

Somers Board of Education Regular Meeting

Monday, October 28, 2024 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. Approval of the October 15, 2024 BOE Minutes 2
The Board to review and approve the minutes from the October 15, 2024 Board meeting.
4. **ADMINISTRATIVE REPORTS**
 1. Superintendent Update
 2. SHS Student Representatives
Carolyn Castonguay and Emma Cicciarella, students from Somers High School, will update the Board on events.
5. **OPPORTUNITY TO ADD/DELETE AGENDA ITEMS**
6. **CONSENT AGENDA**
 1. Warrant of October 28, 2024 8
The Board to review and consent to the warrant of October 28, 2024.
 2. Leave of Absence
Caroline Hargraves, Director of Pupil Services, will be taking a leave of absence from October 21, 2024 through December 2, 2024.
 3. 2nd Posting DBS Code 0521 - Nondiscrimination 12
7. **OLD BUSINESS**
8. **NEW BUSINESS**
 1. Moose Company Construction Donation (Broderick Rheault) 16
The Board to review and approve the donation from Moose Company Construction for blank goods for laser engraving for the Somers High School Technology and Engineering Department. The total donation cost is estimated to be \$5,544.00.
 2. 2024-2025 Quarter 1 (July - September) Budget Transfers 17
The Board to approve the Quarter 1 budget transfers. Stephanie Levin, Director of Business Services, will be available to answer questions.
 3. CIP Projects 18
Discussion and possible action on proposed CIP projects.
9. **COMMITTEE REPORTS**
 1. Curriculum
 2. Policy
 3. Planning/Finance
 4. Salary & Negotiations
 5. Building
10. **CABE/CREC/State Dept. of Ed./SEF**
11. **AUDIENCE TO CITIZENS/STAFF/STUDENTS**
12. **ADJOURNMENT**

Somers Board of Education Regular Meeting
Somers Board of Education Chambers
Tuesday, October 15, 2024
7:00 PM

(The recorded livestream may be viewed on SPS' YouTube channel on the school website)

Present BOE Members: Anne Kirkpatrick, Mike Briggs, Shane Manning, Jan Martin, Kim Radziewicz, Carl Stebbins, Derek Zelek

Absent BOE Members: Dr. Ed DePeau, JT Galloway

Others: Dr. Sam Galloway, Stephanie Levin, Julie Hinckley, Kevin Nichols

1. CALL TO ORDER

The regular Board of Education meeting was called to order by Chair Kirkpatrick at 7:00 p.m. in the Board of Education Chambers.

2. PLEDGE OF ALLEGIANCE

3. APPROVAL OF MINUTES

3.1. Approval of the September 23, 2024 BOE Minutes

Rationale: The Board to review and approve the minutes from the September 23, 2024 Board meeting.

Motion to approve minutes of September 23rd Board of Education Meeting. This motion, made by Carl Stebbins and seconded by Derek Zelek, Carried. **Yea: 7, Nay: 0, Absent: 2 (Dr. Ed DePeau, JT Galloway)**

4. ADMINISTRATIVE REPORTS

4.1. Superintendent Update

The Alex's Lemonade Stand fundraiser at MBA was a great success. The event raised \$4,168, surpassing the fundraising goal of \$2,500. Collection stations were set up at SES, SHS, outside of MBA, and in the MBA cafeteria.

SHS hosted its annual College Fair on 10/10/24 for all students in grades 9-12. This event provides a valuable source of information for students.

SES will host an Early Literacy Night on 10/17/24 at 6:30 p.m. for parents of K-2 students. The event offers parents the opportunity to learn and understand reading strategies taught in school and ways to support classroom efforts at home.

Superintendent Galloway met with the Board of Finance on 9/24/24 to brief the Board on the BOE action to move forward with a budget of \$15,269,644 for the SES HVAC project. The Board of Selectmen met with representatives from Colliers and

Gilbane on 10/3/24 to have additional questions answered. The Board of Selectmen moved forward with a budget of \$15,000,000. This figure accounts for a 5% contingency, rather than the 7% contingency approved by the BOE. The Board of Selectmen pressed Mr. Conti from Gilbane regarding the probability of completing the project within a \$15,000,000 budget. Mr. Conti felt relatively confident. At the CIP meeting on 10/10/24, Superintendent Galloway and Stephanie Levin endorsed the \$15,000,000 budget. Superintendent Galloway reiterated that the SES HVAC project is necessary for the 645 students and over 100 staff members who access the SES building. The temperature in classrooms has reached around 90 degrees. It is necessary to advocate for an optimal learning environment for students and staff on all school days. Board Member Carl Stebbins thanked Superintendent Galloway and Ms. Levin for advocating on behalf of SES staff and students. Communication regarding next steps will go out to the community soon.

PSAT Day will occur on 10/17/24 at SHS.

4.2. Morgan Stanley Update

Rationale: Stephanie Levin, Director of Business Services, will introduce Kevin Nichols from Morgan Stanley to update the Board.

