Regular Meeting

Wednesday, October 16, 2019 7:00 PM
Town Hall, Council Chambers Please click the link below to join the webinar: https://us02web.zoom.us/j/85191945173 Or Telephone: +1 646 558 8656 or +1 301 715 8592 Webinar ID: 851 9194 5173 , 275 Broad Street, Windsor, CT 06095

1. **Call to Order, Pledge to the Flag and Moment of Silence**
2. **Recognitions/Acknowledgements**
   a. Megan Hislop, 2019 TSA Advisory of the Year presented by Jim Hutson, CT State TSA Advisor
   b. Cody Miller, 2nd place National Finalist in Web Design at 2019 National TSA Conference
3. **Audience to Visitors**
4. **Student Representative Report**
5. **Board of Education**
   a. President's Report
   b. School Liaison Reports
      1. Windsor High School
      2. Sage Park Middle School
      3. Clover Street School
      4. John F. Kennedy School
      5. Oliver Ellsworth School
      6. Poquonock School
6. **Superintendent's Report**
   a. WHS Presentation on Books
   b. Major Maintenance Progress Update
   c. Staffing Update
   d. Curriculum Development, 2nd Reading
      1. Math, Grades 6-8
7. **Committee Reports**
8. **Consent Agenda**
   a. Financial Report
   b. Enrollment Report
   c. Food Service Report
   d. Human Resources Report
9. **Approval of Minutes**
   a. September 17, 2019 Regular Meeting
   b. October 1, 2019 Special Meeting
10. **Other Matters/Announcements/Regular BOE Meetings**
    a. BOE Swearing In of New BOE Members, Organizational Meeting, and BOE Special Meeting (BOE Orientation), Tuesday, November 12, 2019, 6:00 PM, Town Hall Council Chambers and Ludlow Room
    b. Next BOE Regular Meeting is Tuesday, November 19, 2019, 7:00 PM, Town Hall, Council Chambers
11. **Discussion and possible action regarding ratification of collective bargaining agreements between the Windsor Board of Education and the SEIU Local 2001, CSEA (Administrative Professionals) and the Windsor Board of Education and WSASA (Windsor School Administrators and Supervisors Association)(Executive Session Anticipated)**
12. **Audience to Visitors**
13. **Adjournment**

WINDSOR BOARD OF EDUCATION

AGENDA ITEM

For Consideration by the Board of Education at the Meeting of: October 16, 2019

PREPARED BY: Craig A. Cooke, Ph.D. **PRESENTED BY:** Santosha Oliver, Ph.D.

ATTACHMENTS: Grade 11 and 12 Book List

SUBJECT: WHS Presentation on Books

BACKGROUND:

At the March 19, 2019 BOE regular meeting, a group of students who were members of the WHS Book Recommendation Committee, addressed the Board during the *Audience to Visitors* portion of the meeting. They discussed the type of reading books required in the English curriculum. The Board listened to their concerns about the lack of diversity among the authors of the books currently being read by WHS students.

Tonight the students will share, with the Board, the process used to select titles and the title selected.

RECOMMENDATION:

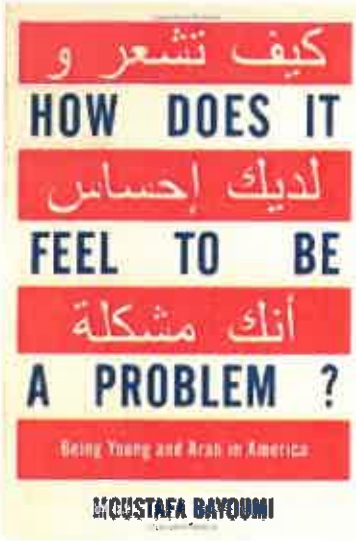
Presentation is for information only.

Recommended by the Superintendent: _____

Agenda Item # 6a.

Grade 11

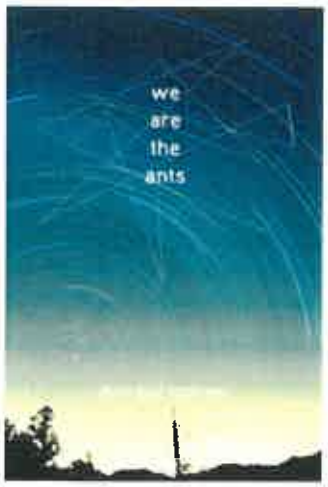
How Does It Feel to Be a Problem? by Moustafa Bayoumi



Right after 9/11, Americans grew all too accustomed to disturbing reports of Muslim women harassed for wearing headscarves, of blameless Arab men detained as suspected terrorists. Since then, the frequency and severity of these incidents seems to have decreased. But as Moustafa Bayoumi argues in his provocative investigation, **How Does It Feel to Be a Problem?** (Penguin), young Arab-Americans are still struggling to define their identities in a hostile environment and to cope with the government's mistrust. Bayoumi focuses on seven men and women, all in their 20s, all residents of Brooklyn—and all with painful, often heartbreaking stories to tell about their lives in this country.

He interviews Rasha, who emigrated from Syria at 5, and who, in 2002, was wrongfully jailed with her parents and siblings. He talks to Sami, a Manhattan-born Christian from an Egyptian-Palestinian background who enlisted in the Marines before 9/11 and found himself in the midst of tense confrontations in Iraq, and to Omar, who suspects that his prized internship in the UN press office of Al-Jazeera has made it much harder for him to find a network media job. Rami is typical of the young Muslims whose faith grew more fervent in the wake of 9/11, just as Lina, born in Kuwait to Iraqi parents, represents the many Arabs who travel back and forth from their adopted country to their homeland, living "somewhere between geographies." The most encouraging chapter concerns Yasmin, a brave young woman who fought hard and earned the right to hold a student government office at her high school without having to compromise her religious principles. Yasmin's story reminds us why, despite what they have suffered and continue to endure, Bayoumi and his interview subjects still hope that America is a place where they can live in peace—and find justice, fairness, and freedom.

We Are The Ants by Shaun David Hutchinson



From the "author to watch" (**Kirkus Reviews**) of **The Five Stages of Andrew Brawley** comes a brand-new novel about a teenage boy who must decide whether or not the world is worth saving.

Henry Denton has spent years being periodically abducted by aliens. Then the aliens give him an ultimatum: The world will end in 144 days, and all Henry has to do to stop it is push a big red button.

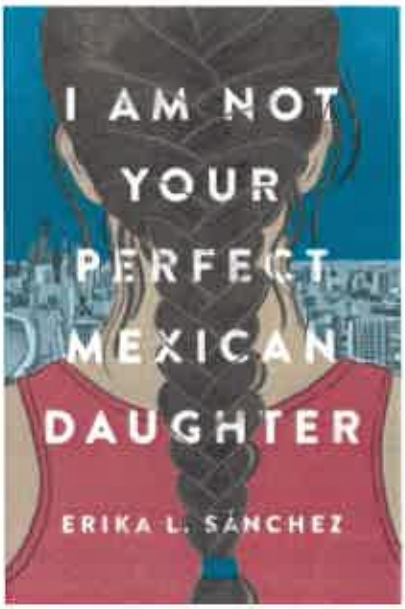
Only he isn't sure he wants to.

After all, life hasn't been great for Henry. His mom is a struggling waitress held together by a thin layer of cigarette smoke. His brother is a jobless dropout who just knocked someone up. His grandmother is slowly losing herself to Alzheimer's. And Henry is still dealing with the grief of his boyfriend's suicide last year. Wiping the slate clean sounds like a pretty good choice to him.

But Henry is a scientist first, and facing the question thoroughly and logically, he begins to look for pros and

cons: in the bully who is his perpetual one-night stand, in the best friend who betrayed him, in the brilliant and mysterious boy who walked into the wrong class. Weighing the pain and the joy that surrounds him, Henry is left with the ultimate choice: push the button and save the planet and everyone on it…or let the world—and his pain—be destroyed forever.

I Am Not Your Perfect Mexican Daughter by Erika L. Sánchez



The Absolutely True Diary of a Part-Time Indian meets **Jane the Virgin** in this poignant but often laugh-out-loud funny contemporary YA about losing a sister and finding yourself amid the pressures, expectations, and stereotypes of growing up in a Mexican-American home.

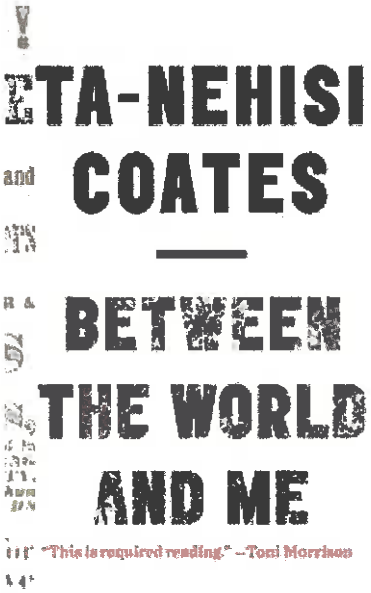
Perfect Mexican daughters do not go away to college. And they do not move out of their parents' house after high school graduation. Perfect Mexican daughters never **abandon** their family.

But Julia is not your perfect Mexican daughter. That was Olga's role.

Then a tragic accident on the busiest street in Chicago leaves Olga dead and Julia left behind to reassemble the shattered pieces of her family. And no one seems to acknowledge that Julia is broken, too. Instead, her mother seems to channel her grief into pointing out **every possible way** Julia has failed.

But it's not long before Julia discovers that Olga might not have been as perfect as everyone thought. With the help of her best friend Lorena, and her first kiss, first love, first everything boyfriend Connor, Julia is determined to find out. Was Olga really what she seemed? Or was there more to her sister's story? And either way, how can Julia even attempt to live up to a seemingly impossible ideal?

Between the World and Me by Ta-Nehisi Coates

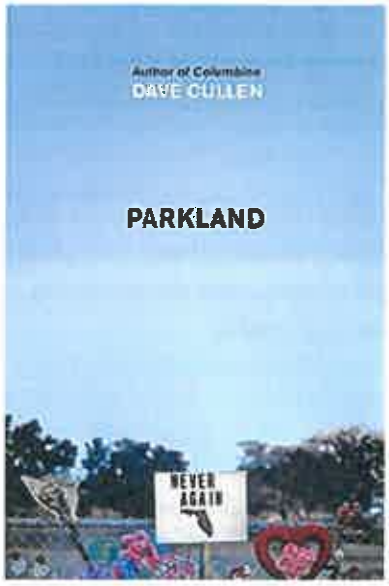


The powerful story of a father's past and a son's future.

