free. Reasonable steps will be taken to create a safe workplace free from the effects of alcohol, second-hand smoke and drug use/abuse.

Employees must abide by the terms of this policy as a condition of employment. This policy is adopted in accordance with state law and the Drug Free Workplace Act.

#### **I. Prohibited Behavior**

To help maintain a drug-free school, community, and workplace, the following conduct is strictly prohibited of all District employees and volunteers. An employee who violates this policy may be required to successfully complete an appropriate rehabilitation program, may not be renewed or his/her employment may be suspended or terminated.

- A. Reporting to work or the workplace under the influence of alcohol, illegal and/or controlled substances including marijuana (cannabis) and anabolic steroids;
- B. Manufacturing, selling, delivering, soliciting, consuming, using, possessing, or transmitting alcohol in any amount or in any manner on District property or a District workplace at any time while students are under the supervision of the District, or when involved as an employee in a District activity on or off school district property;
- C. Unlawfully manufacturing, distributing, dispensing, possessing, or using a controlled substance in a District workplace; including marijuana (cannabis) and anabolic steroids;
- D. Using the workplace, District property or the staff member's position within the District to make or traffic alcohol, illegal and/or controlled substances, including marijuana (cannabis) and anabolic steroids;
- E. Using, possessing or transmitting illegal and/or controlled substances, including marijuana (cannabis) and anabolic steroids in a manner that is illegal or which impairs job performance or poses a hazard to the safety and welfare of the employee, the public, the students, or other employees; and

- F. Smoking or other use of tobacco products on school property during regular school hours, on transportation provided by the Board of Education, or during the course of any trip sponsored by the Board or under the supervision of the Board or its authorized agent.

## **II. Use of Prescription Drugs**

- A. Employees are permitted to use prescription drugs on school property, or during the conduct of Board business, that have been prescribed by a licensed medical practitioner. Such drugs shall be used only as prescribed. In addition, employees shall not possess prescription drugs for the purpose of sale or distribution.
- B. However, the Somers Board, in compliance with C.G.S. 21a-408a through 408q, prohibits the palliative use of marijuana on school property, at a school-sponsored event, or during the conduct of Board business. Employees are prohibited from being under the influence of intoxicating substances, including marijuana used for palliative purposes, during the work day.

## **III. Smoking**

- A. The Somers Board prohibits smoking, including smoking using an electronic nicotine delivery system (e.g., e-cigarettes), and the use of tobacco products on school property or at any school-sponsored activity. This ban applies to any area of the workplace and outside within 25 feet of a doorway, operable window or air intake vent.
- B. The workplace smoking ban also applies to cannabis, hemp, and e-cigarette use, involving cannabis.
- C. The District will not make accommodations for an employee or be required to allow an employee to perform his/her duties while under the influence of cannabis or allow the employee to possess, use or otherwise consume cannabis while performing his/her employment duties.

## **IV. Notification Requirements**

- A. Any staff member who is taking prescribed or over-the-counter medications will be responsible for consulting the prescribing physician and/or pharmacist to ascertain whether the medication may interfere with the safe performance of his/her job. If the use of a medication could compromise the safety of the staff member, other staff members, students or the public, it is the staff member's responsibility to use appropriate personnel procedures (e.g., use leave, request change of duty, or notify his/her supervisor of potential side effects) to avoid unsafe workplace practices. If a staff member notifies his/her supervisor that the use of medication could compromise the safe performance of his/her job, the supervisor, in conjunction with his/her superior, will determine whether the staff member can remain at work and whether any work restrictions will be necessary.
- B. As a condition of employment, each employee will notify his or her supervisor of a conviction under any criminal drug statute. Such notification will be provided no later than five (5) days after such conviction. The District will inform the federal granting agency within ten (10) days of such conviction, regardless of the source of the information.

- C. District employees are directed to report any suspected violation of this policy to an administrator or directly to the Superintendent of Schools or his/her designee. The Superintendent or designee will investigate the allegation and meet with the alleged violator.
- D. All employees will be notified of this policy on a yearly basis and instructed to recognize that compliance is mandated.
- E. This policy shall be made known to prospective employees prior to employment.

#### **V. Disciplinary Action Upon Violation of Policy**

- A. An employee who violates this policy may be subject to disciplinary action, consistent with applicable state and federal laws, up to and including termination. Enrollment and successful completion of an appropriate drug or alcohol-abuse, employee-assistance rehabilitation program may be required at the discretion of the administration, at the employee's expense. Nothing in this policy will be construed to guarantee reinstatement of any employee who violates this policy, nor does the District incur any financial obligation for treatment or rehabilitation required as a condition of eligibility for reinstatement.
- B. The Somers Board shall take disciplinary action with respect to an employee convicted of a drug offense in the workplace within thirty (30) days after receiving notice of the conviction.
- C. Should District employees be engaged in the performance of work under a federal contract or grant, or under a State contract or grant of \$5,000 or more, the Superintendent shall notify the appropriate State or Federal agency from which the District receives contract or grant monies of the employee's conviction within ten (10) days after receiving notice of the conviction.
- D. The District may notify law enforcement agencies regarding a staff member's District deems appropriate.

Legal Reference:      Connecticut General Statutes  
P.A. 21-1 (June Spec. Session) An Act Concerning Responsible and Equitable  
Regulation of Adult-Use Cannabis  
Controlled Substances Act, 21 U.S.C. §812; 21 C.F.R. 1308.11-1308.15  
Drug-Free Workplace Act of 1988, 41 U.S.C. §701 et. seq.  
Drug-Free Schools and Community Act, P.L. 99-570, as amended by P.L.  
101-226.  
Safe and Drug-Free School and Communities Act of 1994, 20 U.S.C. §7101-  
71187 (as amended by Title IV – 21<sup>st</sup> Century Schools)  
Drug-Free Workplace Act, 30 ILCS 580/1 et. seq.  
Drug-Free Workplace Requirements for Federal Grant and Recipients 41  
U.S.C. 8103.

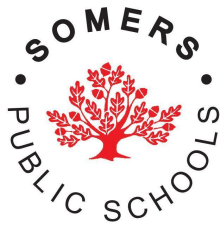
**Adopted: September 11, 1989**

**Revised: September 24, 1990**

**Revised: September 23, 1991**

**February 22, 1999**

**July 9, 2009**



## Board of Education Administrative Report

Title of Report: Somers High School Boiler Replacement

Board Meeting Date: 2/28/2022

Action

Report

Information

Discussion

Submitted by: Stephanie Levin

---

### ***Executive Summary***

Motion that the Board of Education hire SK Mechanical to provide professional services for the Somers High School Boiler Replacement and approve the Superintendent to enter into a contract not to exceed \$499,850.00.

---

### ***Report***

On January 21, the Somers Public Schools released a Request to Bid for the Somers High School Boiler Replacement Project. On February 1, we had a pre-bid walkthrough on site which was attended by seven vendors. John Pouliot from RZ Design, the firm that provided the design documents, lead the walkthrough and answered questions posed by all participants. Four vendors submitted bids by the February 11 deadline and were vetted over the next week. Based on an evaluation of bid completeness, past performance, ability to complete the project with integrity, and reference checks performed by Jim MacFeat, Director of Facilities, we recommend that the Board of Education hire SK Mechanical for the Somers High School Boiler Replacement Project.