Discussion: Kevin Nichols from Morgan Stanley provided an update to the Board and community regarding the pension fund. Mr. Nichols thanked the Board for the opportunity to present. Morgan Stanley has served the district for almost 7 years. The pension fund was 91% funded at the most recent evaluation before the end of the last fiscal year. It is expected that at the end of FY24, it will be 93-94% funded. The goal is to grow the funded ratio and pay liabilities, while ensuring a return of 6% or greater to reduce the burden on the BOE and taxpayers. In 2018, the BOE paid \$262,000 into the pension plan. Last fiscal year, that amount dropped to \$184,000 despite cash flow needs and liabilities increasing. On average, the plan has about a 7.2% annual rate of return.

Board Member Mike Briggs noted that the cash position looked low compared to the Investment Policy Statement (IPS). Mr. Nichols explained that at the end of the fiscal year, cash payments go out for benefit payments, so cash is low at the start of the new fiscal year. Payments are typically done in January and June/July. Board Member Mike Briggs also questioned why the IPS has not been updated since 2018. Mr. Nichols explained that meetings with Morgan Stanley have been postponed several times over the past few years. Mr. Nichols agreed that it is a priority to update the IPS. This will be discussed at the next Budget Subcommittee meeting on 10/28/24.

Board Member Carl Stebbins inquired about the number of participants in the Other Post Employment Benefits (OPEB) portion of the plan, and whether this number includes spouses or family members of retirees. There are currently 18 participants. Stephanie Levin will check on the exact number of retirees' spouses who participate.

The use of third party managers was discussed. Mr. Nichols also explained that the pension fund uses separately managed accounts, not mutual funds. Separately managed accounts offer greater transparency and control, as well as lower fees than mutual funds.

Board Member Shane Manning inquired about whether holdings are managed by a third party and questioned some of the stock choices. Mr. Nichols explained the volatility of some stocks. Third party managers tend to choose companies that have reliable, sustained growth and low volatility.

A discussion regarding the BOE subcommittees ensued. Board members agreed that it is important to schedule discussions about the plan twice a year.

Mr. Nichols reviewed highlights from the portfolio.

A discussion ensued regarding the desired percentage of fixed income. Board Member Mike Briggs explained the purpose of the IPS and the restriction Mr. Nichols is under because the plan has not been updated recently. Mr. Nichols explained that a third-party consultant named Clearwater is hired by Morgan Stanley to monitor accounts for variances from the set restrictions.

Mr. Nichols will send recommendations for updates to the plan prior to the Budget Subcommittee meeting on 10/28/24. Chair Kirkpatrick noted that any changes to the plan will be approved by the full Board.

The Board thanked Mr. Nichols for attending the meeting.

4.3. Monthly Budget Report

Rationale: Stephanie Levin, Director of Business Services, will provide the Board with a budget update.

Discussion: Stephanie Levin shared the monthly budget report. Encumbrances evened out in September. The salary line reflects two vacancies. A Payroll Clerk has been hired. There is a secretary vacancy at SES. The SES secretary transferred to SHS to fill a vacancy there. The admin salary line shows a \$104,000 positive. This is due to the resignation of the MBA Assistant Principal. A new hire will most likely take that salary. Next month, the budget will be down about \$160,000 from salaries. It is unknown whether the new MBA Assistant Principal will take benefits.

A discussion ensued regarding transportation. Superintendent Galloway and Ms. Levin met with First Student recently to discuss bus splits. Since the conversation, there have been no bus splits. Twenty to thirty students have been moved onto other buses to eliminate one bus route. The elimination of this route saves the district \$320 per day. The bus route that was eliminated accessed roads

that are more difficult for a larger bus. First Student evaluated the elimination of that bus route before the decision was made.

A discussion regarding bus stop change requests ensued. Ms. Levin reported that change requests are up from a typical year by about 5 requests. This is likely due to the change from individual to group stops this year. Before a group stop is finalized, a thorough process is conducted to ensure students and drivers are safe, and all policies are being followed. First Student and Trooper Price are consulted regarding the likelihood of accidents, wildlife, speeding concerns, etc. Both parties provide input before a decision is made. All buses are in before 4:30 p.m. this year. The district will likely see a savings in fuel costs since routes are more efficient, and group stops are being utilized.

Board Member Carl Stebbins inquired about the inventory of seats on the bus that are often empty. State legislation requires that the district provide a bus seat for every student in the district, even if that student does not utilize the bus. This is important in the case of a school evacuation where students need to be transported off campus. The bus company can conduct a ridership survey to determine the number of students scheduled to ride the bus versus the number of students who ride.

Board Member Kim Radziewicz shared concerns about the length of the bus rides and the time elementary students are arriving home. This can be 1-1.5 hours after dismissal. Ms. Levin explained that two waves of buses are utilized at SES. Buses are finishing up high school and middle school routes and returning to campus to pick up a second wave of students. These buses cannot make it back for SES dismissal; therefore, students are not getting on the bus for approximately 15 minutes after dismissal. A discussion regarding possible reasons for the delay ensued.

Questions regarding a neuropsychological evaluation and two outplacements in the budget were asked.

5. OPPORTUNITY TO ADD/DELETE AGENDA ITEMS

6. CONSENT AGENDA

Motion to approve items 1, 2, 3b of the Consent Agenda (no 3a). This motion, made by Jan Martin and seconded by Mike Briggs, Carried. **Yea: 7, Nay: 0, Absent: 2 (Dr. Ed DePeau, JT Galloway)**

6.1. Warrant of October 15, 2024

Rationale: The Board to review and consent to the warrant of October 15, 2024.