Atlantic senior writer Coates (**The Beautiful Struggle: A Father, Two Sons, and an Unlikely Road to Manhood**, 2008) offers this eloquent memoir as a letter to his teenage son, bearing witness to his own experiences and conveying passionate hopes for his son's life. "I am wounded," he writes. "I am marked by old codes, which shielded me in one world and then chained me in the next." Coates grew up in the tough neighborhood of West Baltimore, beaten into obedience by his father. "I was a capable boy, intelligent and well-liked," he remembers, "but powerfully afraid." His life changed dramatically at Howard University, where his father taught and from which several siblings graduated. Howard, he writes, "had always been one of the most critical gathering posts for black people." He calls it The Mecca, and its faculty and his fellow students expanded his horizons, helping him to understand "that the black world was its own thing, more than a photo-negative of the people who believe they are white." Coates refers repeatedly to whites' insistence on their exclusive racial identity; he realizes now "that nothing so essentialist as race" divides people, but rather "the actual injury done by people intent on naming us, intent on believing that what they have named matters more than anything we

could ever actually do." After he married, the author's world widened again in New York, and later in Paris, where he finally felt extricated from white America's exploitative, consumerist dreams. He came to understand that "race" does not fully explain "the breach between the world and me," yet race exerts a crucial force, and young blacks like his son are vulnerable and endangered by "majoritarian bandits." Coates desperately wants his son to be able to live "apart from fear—even apart from me."

Parkland by Dave Cullen



Something changed with Parkland. When Nicolas Cruz shot seventeen students and teachers at Marjory Stoneman Douglas High School in Florida on 14th February 2018, the story was tragic and familiar. Yet the eighth school shooting that year made history for another reason.

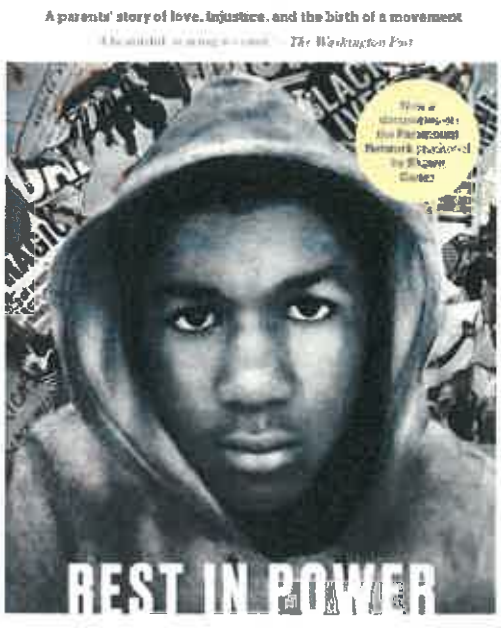
Days afterwards, young, traumatised survivors were galvanising their grief and outrage into action. Social media blazed with calls for gun control, and America listened. In just a few weeks, they organised national school walkouts, TV debates with senators and a march on Washington.

Dave Cullen had never seen this before. As the author of the definitive book on Columbine, he'd spent twenty years following the epidemic. This book will focus on the aftermath - the extraordinary #NeverAgain campaign that has seized the country with hope.

He will take the reader inside the school in the days before the shooting, where students anticipate exam results and rehearse the school play. He will recreate the six minutes it took for their world to shatter. And he'll follow, with exclusive access, the self-described 'misfits' who became the core of the campaign movement.

From media stars like Emma Gonzalez, David Hogg and Cameron Kasky to backstage organiser Jackie Corin and rulebreaker Alfonso Calderon, their journeys, their personalities are at the heart of this book. Why this time? Why these kids? And will it last? **Parkland** will take you to the hold-your-breath moment when change might come for good.

Rest in Power: The Enduring Life of Trayvon Martin by Sybrina Fulton and Tracy Martin



Trayvon Martin's parents take readers beyond the news cycle with an account only they could give: the intimate story of a tragically foreshortened life and the rise of a movement.

Now a docuseries on the Paramount Network produced by Shawn Carter

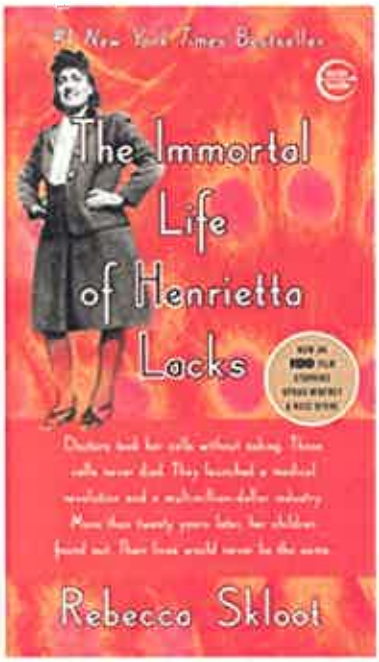
On a February evening in 2012, in a small town in central Florida, seventeen-year-old Trayvon Martin was walking home with candy and a can of juice in hand and talking on the phone with a friend when a fatal encounter with a gun-wielding neighborhood watchman ended his young life. The watchman was briefly detained by the police and released. Trayvon's father—a truck driver named Tracy—tried to get answers from the police but was shut down and ignored. Trayvon's

mother, a civil servant for the city of Miami, was paralyzed by the news of her son's death and lost in mourning, unable to leave her room for days. But in a matter of weeks, their son's name would be spoken by President Obama, honored by professional athletes, and passionately discussed all over traditional and social media. And at the head of a growing nationwide campaign for justice were Trayvon's parents, who—driven by their intense love for their lost son—discovered their voices, gathered allies, and launched a movement that would change the country.

Five years after his tragic death, Trayvon Martin's name is still evoked every day. He has become a symbol of social justice activism, as has his hauntingly familiar image: the photo of a child still in the process of becoming a young man, wearing a hoodie and gazing silently at the camera. But who was Trayvon Martin, before he became, in death, an icon? And how did one black child's death on a dark, rainy street in a small Florida town become the match that lit a civil rights crusade?

Rest in Power, told through the compelling alternating narratives of Sybrina Fulton and Tracy Martin, answers, for the first time, those questions from the most intimate of sources. It's the story of the beautiful and complex child they lost, the cruel unresponsiveness of the police and the hostility of the legal system, and the inspiring journey they took from grief and pain to power, and from tragedy and senselessness to meaning.

The Immortal Life of Henrietta Lacks by Rebecca Skloot

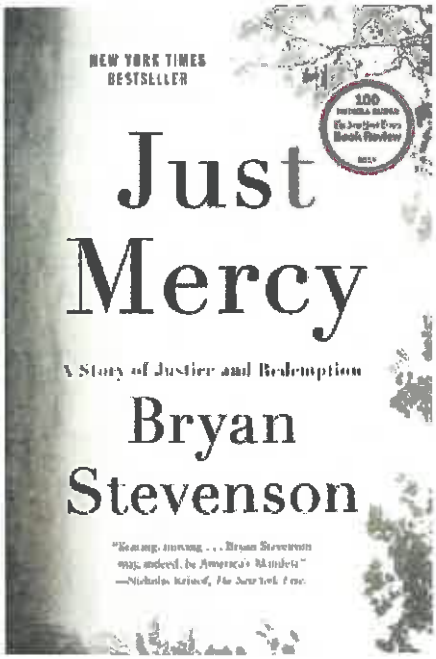


A dense, absorbing investigation into the medical community's exploitation of a dying woman and her family's struggle to salvage truth and dignity decades later.

In a well-paced, vibrant narrative, **Popular Science** contributor and Culture Dish blogger Skloot (Creative Writing/Univ. of Memphis) demonstrates that for every human cell put under a microscope, a complex life story is inexorably attached, to which doctors, researchers and laboratories have often been woefully insensitive and unaccountable. In 1951, Henrietta Lacks, an African-American mother of five, was diagnosed with what proved to be a fatal form of cervical cancer. At Johns Hopkins, the doctors harvested cells from her cervix without her permission and distributed them to labs around the globe, where they were multiplied and used for a diverse array of treatments. Known as HeLa cells, they became one of the world's most ubiquitous sources for medical research of everything from hormones, steroids and vitamins to gene mapping, in vitro fertilization, even the polio vaccine—all without the knowledge, must less consent, of the Lacks family. Skloot spent a decade interviewing every relative of Lacks she could find, excavating difficult memories and long-simmering outrage that had lay dormant since their loved one's sorrowful demise. Equal parts intimate biography and brutal clinical reportage, Skloot's graceful narrative adeptly navigates the wrenching Lack family recollections and the sobering, overarching realities of poverty and pre–civil-rights racism. The author's style is matched by a methodical scientific rigor and manifest expertise in the field.

Skloot's meticulous, riveting account strikes a humanistic balance between sociological history, venerable portraiture and Petri dish politics.

Just Mercy by Bryan Stevenson

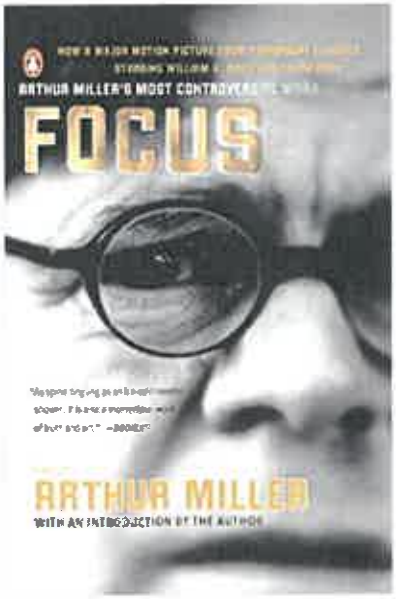


A powerful true story about the potential for mercy to redeem us, and a clarion call to fix our broken system of justice—from one of the most brilliant and influential lawyers of our time

Bryan Stevenson was a young lawyer when he founded the Equal Justice Initiative, a legal practice dedicated to defending those most desperate and in need: the poor, the wrongly condemned, and women and children trapped in the farthest reaches of our criminal justice system. One of his first cases was that of Walter McMillian, a young man who was sentenced to die for a notorious murder he insisted he didn't commit. The case drew Bryan into a tangle of conspiracy, political machination, and legal brinkmanship—and transformed his understanding of mercy and justice forever.

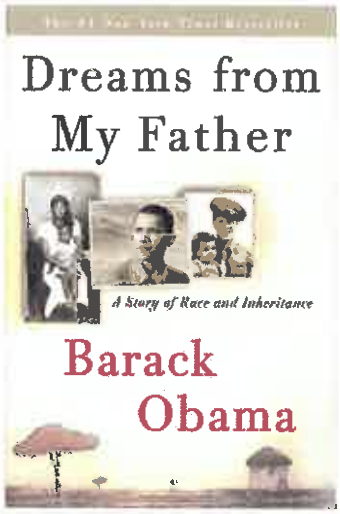
Just Mercy is at once an unforgettable account of an idealistic, gifted young lawyer's coming of age, a moving window into the lives of those he has defended, and an inspiring argument for compassion in the pursuit of true justice.

Focus by Arthur Miller



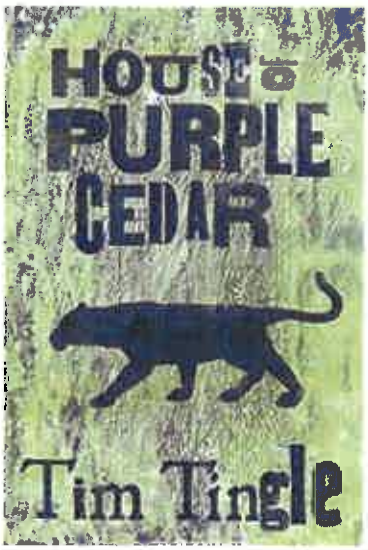
Written in 1945, **Focus** was Arthur Miller's first novel and one of the first books to directly confront American anti-Semitism. It remains as chilling and incisive today as it was at the time of its controversial debut. As World War II draws to a close, anti-Semitism is alive and well in Brooklyn, New York. Here, Newman, an American of English descent, floats through a world of multiethnic neighborhoods indifferent to the racism around him. That is, until he begins to wear glasses that render him "Jewish" in the eyes of others, making him the target of anti-Semitic prosecution. As he and his wife find friendship and support from a Jewish immigrant, Newman slowly begins to understand the racial hatreds that surround him.

Dreams from My Father by Barack Obama



In this lyrical, unsentimental, and compelling memoir, the son of a black African father and a white American mother searches for a workable meaning to his life as a black American. It begins in New York, where Barack Obama learns that his father—a figure he knows more as a myth than as a man—has been killed in a car accident. This sudden death inspires an emotional odyssey—first to a small town in Kansas, from which he retraces the migration of his mother's family to Hawaii, and then to Kenya, where he meets the African side of his family, confronts the bitter truth of his father's life, and at last reconciles his divided inheritance.

House of Purple Cedar by Tim Tingle



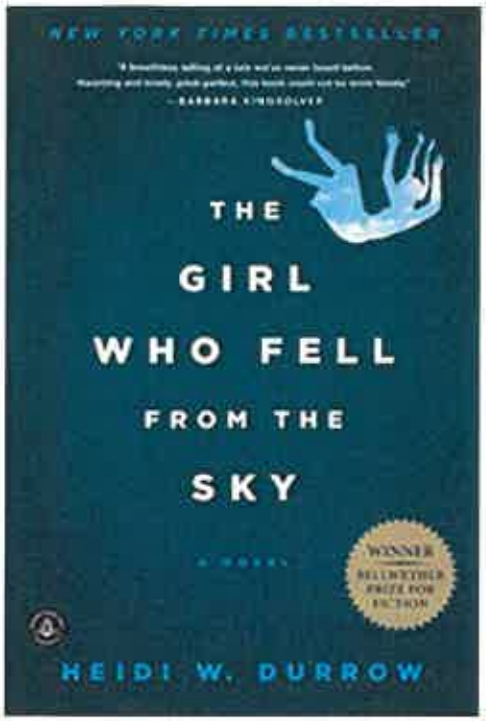
In Tingle's (**How I Became a Ghost**, 2013, etc.) haunting novel, the Trail of Tears is a memory, but the Choctaw people of Oklahoma still confront prejudice and contempt.

It's 1896. At Skullyville settlement, New Hope Academy for Girls has been destroyed by fire. Twenty Choctaw girls die. Tingle's story spans the months following the fire as experienced by Rose Goode, a student. Rose goes home to her parents and to beloved Pokoni and Amafo, her grandparents. Shortly thereafter, Amafo visits Spiro, a town nearby, with Rose and her little brother. There, he's viciously assaulted by town marshal Robert Hardwicke, who's in a drunken rage. That night, Choctaw people gather, both fearing attack and planning revenge. But then, stoic, dignified Amafo says, "I will do this, speak friendly words to him and tip my hat to him, till one day he will turn away from me and they will see who is afraid." In quiet, often poetic language drawn from nature's images and from Choctaw ethos, Tingle sketches Amafo, a marvelous character both wise and loving. Tingle writes of cultures clashing, certainly, but hatred from **nahullos** (whites) like Hardwicke is counterbalanced by the goodwill of others like John Burleson, railroad stationmaster, and one-legged store clerk Maggie Johnston. Despite assimilating elements of white culture, including Christianity, Tingle's Choctaws maintain mystical connections to the land and its creatures. The tale is ripe with symbolism and peopled by riveting characters.

A lyrical, touching tale of love and family, compassion and forgiveness.

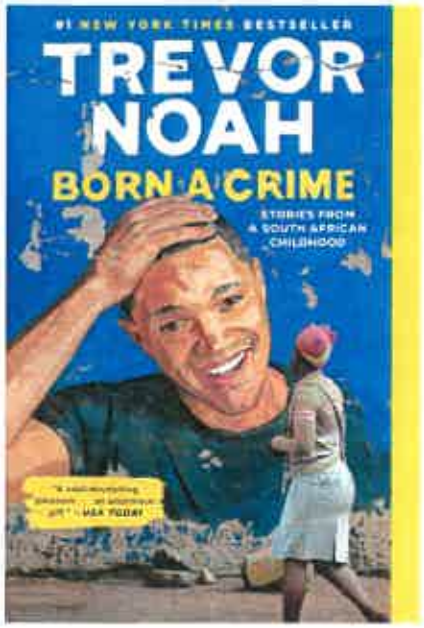
Grade 12

The Girl Who Fell From the Sky by Heidi W. Durrow



Rachel, the daughter of a Danish mother and a black G.I., becomes the sole survivor of a family tragedy after a fateful morning on their Chicago rooftop. Forced to move to a new city, with her strict African American grandmother as her guardian, Rachel is thrust for the first time into a mostly black community, where her light brown skin, blue eyes, and beauty bring a constant stream of attention her way. It's there, as she grows up and tries to swallow her grief, that she comes to understand how the mystery and tragedy of her mother might be connected to her own uncertain identity. This searing and heart wrenching portrait of a young biracial girl dealing with society's ideas of race and class is the winner of the Bellwether Prize for best fiction manuscript addressing issues of social justice.

Born a Crime by Trevor Noah



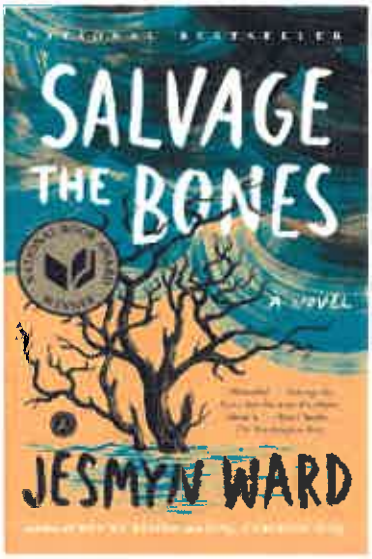
Trevor Noah's unlikely path from apartheid South Africa to the desk of **The Daily Show** began with a criminal act: his birth. Trevor was born to a white Swiss father and a black Xhosa mother at a time when such a union was punishable by five years in prison. Living proof of his parents' indiscretion, Trevor was kept mostly indoors for the earliest years of his life, bound by the extreme and often absurd measures his mother took to hide him from a government that could, at any moment, steal him away. Finally liberated by the end of South Africa's tyrannical white rule, Trevor and his mother set forth on a grand adventure, living openly and freely and embracing the opportunities won by a centuries-long struggle.

Born a Crime is the story of a mischievous young boy who grows into a restless young man as he struggles to find himself in a world where he was never supposed to exist. It is also the story of that young man's relationship with his fearless, rebellious, and fervently religious mother—his teammate, a woman determined to save her son from the cycle of poverty, violence, and abuse that would ultimately threaten her own life.

The stories collected here are by turns hilarious, dramatic, and deeply affecting. Whether subsisting on caterpillars for dinner during hard times, being thrown from a moving car during an attempted kidnapping, or

just trying to survive the life and death pitfalls of dating in high school, Trevor illuminates his curious world with an incisive wit and unflinching honesty. His stories weave together to form a moving and searingly funny portrait of a boy making his way through a damaged world in a dangerous time, armed only with a keen sense of humor and a mother's unconventional, unconditional love.

Salvage the Bones by Jesmyn Ward

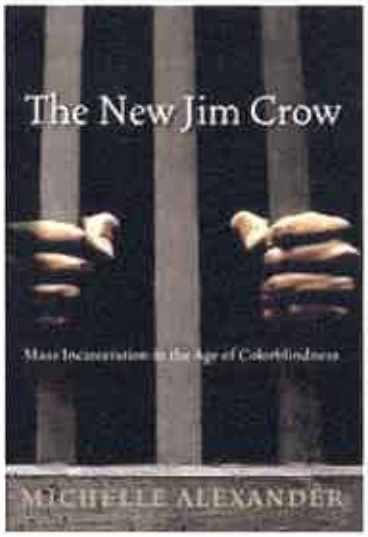


Jesmyn Ward, two-time National Book Award winner and author of **Sing, Unburied, Sing**, delivers a gritty but tender novel about family and poverty in the days leading up to Hurricane Katrina.

A hurricane is building over the Gulf of Mexico, threatening the coastal town of Bois Sauvage, Mississippi, and Esch's father is growing concerned. A hard drinker, largely absent, he doesn't show concern for much else. Esch and her three brothers are stocking food, but there isn't much to save. Lately, Esch can't keep down what food she gets; she's fourteen and pregnant. Her brother Skeetah is sneaking scraps for his prized pitbull's new litter, dying one by one in the dirt. Meanwhile, brothers Randall and Junior try to stake their claim in a family long on child's play and short on parenting.

As the twelve days that make up the novel's framework yield to their dramatic conclusion, this unforgettable family--motherless children sacrificing for one another as they can, protecting and nurturing where love is scarce--pulls itself up to face another day. A big-hearted novel about familial love and community against all odds, and a wrenching look at the lonesome, brutal, and restrictive realities of rural poverty, **Salvage the Bones** is muscled with poetry, revelation, and reality.