6.2. Retirement

Rationale: Paula Carra, SES Paraeducator, will be retiring effective December 31, 2024 after 28 1/2 years at SPS.

6.3. Leave of Absence

Rationale:

- Caroline Hargraves, Director of Pupil Services, will be taking a leave of absence from October 15, 2024 through November 22, 2024.
- Laurie Somma, SHS Special Education Teacher, will be taking a leave of absence from November 13, 2024 through January 8, 2025.

7. OLD BUSINESS

7.1. 2nd Posting 2025 Board of Education Meeting Schedule

Rationale: The Board to review and approve the 2025 Board of Education Meeting Schedule.

Motion to approve the 2025 Board of Education Meeting Schedule. This motion, made by Carl Stebbins and seconded by Shane Manning, Carried. **Yea: 7, Nay: 0, Absent: 2 (Dr. Ed DePeau, JT Galloway)**

8. NEW BUSINESS

8.1. 1st Posting DBS Code 0521 - Nondiscrimination

8.2. Organizational Chart

Rationale: Dr. Galloway will update the Board on the 2024-2025 SPS Organizational Chart per Admin. Reg. 2100.

Discussion: Superintendent Galloway shared that the only change to the Organizational Chart is that the HR Specialist now reports to the Superintendent. Superintendent Galloway will explore the reasoning behind having 13 paraeducators at MBA and only 9 at SHS despite higher enrollment at SHS. This topic was raised by Board Member Carl Stebbins.

9. COMMITTEE REPORTS

9.1. Curriculum

The meeting scheduled for 10/15/24 was canceled. A quorum was not present. The next meeting will be held on 11/11/24.

9.2. Policy

The next meeting will be held on 11/25/24 at 6:00 p.m.

9.3. Planning/Finance

The next meeting will be held on 10/28/24 at 5:30 p.m.

9.4. Salary & Negotiations

Mediation will take place on 10/16/24 at 6:00 p.m.

10. CABA/CREC/State Dept. of Ed./SEF

Chair Kirkpatrick will attend the CABA workshop about updates on legal issues.

CREC recently secured a site to build a new school. There is a CREC meeting on 10/16/24. The Board is currently looking for a new CREC representative.

SEF is meeting on 10/15/24. Board Member Shane Manning recently shared creative fundraising ideas with Dr. Salva.

11. AUDIENCE TO CITIZENS/STAFF/STUDENTS

Community member Julie Hinckley inquired on the status of the MBA Assistant Principal position. Superintendent Galloway shared that a candidate is almost at the finish line of the process.

12. ADJOURNMENT

Motion to adjourn the meeting at 8:02 p.m. This motion, made by Shane Manning and seconded by Jan Martin, Carried. **Yea: 7, Nay: 0, Absent: 2 (Dr. Ed DePeau, JT Galloway)**

Jan Martin, BOE Secretary

Date

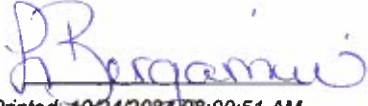
Jenna McDermott, BOE Recording Secretary

SOMERS BOARD OF EDUCATION VOUCHER

Voucher No: 1109

Voucher Date: 10/28/2024

Prepared By:


Printed: 10/24/2024 08:00:51 AM

SOMERS BOARD OF EDUCATION is hereby authorized to draw warrants against SOMERS BOARD OF EDUCATION funds for the sum of \$262,343.83 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2024 to June 30, 2025 (period cannot overlap fiscal year end.)

I certify that this claim is just and correct, and the services and/or materials herein represented have been received during the period listed above. All items are properly coded and not in excess of the budget.


Stephanie Levin Director of Business Services

SOMERS BOARD OF EDUCATION

Fund	Amount
10 GENERAL FUND	\$262,343.83
	\$262,343.83

Somers Board of Education

Check Listing

Fiscal Year: 2024-2025

Criteria:

Bank Account: BOE AP CASH 1918032563

From Date: 10/28/2024
From Check: 25342
From Voucher: 1109

To Date: 10/28/2024
To Check: 25401
To Voucher: 1109

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
25342	10/28/2024	A&D Portable Rentals	\$95.00	1109	Printed	Expense	<input type="checkbox"/>		
25343	10/28/2024	A+ Pump & Service, LLC	\$2,699.00	1109	Printed	Expense	<input type="checkbox"/>		
25344	10/28/2024	Academic Therapy Publications	\$357.16	1109	Printed	Expense	<input type="checkbox"/>		
25345	10/28/2024	Alternative Access Assistive Technology	\$2,456.00	1109	Printed	Expense	<input type="checkbox"/>		
25346	10/28/2024	Amazon Capital Services	\$4,880.96	1109	Printed	Expense	<input type="checkbox"/>		
25347	10/28/2024	Amplify	\$2,850.00	1109	Printed	Expense	<input type="checkbox"/>		
25348	10/28/2024	Association for Middle Level Education	\$249.99	1109	Printed	Expense	<input type="checkbox"/>		
25349	10/28/2024	Auto Tek LLC	\$89.99	1109	Printed	Expense	<input type="checkbox"/>		
25350	10/28/2024	Avery Septic Service	\$990.00	1109	Printed	Expense	<input type="checkbox"/>		
25351	10/28/2024	Brimar Industries	\$45.81	1109	Printed	Expense	<input type="checkbox"/>		
25352	10/28/2024	Bureau of Education & Research, Inc.	\$295.00	1109	Printed	Expense	<input type="checkbox"/>		
25353	10/28/2024	Caroline Hargraves	\$56.35	1109	Printed	Expense	<input type="checkbox"/>		
25354	10/28/2024	Cleaning Stuff	\$166.91	1109	Printed	Expense	<input type="checkbox"/>		
25355	10/28/2024	Conjuguemos	\$65.00	1109	Printed	Expense	<input type="checkbox"/>		
25356	10/28/2024	Connecticut Radio, Inc	\$400.00	1109	Printed	Expense	<input type="checkbox"/>		
25357	10/28/2024	COX Business	\$835.69	1109	Printed	Expense	<input type="checkbox"/>		
25358	10/28/2024	Demco, Inc.	\$79.23	1109	Printed	Expense	<input type="checkbox"/>		
25359	10/28/2024	DG Graphics	\$180.00	1109	Printed	Expense	<input type="checkbox"/>		
25360	10/28/2024	Environmental Systems Corp.	\$7,627.66	1109	Printed	Expense	<input type="checkbox"/>		
25361	10/28/2024	Eversource Energy	\$23,219.83	1109	Printed	Expense	<input type="checkbox"/>		
25362	10/28/2024	First Student, Inc	\$103,431.97	1109	Printed	Expense	<input type="checkbox"/>		
25363	10/28/2024	Fletcher Sewer & Drain, Inc	\$260.00	1109	Printed	Expense	<input type="checkbox"/>		
25364	10/28/2024	Flinn Scientific, Inc.	\$15.64	1109	Printed	Expense	<input type="checkbox"/>		

Somers Board of Education

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Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
25365	10/28/2024	Frontier Communications	\$1,015.93	1109	Printed	Expense	<input type="checkbox"/>		
25366	10/28/2024	Gateway Enterprise Corporation	\$112.00	1109	Printed	Expense	<input type="checkbox"/>		
25367	10/28/2024	Geissler's Supermarket, Inc	\$138.21	1109	Printed	Expense	<input type="checkbox"/>		
25368	10/28/2024	Global Industrial	\$259.30	1109	Printed	Expense	<input type="checkbox"/>		
25369	10/28/2024	Graduate Pest Solutions, Inc.	\$225.00	1109	Printed	Expense	<input type="checkbox"/>		
25370	10/28/2024	Grainger	\$36.21	1109	Printed	Expense	<input type="checkbox"/>		
25371	10/28/2024	Hartford HealthCare Corporation SBO	\$14,260.00	1109	Printed	Expense	<input type="checkbox"/>		
25372	10/28/2024	Hugh's Mechanical Equipment, LLC	\$1,174.08	1109	Printed	Expense	<input type="checkbox"/>		
25373	10/28/2024	J.W. Pepper & Son, Inc.	\$82.99	1109	Printed	Expense	<input type="checkbox"/>		
25374	10/28/2024	Lisa Grenier	\$56.95	1109	Printed	Expense	<input type="checkbox"/>		
25375	10/28/2024	MagnaKleen Services	\$108.61	1109	Printed	Expense	<input type="checkbox"/>		
25376	10/28/2024	Manchester Board of Education	\$8,470.00	1109	Printed	Expense	<input type="checkbox"/>		
25377	10/28/2024	Mary Kay Trail	\$211.18	1109	Printed	Expense	<input type="checkbox"/>		
25378	10/28/2024	Mike Bendzinski	\$300.00	1109	Printed	Expense	<input type="checkbox"/>		
25379	10/28/2024	MSC Industrial Supply Co.	\$212.41	1109	Printed	Expense	<input type="checkbox"/>		
25380	10/28/2024	NCS Pearson, Inc.	\$1,750.00	1109	Printed	Expense	<input type="checkbox"/>		
25381	10/28/2024	Partners for Educational Leadership, Inc	\$5,717.00	1109	Printed	Expense	<input type="checkbox"/>		
25382	10/28/2024	Patrick Moriarty	\$105.59	1109	Printed	Expense	<input type="checkbox"/>		
25383	10/28/2024	Portabull	\$100.00	1109	Printed	Expense	<input type="checkbox"/>		
25384	10/28/2024	PowerSchool Group LLC	\$6,805.43	1109	Printed	Expense	<input type="checkbox"/>		
25385	10/28/2024	Pro-Ed, Inc.	\$87.00	1109	Printed	Expense	<input type="checkbox"/>		
25386	10/28/2024	School Nurse Supply Inc	\$1,558.06	1109	Printed	Expense	<input type="checkbox"/>		
25387	10/28/2024	School Specialty, Llc	\$254.16	1109	Printed	Expense	<input type="checkbox"/>		