The New Jim Crow by Michelle Alexander



A civil-rights lawyer's disturbing view of why young black men make up the majority of the more than two million people now in America's prisons.
In this explosive debut, Alexander (Law/Moritz College of Law and the Kirwan Institute for the Study of Race and Ethnicity) argues that the imprisonment of unusually large numbers of young blacks and Latinos—most harshly sentenced for possession or sale of illegal drugs, mainly marijuana—constitutes "a stunningly comprehensive and well-designed system of racialized social control." The "warehousing" of inner-city youths, she writes, is a new form of Jim Crow under which drug offenders—in jail or prison, on probation or parole—are denied employment, housing, education and public benefits; face a lifetime of shame; and rarely successfully integrate into mainstream society.

The author blames the situation mainly on the War on Drugs, begun by Ronald Reagan in 1982, which grew out of demands for "law and order" that were actually a racially coded backlash to the civil-rights movement. The situation continues because of racial indifference, not racial bias, she writes. Many will dismiss the author's assertions; others will find her observations persuasive enough to give pause. Most people who use or sell illegal drugs are white, but in many states 90 percent of those admitted to prison for drug offenses are black or Latino. Police departments, given financial incentives—cash grants and the right to keep confiscated cash and assets from drug

raids—to focus on drug enforcement, find it easier to send SWAT teams into poor neighborhoods, where they will face less political backlash, than into gated communities and college frat houses. Also, most people do not care what happens to drug criminals, feeling that "they get what they deserve." So what's to be done? Alexander writes that civil-rights leaders, reluctant to advocate for criminals, remain quiet on the issue; President Obama, an admitted former user of illegal drugs, is not in a position to offer leadership; and policymakers offer only piecemeal reforms. She hopes a new grassroots movement will foster frank discussion about race, cultivate an ethic of compassion for all and end the drug war and mass incarceration.

The Art of Starving by Sam J. Miller



A bullied gay boy harnesses trippy, starvation-induced powers to avenge the disappearance of his beloved sister.

Gay, Jewish, white, self-deprecating Matt hates his name but hasn't changed it because honesty is the best policy. And he is honest, quickly establishing that he has suicidal thoughts and homicidal reveries and his family is at the bottom of the financial food chain. That forthright tongue isn't fully reflective though, refusing to admit that his body dysmorphia and calorie counting = eating disorder. When he discovers that extreme starvation heightens his senses, the world around him begins to clarify (he can follow scents like a hound and read minds like a clairvoyant as his body slowly degenerates). Convinced that a triptych of king bullies, one of whom is dark and dreamy Middle Eastern Tariq, on whom he hates having a massive crush, is responsible for the disappearance of his older sister, Matt focuses his supernatural gift on them, hoping both to find his sister and to systematically destroy the high school ruling class—even if Tariq might secretly be into him. In first-person journal format, Matt schools readers on the art of starving as he toes the line between expiration and enlightenment, sparing no detail of his twisted, antagonistic relationship with his body. Matt's sarcastic, biting wit keeps readers rooting for him and hoping for his recovery. In his acknowledgments, Miller reveals the story's roots in his own teen experiences.

Gabi, A Girl in Pieces by Isabel Quintero



Struggles with body image, teen pregnancy, drug addiction, rape, coming out, first love and death are all experiences that touch Gabi's life in some way during her senior year, and she processes her raw and honest feelings in her journal as these events unfold.

Gabi's family life is unbalanced. Her father is a drug addict who comes in and out of her life sporadically. Her mother tries desperately to keep her tethered to the values of her traditional Mexican heritage. Gabi's weight, her desire to go away to college and her blossoming sexuality are all at odds with what she feels are expected from her as a young Mexican-American woman. The teen is deeply bonded with her two best friends, Cindy and Sebastian, who each struggle themselves with the tension between sexuality and culture. Through poetry, Gabi finds her voice and develops the confidence to be true to herself. With this first novel, Quintero excels at presenting a life that is simultaneously messy and hopeful. Readers won't soon forget Gabi, a young woman coming into her own in the face of intense pressure from her family, culture and society to fit someone else's idea of what it means to be a "good" girl.

WINDSOR BOARD OF EDUCATION

AGENDA ITEM

For Consideration by the Board of Education at the Meeting of: October 16, 2019

Prepared By: Danielle Batchelder **Presented By:** Danielle Batchelder

Attachments: Update on the 19/20 Major Maintenance Projects

Subject: Major Maintenance Project Update

Background:

Each year, the BOE Adopted Budget includes a Major Maintenance Project List by site. Each year, priorities may shift due to unexpected maintenance upgrades. In order for the Board to be informed of which projects were able to get completed from the 2019/2020 Major Maintenance Budget, we are presenting this information.

Recommendation:

For informational purposes only.

Reviewed by: KOB **Recommended by the Superintendent:**

Agenda Item # 6b.

Adopted 2019/2020 Major Maintenance Projects - Status Update on Completed/In Process

School/Status	Project Name	Project Detail
CLOVER STREET		
Completed	Sidewalk & Curb Repairs	Repaired and replaced deteriorating sidewalks.
Completed	Walkway Gate Painting	Repainted gates along exterior walkways between buildings.
Completed	Exterior Door Replacement	Replaced Exterior Door & Frame by the Staff Lounge.
JOHN F KENNEDY		
Completed	Main Office Renewal	Repainted, added new carpet and new office furniture.
Completed for 19/20; Ongoing	Renovate Student Bathrooms	Continue to replace partitions, old fixtures and paint walls.
OLIVER ELLSWORTH		
Completed	Locker Painting	Repainted all lockers to match the trim color in main office.
POQUONOCK		
Completed	Entry Door by Playground Replacement	Replaced exterior door & frame at the front entrance by the playground.
Completed	Cafeteria Floor Renewal	VCT floor replacement in the kitchen, café, treehouse and 7 classrooms. These areas were not included in the original VCT Tile Replacement Project in 2015.
Completed	Intercom & Clock System	Installed a new Intercom and Clock system.
Completed for 19/20; Ongoing	Renovate Student Bathrooms	Continue to replace partitions, old fixtures and paint walls.

Adopted 2019/2020 Major Maintenance Projects - Status Update on Completed/In Process

School/Status	Project Name	Project Detail
SAGE PARK		
Completed	Nurses Suite Flooring	Replaced VCT in nurse's suite.
In-Progress. Needs assessment and design were completed. Waiting on delivery of furniture & materials.	Sage Park Science Labs	Upgrade Science Labs to meet OSHA code compliance and regulations, purchase new lab tables and chairs. Purchased moterized dark shades for ceiling windows in order to fulfil science experiments.
Completed	Renew Classrooms	Painted the South Wing 2nd floor doors, frames, classrooms and hallways.
Complete project during the Winter/Summer of 2020	Renew Classrooms	8th Grade Wing (Classrooms & Hallways) - Contractor removed and replaced floor tiles - tile continued to bubble up due to water underneath building. Work will be completed over winter recess and/or Summer of 2020
Completed	Renew Classrooms	Cleaned, Sand and Painted all classroom doors & stairwells
Completed for 19/20; Ongoing	Renovate Student Bathrooms	Continue to replace partitions, old fixtures and paint walls.

HIGH SCHOOL		
Completed	Cafeteria Ceiling	Installed new ceiling tiles in the cafeteria.
Completed	Media Center Carpet	Replaced carpet and repainted in the Media Center.
Completed	Repaint Stairway Railings	Repainted all stairwell railings.
Completed for 19/20; Ongoing	Renovate Student Bathrooms	Continue to replace partitions, old fixtures and paint walls.

LP Wilson		
Completed	Door Painting	Repainted all interior and exterior doors.
Completed	Landscaping	Upgraded the landscaping along the front of the building.

WINDSOR BOARD OF EDUCATION
AGENDA ITEM

For Consideration by the Board of Education at the Meeting of: October 16, 2019

Prepared By: Craig A. Cooke **Presented By:** Craig A. Cooke/Danielle Batchelder

Attachments: Position Adjustments and Realized Savings After Budget Adoption

Subject: Staffing Update

Background:

Following the Board's adoption of the 2019-2020 budget, there have been staffing changes due to student enrollment and student need. In order for the Board to be informed of the changes and be prepared for upcoming budget discussions, we are presenting this information.

Recommendation:

For informational purposes only.

Recommended by the Superintendent:

Agenda Item # 6c.

Position Adjustments & Realized Savings after Budget Adoption

Position Added	Cost	Position Adjustment	Savings	Surplus / Deficit	Rationale for Need
1.0 FTE Kindergarten Teacher (OE)	$61,434			$61,434	Enrollment Increase
1.0 FTE Grade 5 Teacher (Clover)	$53,625	1.0 FTE Reading Teacher (WHS)	($74,158)	($20,533)	Enrollment Increase - Sustain lower class sizes
1.0 FTE Reading Teacher (Clover)	$64,283	Position will be funded by ECS Alliance Grant	($64,283)	$0	Additional Reading Teacher based on Student Need
1.0 FTE PreK Teacher (OE/POQ)	$81,358	Reduction of 1.0 FTE Technology Teacher Leader (DW)	($97,502)	($16,144)	Increasing student population; Instructional support needed
1.0 FTE PE/Health Teacher (CLO/SPARK/DW)	$97,502	Position will be funded by Title I Grant	($97,502)	$0	Added Health Curriculum Classes - Per state mandate; Increased elementary enrollment
1.0 FTE Social Studies Teacher (WHS)	$58,711	Reduction of 1.0 FTE Business Teacher (WHS)	($75,000)	($16,289)	Position added during budget, however, enrollment in classes didn't warrant a need to add 1.0 FTE at this time
				$8,468	Balance from Position Changes

WINDSOR BOARD OF EDUCATION
AGENDA ITEM

For Consideration by the Board of Education at the Meeting of: October, 16 2019

Prepared By: Santosha Oliver, Ph.D. **Presented By:** A. Taylor/S. Oliver

Attachments: N/A

Subject: Curriculum Development 2nd Reading: Grade 6-8 Math

Background:

Grade 6 Math - In Grade 6, instructional time should focus on four critical areas: (1) connecting ratio and rate to whole number multiplication and division and using concepts of ratio and rate to solve problems; (2) completing understanding of division of fractions and extending the notion of number to the system of rational numbers, which includes negative numbers; (3) writing, interpreting, and using expressions and equations; and (4) developing understanding of statistical thinking.

Grade 7 Math - In Grade 7, instructional time should focus on four critical areas: (1) developing understanding of and applying proportional relationships; (2) developing understanding of operations with rational numbers and working with expressions and linear equations; (3) solving problems involving scale drawings and informal geometric constructions, and working with two- and three-dimensional shapes to solve problems involving area, surface area, and volume; and (4) drawing inferences about populations based on samples.

Grade 8 Math - In Grade 8, instructional time should focus on three critical areas: (1) formulating and reasoning about expressions and equations, including modeling an association in bivariate data with a linear equation, and solving linear equations and systems of linear equations; (2) grasping the concept of a function and using functions to describe quantitative relationships; (3) analyzing two- and three-dimensional space and figures using distance, angle, similarity, and congruence, and understanding and applying the Pythagorean Theorem.

Status:

Grade 6 Math, Grade 7 Math and Grade 8 Math were presented at the Regular Board Meeting on September 17, 2019

Recommendation:

The Board approves Grade 6 Math, Grade 7 Math and Grade 8 Math as a 2nd Reading.

Reviewed by: Santosha Oliver **Recommended by the Superintendent:**

Agenda Item # 6d.

WINDSOR BOARD OF EDUCATION

AGENDA ITEM

For Consideration by the Board of Education at the Meeting of: October 16, 2019

PREPARED BY: Danielle Batchelder **PRESENTED BY:** Danielle Batchelder

ATTACHMENTS: September 30, 2019 Financial Report

SUBJECT: Financial Report

BACKGROUND:

A report of operating expenditures is prepared monthly for the Board of Education. The report details monthly and year-to-date expenditures for each site within Windsor Public Schools.

STATUS:

The attached report is for the month of September 2019.

There were no inter-site transfers during the month.

RECOMMENDATION:

No action is necessary. The report is for information only.

The Secretary of the Board of Education should include the following in the minutes of this Board of Education meeting:

Expenditures for September 30, 2019	$ 4,869,111
Expenditures through September 30, 2019	$11,360,950

Reviewed by: _____ **Recommended by the Superintendent:** _____

Agenda Item # 8a.

Windsor Public Schools
Financial Report
September 30, 2019

	2019/2020 Budget	Expenditures YTD 9/30/2019	Encumbrance	Balance 9/30/2019	% Balance
Instructional Services					
Clover Street School	63,167	9,977	9,168	44,022	**70%**
John F. Kennedy School	84,950	2,192	30,479	52,279	**62%**
Oliver Ellsworth School	86,730	16,372	16,420	53,938	**62%**
Poquonock School	69,296	2,281	22,254	44,761	**65%**
Sage Park Middle School	210,935	36,842	38,189	135,904	**64%**
Windsor High School	397,511	56,511	70,457	270,543	**68%**
Windsor High School Interscholastic Sports	207,000	58,743	92,838	55,419	**27%**
Athletic Coaches	254,000	0	0	254,000	**100%**
WHS Career & Technical Education	59,745	777	7,670	3,647	**6%**
Continuing Education	70,400	8,766	2,142	59,492	**85%**
*Instructional Mgt. & Curriculum Development	318,380	62,327	64,535	191,518	**60%**
Magnet School Tuition	1,500,600	0	0	1,500,600	**100%**
Technology	777,405	566,283	61,054	150,068	**19%**
Total Instructional Services	**4,100,119**	**821,071**	**415,206**	**2,816,191**	**69%**
Education Support Services					
Pupil Personnel Services	402,800	24,549	40,070	338,181	**84%**
Special Education	94,350	12,343	5,646	76,361	**81%**
Special Education Tuition	4,968,886	721,000	9,772	4,238,114	**85%**
Policy & Planning	142,350	58,597	7,471	76,282	**54%**
**Employee Personnel Services	129,000	33,102	7,583	88,315	**68%**
Financial Management	280,442	70,295	17,788	192,359	**69%**
Financial Services	38,500	1,768	35,451	1,281	**3%**
Pupil Transportation & Safety	2,857,789	0	721	2,857,068	**100%**
Special Education Transportation	2,121,699	0	650,268	1,471,431	**69%**
Physical Plant Services	1,902,850	316,912	1,513,266	72,672	**4%**
Major Maintenance	436,000	280,110	37,098	118,792	**27%**
L.P. Wilson Center	254,800	36,043	161,865	56,892	**22%**
Benefits	10,869,681	2,156,228	239,216	8,474,237	**78%**
Certified Salaries	32,389,877	5,159,087	0	27,230,790	**84%**
Non-Certified Salaries	8,659,999	1,606,575	0	7,053,424	**81%**
Regular Ed Tutor Salaries	336,700	6,054	0	330,646	**98%**
Special Ed Tutor Salaries	284,000	16,751	0	267,249	**94%**
Substitute Salaries	643,519	40,465	16,687	586,367	**91%**
Total Education Support Services	**66,813,242**	**10,539,879**	**2,742,902**	**53,530,461**	**80%**
Total All Sites	**$70,913,361**	**$11,360,950**	**$3,158,108**	**$56,346,652**	**79%**

WINDSOR BOARD OF EDUCATION

AGENDA ITEM

For Consideration by the Board of Education at the Meeting of: October 16, 2019

PREPARED BY: Danielle Batchelder **PRESENTED BY:** Danielle Batchelder

ATTACHMENTS: Student Enrollment Report & Recap

SUBJECT: Student Enrollment as of October 1, 2019

BACKGROUND:

Attached are the enrollment figures as of October 1, 2019. Mrs. Batchelder will answer any questions.

STATUS:

In prior BOE enrollment reports, the enrollment report grouped all students into one category labeled "Outside Placement/Private Placement (SPED)". Beginning in September 2016, the Out Placement/Private Placement (SPED) line was separated into two categories:

1. *Out of District Placement-Special Education students*
2. *Private Placement Special Education students*

Out of District - Special Education: Those students who are placed at a Connecticut State Department of Education (CSDE) approved private special education program as recommended by a planning and placement team (PPT) as part of a student's individualized education program (IEP). Additionally, this category may include a family who moves into Windsor with a child who has a disability who has already been placed in a private special education program and/or children who are placed in Windsor foster home(s) by the Department of Children and Families (DCF) and are already enrolled in a private special education program.

Private Placement - Special Education: Those students who have been identified special education through the planning and placement team (PPT) process that have been parentally placed at a non-public school located in Windsor (i.e., St. Gabriel, Trinity Christian, Madina Academy, Praise Power & Prayer, etc.).

RECOMMENDATION:

Informational

Reviewed by: _____ **Recommended by the Superintendent:** _____

Agenda Item # 8b

Windsor Public Schools
Student Enrollment Report
October 1, 2019

Enrollment in Windsor Public Schools

Grades PreK - 5	1,446
Grades 6-8	709
Grades 9-12	1,153
Total District Enrollment	**3,308**

Windsor Students not in District Schools

Out of District Placements (SPED)	52
Private Schools (St.Gabriels, Trinity Christian, Medina Academy; Praise, Power&Prayer)	21
CREC Montessori Hartford	10
CREC Metropolitan Learning Center (MLC)	85
CREC Miscellaneous Magnet Schools	210
Hartford Host Magnet Schools	240
Miscellaneous Magnet Schools	34
A.I. Prince Technical High School	13
Howard Cheney Technical High School	11
	676
Total Students	**3,984**

Windsor Public Schools
Student Enrollment Report
October 1, 2019

GRADE		Poquonock School	Clover Street School	Oliver Ellsworth School	John F. Kennedy School	Total
PreK		54		70		124
K		82		141		223
1		120		125		245
2		91		116		207
3			77		123	200
4			100		112	212
5			97		138	235
Subtotal K-5						1,322
Total		**347**	**274**	**452**	**373**	**1,446**

GRADE		Sage Park Middle School
6		238
7		233
8		238
Total		**709**

GRADE	Windsor High School
9	295
10	271
11	297
12	290
Total	**1,153**

District Wide Enrollment	**3,308**

ENROLLMENT REPORT 2019-2020
POQUONOCK SCHOOL

Room #	Teacher	Grade	Projected	1-Sept	1-Oct	1-Nov	1-Dec	1-Jan	1-Feb	1-Mar	1-Apr	1-May	1-Jun
		Kindergarten											
2	Brown			14	14								
3	Scott			13	13								
22	Roche			14	14								
23	Filmer			14	14								
24	Eskanazi			12	13								
26	Scerra			14	14								
		Total	**45**	**81**	**82**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
		Grade 1											
1	McCann			17	17								
12	Elkey			18	18								
15	Velez			17	17								
17	Stoll			18	17								
16	Reynolds			17	16								
18	Neals			18	18								
25	Hernandez			18	17								
		Total	**116**	**123**	**120**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
		Grade 2											
8	Coburn			18	18								
9	Trummel			18	18								
11	Delskey			18	18								
13	Hoogewerff			18	18								
14	Couchon			18	19								
		Total	**89**	**90**	**91**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	PK Smart Start		30	32	32								
	Sped & Peer		15	19	22								
		Total	**45**	**51**	**54**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Poqunonock	**Totals**	**295**	**345**	**347**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

ENROLLMENT REPORT 2019-2020
OLIVER ELLSWORTH SCHOOL

Room #	Teacher	Grade	Projected	1-Sept	1-Oct	1-Nov	1-Dec	1-Jan	1-Feb	1-Mar	1-Apr	1-May	1-Jun
		Kindergarten											
14	Adamski			15	15								
15	Waszkelewicz			16	16								
19	Drake			14	15								
20	Butterick			15	15								
21	Tedeschi			17	17								
22	Bishop			16	16								
24	Bartholomew			15	16								
25	Chapple			15	15								
26	Marcella			16	16								
		Total	**71**	**139**	**141**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
		Grade 1											
10	Strickland			21	21								
11	Capizzi			22	22								
12	Furie			21	21								
13	Cornell			21	21								
16	Miler			20	20								
17	Strempfer			20	20								
		Total	**107**	**125**	**125**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
		Grade 2											
1	Mayo			20	20								
2	Goicohea			21	21								
3	Majors			20	20								
6	Heilman			19	19								
7	Carlin			19	18								
8	Jaworski			19	18								
		Total	**123**	**118**	**116**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	PK Smart Start		30	29	30								
	Sped & Peers		30	45	40								
		Total	**60**	**74**	**70**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Oliver Ellsworth		**Totals**	**361**	**456**	**452**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

ENROLLMENT REPORT 2019-2020
JF KENNEDY SCHOOL

Room #	Teacher	Grade	Projected	1-Sept	1-Oct	1-Nov	1-Dec	1-Jan	1-Feb	1-Mar	1-Apr	1-May	1-Jun
		Grade 3											
1	L. Macaluso			17	17								
2	Richards			17	17								
3	Lamouireux			18	18								
4	Ghanesh-May			18	18								
5	Filomeno			16	17								
6	Johnston			18	19								
8	Estelle			17	17								
		Total	**114**	**121**	**123**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
		Grade 4											
9	M.Macaluso			19	19								
10	Silliman			19	19								
12	Bishop			18	19								
14	Atkins			18	18								
16	Taylor			19	19								
18	Caselli			18	18								
		Total	**110**	**111**	**112**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
		Grade 5											
15	Brown			20	20								
19	Bowman			20	20								
20	Paley			19	19								
24	Freitas			19	20								
25	Mazur			20	20								
27	Hildt			20	19								
28	Fye			20	20								
		Total	**127**	**138**	**138**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
John F. Kennedy		**Totals**	**351**	**370**	**373**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