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Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
25388	10/28/2024	Shannin Burns	\$53.12	1109	Printed	Expense	<input type="checkbox"/>		
25389	10/28/2024	Silvia Gopalakrishnan	\$75.00	1109	Printed	Expense	<input type="checkbox"/>		
25390	10/28/2024	SmartSign	\$76.35	1109	Printed	Expense	<input type="checkbox"/>		
25391	10/28/2024	Somers Lunch Program	\$685.00	1109	Printed	Expense	<input type="checkbox"/>		
25392	10/28/2024	Somers Public Schools	\$675.00	1109	Printed	Expense	<input type="checkbox"/>		
25393	10/28/2024	The Connecticut Water Company	\$1,740.10	1109	Printed	Expense	<input type="checkbox"/>		
25394	10/28/2024	The Home Depot Pro	\$480.42	1109	Printed	Expense	<input type="checkbox"/>		
25395	10/28/2024	The Nixon Company Inc	\$116.00	1109	Printed	Expense	<input type="checkbox"/>		
25396	10/28/2024	Tim Percoski	\$152.76	1109	Printed	Expense	<input type="checkbox"/>		
25397	10/28/2024	TPC Systems	\$382.25	1109	Printed	Expense	<input type="checkbox"/>		
25398	10/28/2024	Tremco	\$2,592.50	1109	Printed	Expense	<input type="checkbox"/>		
25399	10/28/2024	Twin Lakes Consulting LLC	\$1,683.00	1109	Printed	Expense	<input type="checkbox"/>		
25400	10/28/2024	USA Waste and Recycling	\$1,931.63	1109	Printed	Expense	<input type="checkbox"/>		
25401	10/28/2024	Van Pool Transportation LLC	\$57,313.40	1109	Printed	Expense	<input type="checkbox"/>		

Total Amount: \$262,343.83

End of Report

Mission - Goals - Objectives

Nondiscrimination

The District shall promote nondiscrimination and an environment free of harassment based on an individual's race, color, religion, sex, sexual orientation, gender identity/expression, national origin, ancestry, disability, marital status or age or because of the race, color, religion, sex, sexual orientation, pregnancy or related conditions, national origin, protective hairstyles, genetic information, status as a Veteran, status as a victim of domestic violence, alienage, ancestry, disability, or any other basis prohibited by law and prohibits discrimination, including harassment, in any education program or activity it operates, marital status or age of any other persons with whom the individual associates.

The Board shall provide protections from all forms of sex-based harassment, including sexual violence and unwelcome sex-based conduct that creates a hostile environment by limiting or denying a person's ability to participate in or benefit from a school's education program or activity.

The District shall take prompt and effective action to end any sex discrimination in its education programs or activities to provide for the prompt and equitable resolution of sex discrimination complaints, prevent recurrence, and remedy its effects. To that end, the District shall act promptly and effectively in response to information about conduct that reasonably may constitute discrimination, including sexual violence and other forms of sex-based harassment. The district shall also ensure that all school employees are trained about their obligations to address sex discrimination and their obligations to notify or provide contact information for the Title IX Coordinator.

The Somers Board of Education Non-discrimination policy includes protections for students, employees, and applicants against discrimination based on pregnancy, childbirth, termination of pregnancy, lactation, related medical conditions, or recovery from these conditions and shall provide reasonable modifications for students based on pregnancy or related conditions, allow for lactation for employees, and access to a clean, private lactation space for students and employees.

The District shall not disclose personally identifiable information obtained through complying with Title IX, with limited exceptions, such as when there had been prior written consent or when the information is disclosed to the parent of a minor.

Retaliation against anyone who, in good faith, makes a report of harassment or discrimination, files a complaint of harassment or discrimination, serves as a witness, or participates in an investigation or grievance process is also a violation of the Somers Board of Education's non-discrimination policy and is prohibited.

District's Other Designees Under Section 504

[The Somers Public School District is required not to discriminate on the basis of sex by Title IX and its implementing regulations. Inquiries about Title IX may be referred to the District's Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights, or both.](#)

In keeping with requirements of federal and state law, the District strives to remove any vestige of discrimination in employment, assignment and promotion of personnel; in educational opportunities and services offered to students; in student assignment to schools and classes; in student discipline; in location and use of facilities; in educational offerings and materials; and in accommodating the public at public meetings.

The Superintendent shall appoint and make known the individuals to contact on issues concerning the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1974, Title VI, Title VII, Title IX and other civil rights or discrimination issues. The Board will adopt and the District will publish grievance procedures providing for prompt and equitable resolution of student and employee complaints.

Federal civil rights laws prohibit discrimination against an individual because he/she has opposed any discrimination act or practice or because that person has filed a charge, testified, assisted or participated in an investigation, proceeding or hearing. ADA further prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising the rights guaranteed under the Act.

(cf. [4111](#) - Recruitment and Selection)

(cf. [4111.1/4211.1](#) - Affirmative Action)

(cf. [4118.11](#) - Nondiscrimination)

(cf. 4118.111 - Grievance Procedure-Title IX)

(cf. 4118.113/4218.113 - Harassment)

(cf. [5145.4](#) - Nondiscrimination)

(cf. [5145.5](#) - Sexual Harassment)

(cf. 5145.51 - Peer Sexual Harassment)

(cf. [5145.52](#) - Harassment)

(cf. [5145.6](#) - Student Grievance Procedure)

(cf. [6121](#) - Nondiscrimination)

(cf. 6121.1 - Equal Educational Opportunity)

Legal Reference: Title VII, Civil Rights Act, 42 U.S.C. 2000e, et seq.

Title IX of the Educational Amendments of 1972, 20 U.S.C. 1681 et seq.