ENROLLMENT REPORT 2019-2020
Clover Street School

Room #	Teacher	Grade	Projected	1-Sept	1-Oct	1-Nov	1-Dec	1-Jan	1-Feb	1-Mar	1-Apr	1-May	1-Jun
		Grade 3											
8	Lindsley			16	14								
10	Murray			16	15								
11	Sanchez			17	15								
19	Rivers			17	18								
18	Darrell			17	15								
		Total	**85**	**83**	**77**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
		Grade 4											
9	Michalic			23	22								
14	Su			21	21								
15	Savage			20	20								
26	Keach-Longo			18	18								
27	Williams			20	19								
		Total	**96**	**102**	**100**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
		Grade 5											
12	Grimes			17	16								
13	Carlson			17	18								
16	Mendola			17	15								
17	Nowsch			17	18								
24	Chartier			16	15								
25	Lewis			15	15								
		Total	**97**	**99**	**97**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	Clover	**Totals**	**278**	**284**	**274**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

ENROLLMENT REPORT 2019-2020
Sage Park Middle School

		Projected	1-Sept	1-Oct	1-Nov	1-Dec	1-Jan	1-Feb	1-Mar	1-Apr	1-May	1-Jun
Grade 6												
Team 1			83	81								
Team 2			82	79								
Team 3			78	78								
	Total	**218**	**243**	**238**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Grade 7												
Team 4			79	80								
Team 5			77	76								
Team 6			77	77								
	Total	**250**	**233**	**233**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Grade 8												
Team 7			84	85								
Team 8			75	75								
Team 9			79	78								
	Total	**234**	**238**	**238**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Sage Park	**Totals**	**702**	**714**	**709**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

ENROLLMENT REPORT 2019-2020
Windsor High School

	Projected	1-Sept	1-Oct	1-Nov	1-Dec	1-Jan	1-Feb	1-Mar	1-Apr	1-May	1-Jun
Grade 9	330	297	295								
Grade 10	261	272	271								
Grade 11	297	296	297								
Grade 12	295	291	290								
Windsor High Total	**1,183**	**1,156**	**1,153**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

WINDSOR BOARD OF EDUCATION
AGENDA ITEM

For Consideration by the Board of Education at the Meeting of: October 16, 2019

Prepared By: Patricia Patton **Presented By:** Danielle Batchelder

Attachments: Food Service Financial Report

Subject: Cafeteria Operations – September 2019

Background: The Windsor School Food Service participates in the National School Lunch Program at each of our school facilities, at St. Gabriel's and CREC's Academy of Aerospace and Engineering. We also participate in the National School Breakfast Program at our four elementary schools, Sage Park Middle School, Windsor High School and CREC AAE. We operate the After School Snack Program for our Treehouse Program in Windsor. We operated our Summer Food Service Program of lunch and snack at Deerfield Apartment Complex, Goslee Pool, Wilson Library, and added Poquonock Elementary School location during summer break. We are complying with the Healthy Food Certification again this year to send a consistent message to our students in keeping with our wellness policies.

Our annual goal is to operate with a small reserve account to offset unanticipated needs and to increase participation from students and staff in all our programs.

A monthly financial report is presented to the Board of Education. This report includes sales and financial information for the current period.

Status: Financial Report for September 2019

Recommendation: Informational only.

Reviewed by: NCB **Recommended by the Superintendent:**

Agenda Item # 8c.

Windsor School Food Service
Program Participation
September 2019

SALES

		Sept 2018	Sept 2019
WHS			
	# OF DAYS	19	19
	SALES	$26,671.77	$30,570.06
	AVERAGE	$1,403.78	$1,608.95

Reimbursable Meals	**Average LUNCH per day**	
ELEMENTARY	775	787
Academy of Aerospace & Engineering	445	450
SPMS	456	473
WHS	513	606

Reimbursable Meals	**Average BREAKFAST per day**	
ELEMENTARY	325	333
Academy of Aerospace & Engineering	136	152
SPMS	69	121
WHS	139	139

Reimbursable Meals	**Average SNACK per day**	
Treehouse Program	90	83

Windsor School Food Service
Profit Loss
July through September 2019

REVENUE	July-Sept 2018	7/1/18 - YTD	July-Sept 2019	7/1/19 - YTD
SALES	$115,133.44	$842,011.81	$142,118.16	$142,118.16
REIMBURSEMENTS - STATE		56,482.50		
ACCOUNTS RECEIVEABLE FED	144,557.93	1,029,061.15	153,020.67	153,020.67
CLOC	58,784.00	100,023.00	47,921.00	47,921.00
MISC. (REBATES)	616.00	4,438.35	18,400.74	18,400.74
6 CENTS CERTIFICATION	2,563.08	8526.01	3,169.60	3,169.60
REVENUE TOTALS	**$321,654.45**	**$2,040,542.82**	**$364,630.17**	**$364,630.17**
EXPENSES				
WAGES	$106,492.09	$816,609.94	$113,139.17	$113,139.17
PAYROLL TAXES	8,146.65	62,470.67	8,654.93	8,654.93
EMPLOYEE BENEFITS	31,328.76	63,509.08	15,822.71	15,822.71
FOOD/MILK/ICE CREAM	198,383.11	1,037,781.42	180,057.10	180,057.10
PAPER	10,593.12	57,677.42	8,389.35	8,389.35
TRUCK/GAS/MILEAGE	1,361.23	4,787.62	788.95	788.95
SUPPLIES	15,050.34	1,135.55	728.49	728.49
EQUIPMENT & Building Repairs	17,950.74	74,495.64	19.12	19.12
SERVICES	3,537.34	4,405.98	756.90	756.90
EXPENSE TOTALS	**$392,843.38**	**$2,122,873.32**	**$328,356.72**	**$328,356.72**
NET INCOME	**($71,188.93)**	**($82,330.50)**	**$36,273.45**	**$36,273.45**
INVENTORY		**$35,850.91**		**$24,781.23**
OPENING BALANCE 7/1		**$333,317.93**		**$193,933.23**
COMPUTED OPERATING POSITION		**$286,838.34**		**$254,987.91**

WINDSOR BOARD OF EDUCATION
AGENDA ITEM

For Consideration by the Board of Education at the Meeting of: October 16, 2019

Prepared By: Terrell M. Hill, PhD **Presented By:** Terrell M. Hill, PhD
Assistant Superintendent for Human Resources

Attachments: None

Subject: Human Resources Report for September 1, 2019 – September 30, 2019

RESIGNATIONS/SEPARATIONS

Peter Harris	Custodian II Evenings	Windsor High
Rebecca Soroka	Full-time Food Service Baker	Windsor High
Mary Wilson	Employee Benefits Coordinator	LP Wilson

RETIREMENTS

N/A

TRANSFERS/REASSIGNMENTS

Laura Bergeron	From: Part-time Food Service Clerical Assistant	LP Wilson
	To: District Food Service Administrative Assistant	LP Wilson
Dana Gagne	From: Grade 6 Math Teacher	Sage Park
	To: Dean of Students	Sage Park
Patricia Patton	From: District Food Service Administrative Assistant	LP Wilson
	To: Food Service Coordinator	LP Wilson
Sherrod Peay	From: Substitute Safety Assistant	District
	To: Full-time Safety Assistant	Kennedy
Christen Turcotte	From: Part-time Food Service General Worker	Windsor High
	To: Full-time Food Service Baker	Windsor High

HIRES

Yvette Anderson	Lunchroom Monitor	Kennedy
Tamar Espinosa	Middle School Assistant Principal Administrative Assistant	Sage Park
Whitney Evans	Part-time Food Service Cashier	Windsor High
Joyce LaFlesh	Regular Education Tutor	Poquonock
Simone McIntosh	Regular Education Tutor	Ellsworth
Renee NewmanRoberts	Part-time Food Service Float	Sage Park
Virginia Nicholas	Part-time Food Service General Worker	Ellsworth

Reviewed by: _____ **Recommended by the Superintendent:** _____

Agenda Item # 8d.

Windsor Board of Education
Regular Meeting
Unapproved Minutes
Tuesday, September 17, 2019 7:00 PM
Town Hall, Council Chambers

The following are the unapproved minutes of the September 17, 2019 Regular Meeting. Any additions or corrections will be made at a future meeting.

Attendance Taken at 7:00 PM:

Present Board Members:
Mr. Leonard Lockhart
Mr. Brian Bosch
Mr. David Furie
Mr. James Dobler
Mr. Ronald Eleveld
Ms. Michaela Fissel
Mr. Jeremy Halek
Mrs. Ayana Taylor

Absent Board Members:
Ms. Maryam Khan

Updated Attendance:
Mr. Jeremy Halek was updated to present at: 7:33 PM
Mr. Ronald Eleveld was updated to present at: 7:33 PM

1. Call to Order, Pledge to the Flag and Moment of Silence

Discussion:
The meeting was called to order at 7:00 PM by President Leonard Lockhart with the Pledge to the Flag and Moment of Silence. Also in attendance: Superintendent of Schools Dr. Craig A. Cooke, Assistant Superintendent for Human Resources Dr. Terrell Hill, Assistant Superintendent for Instructional Services Dr. Santosha Oliver, Director of Business Services Ms. Danielle Batchelder and Director of Pupil and Special Education Mr. Steven Carvalho.

Ms. Michaela Fissel, Minority Leader, welcomed members of the audience and viewers at home. She reviewed the Board's mission statement and goals and gave an overview of the protocols for Board meetings.

2. Recognitions/Acknowledgements
2.a. Introduction of New BOE Student Representative--Jahnessa Cortez

Discussion:
Mr. Osunde announced Jahnessa Cortez as the Board of Education Student Representative for fall 2019. Jahnessa is a Senior at Windsor High School. Mr. Lockhart welcomed Ms. Cortez to the Board.

2.b. Introduction of Windsor Educator of the Year, Marquis Johnson

Discussion:
Dr. Hill introduced Windsor's Educator of the Year for 2019-2020, Mr. Marquis Johnson. Mr. Johnson addressed the Board. Mr. Johnson announced to the Board that he is also one of four finalists for the State Teacher of the Year award. Discussion ensued.

Ms. Taylor congratulated Mr. Johnson and told him of her appreciation.

Ms. Fissel congratulated him and stated her appreciation of his addressing the needs of the students.

Dr. Cooke explained that there were over 100 nominations for the State Teacher of the Year award and that the Board has been asked to participate in part of the process.

Mr. Bosch is very excited about Mr. Johnson's nomination.

Mr. Furie gave his congratulations and understands the rigorous process.

Mr. Lockhart said that Mr. Johnson stretched the limits at Convocation with his speech and thanked him for his dedication.

2.c. Introduction of New Administrators

Discussion:
Dr. Hill introduced and welcomed the district's new administrators: Katrina Wicks, Director of Information and Technology, Taran Gruber, Principal at Oliver Ellsworth, and Stephen Higgins, Assistant Principal at Oliver Ellsworth. Each administrator took a moment to speak, thanking the Board. Kevin Moriarty, Manager of Information Technology was welcomed, but not present.

Ms. Fissel thanked both Mr. Gruber and Mr. Higgins for creating a safe space for the students.

Dr. Cooke announced having three superintendent's interns this year. He introduced Tawana Graham-Douglas, who was present, Sophia Krish, and Michelle Middleton.

3. Audience to Visitors

Discussion:
None

4. Student Representative Report

Discussion:
Ms. Cortez took a moment to thank the Board for the opportunity to represent the students. She spoke about the high school cell phone policy. She also addressed the uniform issues for the band department. She made suggestions to remedy the situation. Ms. Cortez answered questions from board members. Discussion ensued.

5. Board of Education
5.a. President's Report

Discussion:
Mr. Lockhart reported that Convocation was outstanding and that every employee is needed to educate the students. He also said that both the Educator of the Year and Paraeducator of the Year speeches were from the heart. A safety program was held directly after Convocation. He thanked Dr. Cooke for the smooth start of the school year. He also thanked the Board members who have been prioritizing community engagement. He stated that the October meeting will be the last with this Board of nine, there will be a recognition at the October meeting of Board members who are stepping down. A reception will be held at 6:00 PM, prior to the regular meeting and the public is invited to attend.

Ms. Fissel thanked Mr. Lockhart and the Board for her time and how she has grown in her position.

5.b. School Liaison Reports
5.b.1. Windsor High School

Discussion:
Mr. Furie announced August 22nd was Freshman orientation, which went well, guided by WHS Seniors. He briefly addressed the cell phone policy. WHS Open House was held on September 12th and was a success. On October 17th, parent/teacher conferences will be held.

Ms. Fissel addressed the cell phone policy and stated that families have the right to limit exposure.

Mr. Dobler spoke about the cell phone policy as well, stating that the community needs patience and they will acclimate.

Ms. Taylor reminded the community that the School Governance Council will have a kick-off event on October 21st. Also, the Calling All Windsor Men event is planned for Friday, September 20th at 7:00 AM at WHS.

5.b.2. Sage Park Middle School

Discussion:
Mr. Halek announced the 6th Grade Open House is September 20th and the 7th/8th Grade Open House is September 18th. Calling All Windsor Men at Sage Park begins at 8:15 AM on September 20th. Picture day will be held on September 27th. Mr. Halek encouraged families to sign up for the Parent Portal, and if assistance is needed, to contact the school to sign up.

5.b.3. Clover Street School

Discussion:
Mr. Eleveld announced upcoming events which include: Calling all Windsor Men on September 20th, Open House on September 26th and a K-Kids meeting at Clover on October 4th.

5.b.4. John F. Kennedy School

Discussion:
Mr. Bosch is excited to see staff and students outside of school. He saw Clover's own Virginia Kramer playing with the Hartford Symphony Orchestra and Kelvan Kearse coaching. He reminded the community about Calling All Windsor Men. He also asked parents to become involved with PTO, which meets monthly. Picture day will be held on October 8th.

5.b.5. Oliver Ellsworth School

Discussion:
Mr. Dobler spoke about the Calling All Windsor Men, which he would be attending. Other upcoming events include: early dismissal on September 24th, picture day on September 25th, and the monthly PTO meeting on October 3rd where child care will be provided.

Mr. Bosch added that the Open House event had a huge turnout and was amazing.

5.b.6. Poquonock School

Discussion:
Ms. Fissel acknowledged that she has not been present recently and had drawn her information from the school website, which she feels is very user friendly. She said that the Poquonock 70th Reunion is September 27th and the carnival will be September 28th. The PTO is very active on Facebook and families may check out the website for more resources. She commended Tracie Petersen on her family engagement at the school.

Mr. Furie added that the Open House was well attended.

5.c. Set Graduation Date for Class of 2020 (Action Anticipated)

Discussion:
Mr. Bosch noted that the June BOE meeting would be the same date unless changed.

Mr. Lockhart said that the calendar could be adjusted and is duly noted. He appreciated that CABE pushed through and approved the ability of the Board to vote on the graduation date in September.

Motion Passed: Move the Board of Education approve Tuesday, June 16, 2020 as the graduation date for the Class of 2020 passed with a motion by Mr. David Furie and a second by Mrs. Ayana Taylor.

8 Yeas - 0 Nays.

Mr. Leonard Lockhart Yes
Ms. Maryam Khan Absent
Mr. Brian Bosch Yes
Mr. David Furie Yes
Mr. James Dobler Yes
Mr. Ronald Eleveld Yes
Ms. Michaela Fissel Yes
Mr. Jeremy Halek Yes
Mrs. Ayana Taylor Yes

6. Superintendent's Report
6.a. School Opening Comments

Discussion:
Dr. Cooke thanked the Board for working together to set the graduation date so early. Dr. Cooke spoke about the start of the school year and how successful it had been. He said that Convocation was a positive continuation from last year. The Windsor Historical Society, sponsored by the Windsor Chamber of Commerce, hosted a luncheon for new teachers. Dr. Cooke thanked the community for the generous donation of backpacks and school supplies which were distributed by the Office of Family and Community Partnership. Administrators and administrative assistants joined town staff and police for safety training that will be implemented in the schools this year. Dr. Cooke addressed Student Representative Cortez's comments regarding band uniforms and said he was very pleased with her initiative. Dr. Cooke updated the Board that the Clover Street roof project has received state approval.

6.b. Staffing Update for Opening of 2019-2020 School Year

Discussion:
Dr. Hill explained how exciting this hiring season has been and that there is diversity in hiring and that many educators want to come to Windsor.

Ms. Fissel questioned the process of ensuring that educators reflect the district's demographics. She also complimented Dr. Hill's speech at the CABE convention.

6.c. Fiscal Year 2019 Year End Financial Report

Discussion:
Ms. Batchelder gave her Financial report for the Fiscal Year 2019 Year End.

Mr. Eleveld commented about transfers numbers being up and benefits being down.

Ms. Batchelder responded that there is an audit of needs and transportation costs.

Dr. Cooke explained magnet school tuition and costs.

Motion Passed: Move the Board approves the return of $ 83,224 to the Town with the details of the projected budget/category surplus' and deficits as attached. (Final amount subject to completion of the audit.) passed with a motion by Mr. David Furie and a second by Mr. James Dobler.

8 Yeas - 0 Nays.

Mr. Leonard Lockhart Yes
Ms. Maryam Khan Absent
Mr. Brian Bosch Yes
Mr. David Furie Yes
Mr. James Dobler Yes
Mr. Ronald Eleveld Yes
Ms. Michaela Fissel Yes
Mr. Jeremy Halek Yes
Mrs. Ayana Taylor Yes

6.d. Curriculum Development, 1st Reading

Discussion:
Dr. Oliver explained the difference in the current math curriculum and the new math curriculum.

Motion Passed: Move to approve Grade 6 Math, Grade 7 Math and Grade 8 Math as a 1st Reading passed with a motion by Mrs. Ayana Taylor and a second by Mr. David Furie.

8 Yeas - 0 Nays.

Mr. Leonard Lockhart Yes
Ms. Maryam Khan Absent
Mr. Brian Bosch Yes
Mr. David Furie Yes
Mr. James Dobler Yes
Mr. Ronald Eleveld Yes
Ms. Michaela Fissel Yes
Mr. Jeremy Halek Yes
Mrs. Ayana Taylor Yes

6.d.1. Math, Grades 6-8

7. Committee Reports
7.a. Curriculum Committee

Discussion:
Mr. Lockhart thanked Dr. Oliver and the committee for the math curriculum work. He also mentioned the work that had been done by the WHS staff and students to find and implement reading selections that were more modern. He was very impressed by the collaborative process.

8. Consent Agenda
8.a. Enrollment Report
8.b. Human Resources Report
8.c. Approval of BOE Regular Meetings for 2020

Discussion:
Mr. Eleveld requested that the Board be presented with comparative documentation from last year's Enrollment Report by Ms. Batchelder. Also, he asked for the residency certificate numbers.

Ms. Fissel asked for consideration for the registration process to include a new policy for residency updated yearly.

Mr. Bosch inquired about educator positions that were anticipated to be filled and positions that were not expected.

Dr. Cooke stated that a comparison of enrollment data can be done after October 1st.
Mr. Lockhart mentioned an anonymous letter sent to the Board which will be addressed at a later time with Dr. Cooke.

Motion Passed: Move the Board accept Consent agenda item 8c. Approval of BOE Regular Meetings for 2020 passed with a motion by Mr. David Furie and a second by Mr. James Dobler.

8 Yeas - 0 Nays.

Mr. Leonard Lockhart Yes
Ms. Maryam Khan Absent
Mr. Brian Bosch Yes
Mr. David Furie Yes
Mr. James Dobler Yes
Mr. Ronald Eleveld Yes
Ms. Michaela Fissel Yes
Mr. Jeremy Halek Yes
Mrs. Ayana Taylor Yes

Motion Passed: Move the Board accept Consent agenda item 8a. Enrollment Report passed with a motion by Mr. David Furie and a second by Ms. Michaela Fissel.

8 Yeas - 0 Nays.

Mr. Leonard Lockhart Yes
Ms. Maryam Khan Absent
Mr. Brian Bosch Yes
Mr. David Furie Yes
Mr. James Dobler Yes
Mr. Ronald Eleveld Yes
Ms. Michaela Fissel Yes
Mr. Jeremy Halek Yes
Mrs. Ayana Taylor Yes

Motion Passed: Move the Board accept Consent agenda item 8b. Human Resources Report passed with a motion by Mr. David Furie and a second by Ms. Michaela Fissel.

8 Yeas - 0 Nays.

Mr. Leonard Lockhart Yes
Ms. Maryam Khan Absent
Mr. Brian Bosch Yes
Mr. David Furie Yes
Mr. James Dobler Yes
Mr. Ronald Eleveld Yes
Ms. Michaela Fissel Yes
Mr. Jeremy Halek Yes
Mrs. Ayana Taylor Yes

9. Approval of Minutes
9.a. June 18, 2019 Regular Meeting
9.b. September 5, 2019 Curriculum Committee

Motion Passed: Move to approve the minutes of the June 18, 2019 Regular Meeting and the September 5, 2019 Curriculum Committee Meeting passed with a motion by Mr. David Furie and a second by Mrs. Ayana Taylor.