34 CFR Section 106.8(b), OCR Guidelines for Title IX.

Definitions, OCR Guidelines on Sexual Harassment, Fed. Reg. Vol 62, #49, 29 CFR Sec. 1606.8 (a) 62 Fed Reg. 12033 (March 13, 1997) and 66 Fed. Reg. 5512 (January 19, 2001)

Meritor Savings Bank. FSB v. Vinson, 477 U.S. 57 (1986)

Faragher v. City of Boca Raton, No. 97-282 (U.S. Supreme Court, June 26, 1998)

Gebbs v. Lago Vista Indiana School District, No. 99-1866, (U.S. Supreme Court, June 26, 1998)

Davis v. Monroe County Board of Education, No. 97-843, (U.S. Supreme Court, May 24, 1999.)

Connecticut General Statutes

[46a-60](#) Discriminatory employment practices prohibited.

[10-15c](#) Discrimination in public schools prohibited. School attendance by five-year olds. (Amended by P.A. 97-247 to include "sexual orientation")

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

[17a-101](#) Protection of children from abuse.

The Vietnam Era Veterans' Readjustment Act of 1974, as amended, 38U.S.C. §4212

Title II of the Genetic Information Nondiscrimination Act of 2008

Connecticut General Statutes

[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](#) Discriminatory employment practices prohibited. (as amended by PA 17-127)

The Americans with Disabilities Act as amended by the ADA Amendments Act of 2008

Public Law 111-256

Meacham v. Knolls Atomic Power Laboratory 128 S.Ct. 2395, 76 U.S.L.W. 4488 (2008)

Federal Express Corporation v. Holowecki 128 S.Ct. 1147, 76 U.S.L.W. 4110 (2008)

Kentucky Retirement Systems v. EEOC 128 S.Ct. 2361, 76 U.S.L.W. 4503 (2008)

Sprint/United Management Co. v. Mendelsohn 128 S.Ct. 1140, 76 U.S.L.W. 4107 (2008)

[2024 Amendments to the U.S. Department of Education's Title IX Regulations](#)

Adopted: 3/24/08

Revised: 6/23/08

Revised: 3/12/18



SOMERS HIGH SCHOOL

Technology and Engineering Education Department

Nicholas Kosloski • Mike Niziolek • Rebecca Wright
5 Vision Blvd, Somers, CT 06071 • 860.749.2270 • fax 860.749.9264

Moose Company Construction
88-4121119
Broderick Rheault
103 battle street
Somers, CT 06071

Dear Mr. Rheault,

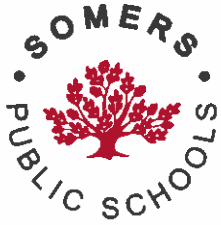
On behalf of the Somers Technology and Engineering Education department, I want to thank you for your generous donation of new blank goods for laser engraving. The mugs and glassware will provide projects for years to come, allowing students to explore the world of laser engraving while making memorable keepsakes.

The goods that you donated are estimated to be in the amount of \$5,544 and are listed below.

Item	QTY	Cost per Unit	Total
Quencher Style 4Doz Tumblers	170	\$16.00	\$2,720.00
White Metal Shaker Bottles	100	\$12.00	\$1,200.00
Engravable Small Drink Glasses	72	\$3.00	\$216.00
Engravable Chalice Glasses	36	\$3.00	\$108.00
Engravable Tall Drinking Glasses	36	\$5.00	\$180.00
Engravable Glass Mugs	10	\$6.00	\$60.00
Engravable Wooden Pet Blanks	40	\$10.00	\$400.00
Engravable Pint Tumblers	20	\$8.00	\$160.00
Engravable leather key chains	150	\$3.00	\$450.00
Engravable Sample Variety Pack	1	\$50.00	\$50.00
Total Donation Cost			\$5,544.00

Thanks again,

Nicholas Kosloski



Board of Education Administrative Report

Title of Report: Five-Year Capital Improvement Plan

Board Meeting Date: October 28, 2024

Action
 Report
 Information
 Discussion

Submitted by: Dr. Samuel Galloway

Executive Summary

The Five-Year Capital Improvement Plan is based on district needs as reported in the Tecton Report, Board of Education Long-Range Facilities Plan, and requests from SPS Buildings and Facilities Department. Some items could be included in future operational budgets, CIP, leased over multiple years, and/or bonding.

Project	2025-26	2026-27	2027-28	2028-29	2029-30
MBA Roof Replacement	\$2,800,000				
SHS Library Furniture Replacement	\$123,000				
SES Boiler Replacement - Phase 1	\$60,000				
SES Transfer Switch	\$18,600				
SES Heat Exchanger		TBD			
SES Boiler Replacement - Phase 2		\$120,000			
Maintenance - Tree Work		\$11,000			
Sand/Salt Spreader		\$8,000			
Field Mower Replacement		\$5,000			
SES Boiler Replacement - Phase 3			\$60,000		
SES Playground Equipment			\$462,000		
SES Playscape Resurfacing			\$90,000		
Maintenance Storage Building				\$1,200,000	
SES Stucco				\$932,000	
SES Auditorium Renovation				TBD	
MBA HVAC				\$4,138,459	
SHS HVAC					\$13,258,899
Totals	\$3,001,600	\$144,000	\$762,000	\$6,270,459	\$13,258,899

Note: Costs projections are based on the Tecton Report, vendor quotes, and known industry standards. They do not consider cost inflation. Last updated: October 23, 2024

**TOWN OF SOMERS
CAPITAL EQUIPMENT / PROJECT REQUEST
TYPE B. ACQUISITION**

GOV'T FUNCTION: Board of Education

Department: Mabelle B. Avery Middle School

Contact Person: Jim McFeat

E-mail: jim.macfeat@somers.k12.ct.us

Phone: (860)749-2270 Ext. 2014

Fax: _____

Capital Item: Mabelle B. Avery Middle School Roof Replacement

Proposed Acquisition Date: Spring 2026

Proposed Acquisition Cost: \$2,400,000 - \$2,800,000

1. Description of Capital Item with all accessories, spare parts, and warranties.

The roof at MBA is 25 years old (excluding the Central Office addition in 2004) and is in need of being replaced.

2. Projected Useful Life.

20-30 Years

3. Frequency of Use.

Every day

4. Repair Costs – stated on the same basis as Useful Life.

Approximately \$5,000 - \$10,000 a year

5. Price/Quality Analysis.

The existing roof requires frequent repairs due to leaks.

6. Effect on delivery of service/cost of service if acquisition is delayed.

This is a building maintenance replacement that needs to be done to ensure the building can continue to be occupied.

7. Method of Determining Price.

E Final project would be a formal Request for Proposal

Approved by BOS/BOE

Authorization _____
Chair

Date

Approved BOF Capital Committee: _____
Chair

Date

Approved BOF: _____
Chair

Date

**TOWN OF SOMERS
CAPITAL EQUIPMENT / PROJECT REQUEST
TYPE B. ACQUISITION**

GOV'T FUNCTION: Board of Education **Department:** Somers High School

Contact Person: Jaime Rechenberg / Tenley Stoltz **E-mail:** jaime.rechenberg@somers.k12.ct.us

Phone: (860)749-2270 Ext. 4105 **Fax:** _____

Capital Item: Somers High School Library Media Center

Proposed Acquisition Date: 7/1/2025

Proposed Acquisition Cost: \$123,000

1. Description of Capital Item with all accessories, spare parts, and warranties.

This plan is for a complete remodeling and updating of the Somers High School Library Media Center. The furniture and paint are original to when the school was built 32 years ago, and the carpet was replaced over 10 years ago. Half of the chairs and all of the soft seating lounge chairs became moldy while in storage during Covid and were not replaced. The Computer Lab and Audio Visual Lab were updated in 2021 with new furniture, flooring, and paint, making them visually appealing, flexible work spaces for students and staff. Remodeling the remaining areas in the LMC would modernize the space in order to better meet the needs of the SHS community, and it would complete the transition from a media center to a learning commons.

2. Projected Useful Life.

10-20 Years

3. Frequency of Use.

Every day

4. Repair Costs – stated on the same basis as Useful Life.

Varies based on ability to repair furniture and carpet tears.

5. Price/Quality Analysis.

The library is not just a place for students but also a place for staff, families, and community events. Replacing furniture, carpeting, and touching up the paint is necessary to maintain this space.

6. Effect on delivery of service/cost of service if acquisition is delayed.

This is a building maintenance update that needs to be done to ensure continued use.

7. Method of Determining Price.

All items have been priced out using Connecticut Library Consortium, Connecticut State, or Massachusetts State contracts.

Approved by BOS/BOE

Authorization _____
Chair _____ Date _____

Approved BOF Capital Committee: _____
Chair _____ Date _____

Approved BOF: _____
Chair _____ Date _____



ROBERT H LORD CO.

SOMERS HIGH SCHOOL
MEDIA CENTER FURNITURE
 Scenario 4 - Layout 1A

REF #	QTY	MFG	MODEL #	DESCRIPTION / DIMENSIONS	COLORS / GRADE	UNIT	TOTAL
Scenario 4 - Layout 1A							
1	24	KI	DN3100	Doni Stack Chair, 18", Solid Color, Poly Seat and Back, Sled Base	Poly: TBD, Legs: TBD	201.04	4,824.96
2	21	KI	DN4100H30	Doni Café Ht. Stool, 30", Solid Color, Poly Seat and Back, 4-Leg, Foot Rest, Nylon Glides	Poly: TBD, Legs: TBD	294.00	6,174.00
3	6	KI	PINR3660C	Pirouette, 36" x 60" nesting table, fixed height, standard legs, casters.	Laminate: TBD, Edge: TBD, Legs: TBD	931.28	5,587.68
4	2	KI	SEGH3684L/NC	Serenade Collaborative Table, 36" x 84" x 42"h, Non-Contrast Laminate, 2" Panel Construction, footrest, no power, glides	Laminate: TBD, Edge: TBD	3,573.92	7,147.84
5	3	KI	AH3R3042P	Athens Disc Base, Round Table, 30" Dia x 42"h, Laminate, 74P Egde	Laminate: TBD, Edge: TBD, Powdercoat Legs: TBD	503.44	1,510.32
6	8	KI	SN12CA	Sonrisa Lounge Chair w/ Arms and Contrast Seat, Fully Upholstered, Casters, NO rollers.	Fabric: Grade P1	1,673.84	13,390.72
7	2	KI	MPT26R/CGL/NC	MyPlace Table, concealed glides, non-contrast fabric.	Fabric: Grade P1, TBD, Laminate: TBD, Edge: TBD	714.56	1,429.12
8	3	V/S	01471	Team Table, Standing Height 40-5/8"h, Freeform shape, Laminate, Intermediate Laminate Shelf, 4-Leg,	Laminate: TBD, Edge: TBD, Base: TBD	963.60	2,890.80
14	4	Media Technologies	31-4820-MOB	36"w x 48"h Double Sided Starter Shelving, Mobile	Oak Veneer	1,621.20	6,484.80
15	4	Media Technologies	31-4820A-MOB	36"w x 48"h Double Sided Adder Shelving, Mobile	Oak Veneer	1,231.30	4,925.20
15a	8	Media Technologies	31-6024-MOB	OPTION: SINGLE MOBILE 60" HIGH SHELVING 36"w x 60"h Double Sided Starter Shelving, Mobile	Oak Veneer, Powdercoat: TBD	2,275.70	
16	3	Media Technologies	31-4820-MOB	36"w x 48"h Double Sided Starter Shelving, Mobile	Oak Veneer	1,621.20	4,863.60
16a	12	Media Technologies	S321-12SH-MAG	Steel Magazine Shelf	Powder Coat: TBD	154.00	1,848.00
22	64	Media Technologies	21-BS10	Sliding Metal Book Support for Standard Steel Shelves	Powder Coat: TBD	26.60	1,702.40
				TOTAL:			62,779.44