8 Yeas - 0 Nays.

Mr. Leonard Lockhart Yes
Ms. Maryam Khan Absent
Mr. Brian Bosch Yes
Mr. David Furie Yes
Mr. James Dobler Yes
Mr. Ronald Eleveld Yes
Ms. Michaela Fissel Yes
Mr. Jeremy Halek Yes
Mrs. Ayana Taylor Yes

10. Other Matters/Announcements/Regular BOE Meetings
10.a. BOE Special Meeting, Tuesday, October 1, 2019, 6:30 PM, LPW, Board Room
10.b. Next BOE Regular Meeting is Wednesday, October 16, 2019, 7:00 PM, Town Hall, Council Chambers

Discussion:
Mr. Lockhart reminded the public of the upcoming October Board meeting. He also urged the driving public to be aware of buses and children now that school is in session. He stated that child safety should be a welcomed inconvenience.

Ms. Taylor felt that the school year had a smooth start. She also gave a shout-out to Administration and the bus company in light of the recent tragic car accident that affected dismissal time.

Mr. Furie shared that there will be student volunteers at the Masonic Hall for a blood drive on Saturday. There is also a "Lead the Way" STEM program held after school at Clover and JFK with an informational meeting at Central Office on October 2nd.

Mr. Halek welcomed back students and staff.

Mr. Eleveld is glad everyone is back at school.

Mr. Dobler welcomed everyone back and asked that everyone take the time to visit the district website after its overhaul.

Ms. Fissel thanked the Board for the privilege and honor of serving the last 6 years. She will be the keynote speaker at the upcoming SERC meeting.

Mr. Bosch stated that he likes the new website but it is a learning process. Saturday is the Northwest Park Country Fair, which is a well-loved and attended event. He also said he enjoys seeing students everywhere, including volunteering at local events.

Motion Passed: Move to place agenda item 12 before agenda item 11 passed with a motion by Mr. Ronald Eleveld and a second by Mr. James Dobler.

8 Yeas - 0 Nays.

Mr. Leonard Lockhart Yes
Ms. Maryam Khan Absent
Mr. Brian Bosch Yes
Mr. David Furie Yes
Mr. James Dobler Yes
Mr. Ronald Eleveld Yes
Ms. Michaela Fissel Yes
Mr. Jeremy Halek Yes
Mrs. Ayana Taylor Yes

11. Discussion and possible action regarding ratification of collective bargaining agreement between CSEA-SEIU Local 2001 (Windsor School Nurses) and the Windsor Board of Education and the UPSEU Local 424-Unit 59 (Windsor BOE Paraeducators) (Executive Session Anticipated)

Discussion:
Executive session began at 9:10 PM.

Motion Passed: Move that the Board of Education move into executive session for the purpose of discussing Item 11., the collective bargaining agreements between the Board of Education and the CSEA-SEIU Local 2001 (Windsor School Nurses) and between the Board of Education and the UPSEU Local 424 - Unit 59 (Windsor BOE Paraeducators) inviting Dr. Cooke, Terrell Hill and Danielle Batchelder to be part of the discussion before taking possible action in open session passed with a motion by Mr. David Furie and a second by Mr. Brian Bosch.

8 Yeas - 0 Nays.

Mr. Leonard Lockhart Yes
Ms. Maryam Khan Absent
Mr. Brian Bosch Yes
Mr. David Furie Yes
Mr. James Dobler Yes
Mr. Ronald Eleveld Yes
Ms. Michaela Fissel Yes
Mr. Jeremy Halek Yes
Mrs. Ayana Taylor Yes

Open session resumed at 9:40 PM.

Motion Passed: Move that the Board of Education vote to ratify the Agreement between the Windsor Board of Education and the CSEA-SEIU Local 2001 (Windsor School Nurses) covering July 1, 2019 through June 30, 2022 passed with a motion by Mr. David Furie and a second by Ms. Michaela Fissel.

8 Yeas - 0 Nays.

Mr. Leonard Lockhart Yes
Ms. Maryam Khan Absent
Mr. Brian Bosch Yes
Mr. David Furie Yes
Mr. James Dobler Yes
Mr. Ronald Eleveld Yes
Ms. Michaela Fissel Yes
Mr. Jeremy Halek Yes
Mrs. Ayana Taylor Yes

12. Audience to Visitors

Discussion:
None

13. Adjournment

Motion Passed: Move to adjourn the meeting at 9:40 PM passed with a motion by Ms. Michaela Fissel and a second by Mrs. Ayana Taylor.

8 Yeas - 0 Nays.

Mr. Leonard Lockhart Yes
Ms. Maryam Khan Absent
Mr. Brian Bosch Yes
Mr. David Furie Yes
Mr. James Dobler Yes
Mr. Ronald Eleveld Yes
Ms. Michaela Fissel Yes
Mr. Jeremy Halek Yes
Mrs. Ayana Taylor Yes

_____
Maryam F. Khan, Secretary
Windsor Board of Education

Windsor Board of Education
Special Meeting
Unapproved Minutes
Tuesday, October 1, 2019 6:30 PM
L.P. Wilson Community Center, Board Room

The following are the unapproved minutes of the October 1, 2019 Special Meeting. Any additions or corrections will be made at a future meeting.

Attendance Taken at 6:30 PM:

Present Board Members:
Mr. Leonard Lockhart
Ms. Maryam Khan
Mr. Brian Bosch
Mr. David Furie
Mr. Ronald Eleveld
Mr. Jeremy Halek
Mrs. Ayana Taylor

Absent Board Members:
Mr. James Dobler
Ms. Michaela Fissel

Updated Attendance:
Mr. Jeremy Halek was updated to present at: 6:36 PM

1. Call to Order, Pledge to the Flag and Moment of Silence

Discussion:
The meeting was called to order at 6:30 PM by President Leonard Lockhart with the Pledge to the Flag and Moment of Silence. Also in attendance: Superintendent of Schools Dr. Craig A. Cooke, Assistant Superintendent for Human Resources Dr. Terrell Hill, Assistant Superintendent for Instructional Services Dr. Santosha Oliver, Director of Business Services Ms. Danielle Batchelder and Director of Pupil and Special Education Mr. Steven Carvalho.

2. Audience to Visitors

Discussion:
None

3. Approval of Contract Document for Partial Roof Replacement at Clover Street School

Discussion:
Mr. Lockhart gave a description of the roof issues and the planned resolution.

Mr. Bosch asked about the cost of the proposed project.

Ms. Batchelder stated that an estimated cost of $195,000 is predicted with the State providing approximately 54% of the cost. More accurate totals are expected after approval.

Motion Passed: Motion to approve the Contract Documents for the Partial Roof Replacement for Clover Street School, prepared by Hibbard & Rosa Architects, L.L.C., dated September 17, 2019. State Project Number 164-0100 RR. passed with a motion by Mr. David Furie and a second by Mr. Ronald Eleveld.

7 Yeas - 0 Nays.

Mr. Leonard Lockhart Yes
Ms. Maryam Khan Yes
Mr. Brian Bosch Yes
Mr. David Furie Yes
Mr. James Dobler Absent
Mr. Ronald Eleveld Yes
Ms. Michaela Fissel Absent
Mr. Jeremy Halek Yes
Mrs. Ayana Taylor Yes

4. Advanced Placement Update

Discussion:
Discussion took place regarding data correlations, weights of grades in relation to athletics and AP recommendation processes. Discussion ensued.

5. Profile of a Graduate (POG) Update

Discussion:
Presentation by Dr. Santosha Oliver, Tracie Peterson, Liana Jorgensen, and Uyi Osunde.
Discussion ensued on the next steps on this initiative.

6. Announcements

Discussion:
Ms. Taylor commented on the turnout for Calling All Windsor Men, and thanked the community for their involvement.

Mr. Eleveld spoke about the upcoming food packaging event at CREC Aerospace Academy. This event is sponsored by the Windsor Rotary Club and is a great volunteer opportunity.

Mr. Furie also commented on the upcoming Windsor Rotary Club event. He thanked Mr. Bianchi, WHS Community Service Coordinator for his involvement in the Northwest Park Country Fair, blood drives, and mum sale.

Mr. Lockhart reminded the public about the upcoming October 16th regular board meeting with a public recognition of Mr. Dobler and Ms. Fissel's service on the board prior to the meeting.

7. Adjournment

Motion Passed: Move to adjourn the meeting at 7:34 PM. passed with a motion by Mr. Ronald Eleveld and a second by Mr. David Furie.

7 Yeas - 0 Nays.

Mr. Leonard Lockhart Yes
Ms. Maryam Khan Yes
Mr. Brian Bosch Yes
Mr. David Furie Yes
Mr. James Dobler Absent
Mr. Ronald Eleveld Yes
Ms. Michaela Fissel Absent
Mr. Jeremy Halek Yes
Mrs. Ayana Taylor Yes

_____
Maryam F. Khan, Secretary
Windsor Board of Education

WINDSOR BOARD OF EDUCATION
AGENDA ITEM

For Consideration by the Board of Education at the Meeting of: October 16, 2019

Prepared By: Terrell M. Hill, PhD
Assistant Superintendent for Human Resources

Presented By: Terrell M. Hill, PhD

Attachments: Details of Agreement—Provided in Executive Session

Subject: Ratification of the Collective Bargaining Agreement between the SEIU Local 2001, CSEA (Administrative Professionals).

Ratification of the Collective Bargaining Agreement between the WSASA (Windsor School Administrators and Supervisors Association).

Background:

The Windsor Board of Education and the SEIU Local 2001, CSEA (Administrative Professionals) reached a tentative agreement for a successor four-year contract covering July 1, 2019 through June 30, 2023.

The Windsor Board of Education and the WSASA (Windsor Schools Administrators and Supervisors Association) reached a tentative agreement for a successor three-year contract covering July 1, 2020 through June 30, 2023.

Status:

The Windsor Administrative Professionals voted to ratify the agreement on October 10, 2019.

The Windsor School Administrators and Supervisors Association voted to ratify the agreement on October 10, 2019.

Recommendation:

The Board of Education should ratify these agreements. A suggested motion:
Move that the Board of Education vote to ratify the Agreement between the Windsor Board of Education and the SEIU Local 2001, CSEA (Administrative Professionals) covering July 1, 2019 through June 30, 2023.

Move that the Board of Education vote to ratify the Agreement between the Windsor Board of Education and the WSASA (Windsor School Administrators and Supervisors Association) covering July 1, 2020 through June 30, 2023.

Reviewed by: _____ **Recommended by the Superintendent:** _____

Agenda Item # 11.