PROPOSAL

B C I

Bartholomew Contract Interiors

3324 Main Street
Hartford, CT 06120
Fax 860/724-2887
Tel 860/522-5555

PROPOSAL SUBMITTED TO Somers Public Schools	PHONE O: 860-749-2270 x2000 C: 860-881-8098	DATE October 2, 2024
STREET 1 Vision Boulevard	JOB LOCATION Somers High School – Media Center	
CITY, STATE & ZIP Somers, CT 06071	JOB DETAIL Carpet Tile	PROPOSAL NUMBER 240649
ATTN: James MacFeat Supervisor of Buildings And Grounds	E-MAIL jim.macfeat@somers.k12.ct.us	

Bartholomew Contract Interiors Is Pleased To Provide Pricing For The Following:

Labor And Materials To Install Approx. (630) Yards Of Mohawk Carpet Tile: = \$41,893.60

Pricing Includes Carpet Tile, Adhesive, Ardex Feather Finish Patch, 4” Vinyl Cove Base, Reducer, Removal Of Existing Carpet, All Prep Labor And Installation During Normal Business Hours.

Existing Luxury Vinyl Plank And Vinyl Composition Tile To Remain.

Pricing Does Not Include Furniture Move Services.

Flooring State Contract #20PSX0088 Amendment #7 REV 7/1/24.

PRICE As indicated above	Travis Pullen
TERMS Net 30	
ACCEPTED BY:	

IPROPSL

ADCO Services, Inc.
Painting and
Architectural
Finishes



27 Peters Road
Bloomfield, Inc.
V 860-243-8329
F 860-243-1593

October 7, 2024

Somers Public Schools
1 Vision Boulevard
Somers. CT 06071

Attention: James MacFeat

Project: Somers High School – Library Painting

Dear Jim,

ADCO Services, Inc. is pleased to quote on providing all labor, material and equipment to complete the painting in the Library at Somers High School.

Scope of Work/Schedule of Finishes

Walls and Soffit shall receive one coat of PPG Seal Grip Acrylic Primer followed by One coat of PPG Semi-Gloss Enamel.

H.M frames shall receive one coat of BM Advance Semi-Gloss Enamel.

Wall color shall be changed to grey.

H.M. frame color shall match existing.

Work shall be performed during regular working hours.

Pricing

Labor: \$ 15,500.00 Material: \$ 2,300.00 Total: \$ 17,800.00

If you require additional information, please let me know.

Respectfully Submitted,

H. Scott Smith

H. Scott Smith, President
ADCO Services, Inc

HSS:ctf

**TOWN OF SOMERS
CAPITAL EQUIPMENT / PROJECT REQUEST
TYPE B. ACQUISITION**

GOV'T FUNCTION: Board of Education

Department: Maintenance

Contact Person: Jim MacFeat

E-mail: jim.macfeat@somers.k12.ct.us

Phone: (860)749-2270 Ext. 2000

Fax: _____

Capital Item: Transfer Switch (SES)

Proposed Acquisition Date: 7/1/2025

Proposed Acquisition Cost: \$18,600.00

1. Description of Capital Item with all accessories, spare parts, and warranties.

Provide and install a new automatic generator transfer switch. Install additional wiring as needed for the new switch. Re pipe generator feed wires so plumbing can be insulated

2. Projected Useful Life.

20 years

3. Frequency of Use.

As needed

4. Repair Costs – stated on the same basis as Useful Life.

As needed

5. Price/Quality Analysis.

Best quoted price with same options

6. Effect on delivery of service/cost of service if acquisition is delayed.

Current switch has corrosion from condensation from ice machine drain

7. Method of Determining Price.

Pricing through vendor quote

Approved by BOS/BOE

Authorization _____
Chair

Date

Approved BOF Capital Committee: _____
Chair

Date

Approved BOF: _____
Chair

Date