



Monthly Meeting
Avon Board of Education
34 Simsbury Road, Avon, Connecticut

Mission Statement

Our mission is to inspire in each student a joy and passion for learning and a commitment to excellence, personal integrity, and social responsibility.

Tuesday, April 23, 2019, 7:00 pm

Avon High School, Community Room

Minutes

Attendance

Members Present: Jackie Blea, David Cavanaugh, Debra Chute, Jeffrey S. Fleischman, Jason Indomenico, Houston Putnam Lowry, Bogdan Oprica, Jay Spivak, Laura Young

Member(s) Absent: none

Administration Present: Dr. Bridget Heston Carnemolla, Superintendent of Schools; Roberto Medic, Director of Human Resources; Heather Michaud, Director of Fiscal Affairs; Dr. Kimberly Mearman, Director of Pupil Services; Dr. Donna Nestler-Rusack, Assistant Superintendent

I. Call to Order

The Board was called to order in public session by Debra Chute, Board Chair at 7:00 pm

The mission statement was also read by Chair Chute.

II. Pledge of Allegiance

III. Avon Achiever -

A. Mary Dean (AMS Staff) – in recognition for her work as a Special Education teacher, passionately advocating to ensure that each student receives the support that he or she needs. Ms. Dean is an endless source of good will and positive energy and brings a passion to the work that is revered by all.

B. Eric Story (AMS Staff) – in recognition for his work as an English teacher who values not only the craft of reading and writing well, but works relentlessly to ensure students have the skills needed to be successful readers and writers. Mr. Story is a model of what it means to be a compassionate educator.

IV. Approval of Minutes

A. Board of Education Regular Monthly Meeting, March 19, 2019

Mr. Lowry moved, Mr. Indomenico seconded, to approve the March 19, 2019 minutes.

The motion carried 9-0-0.

V. Communication from Public

Adam Lazinsk, Avon resident and parent, expressed his excitement about the addition of the artificial turf at Avon High School, however he also spoke about his concerns of students playing on artificial turf fields due to the potential health hazard from the exposure of crumb rubber. Mr. Lazinsk stated

that Avon has opposed the use of crumb rubber as infill for its own artificial field and will be using coated sand. Mr. Lazinsk asked the Board to consider an immediate and permanent ban on any and all athletic events where Avon students play on any artificial field that consists of crumb rubber during away games; if students cannot play on crumb rubber here, they should not be allowed to play on crumb rubber anywhere.

VI. Items of Information and Proposals

- A. Student Representative Report – Addisen Ganiats & Amir Johnson, AHS Student Representatives
Amir Johnson shared that the Math Team has won the State Championship for the second time. Capstone is now finished for the seniors and students have presented their projects. Prom will be held on June 1st and Pippin will be presented by AHS Theater on April 26-28th.
- B. Financial Report – Heather Michaud, Director of Fiscal Affairs
Ms. Michaud reported that the finances between February and March were stagnant. Existing purchase orders are also being closed out and the database will be closed for approximately a week to allow a better look at year-end projections and allow schools to make the necessary adjustments in regards to transfers, reconcile lines and final purchases.

VII. Committees & Liaison Reports

A. Committee Reports

1. Curriculum & Professional Practices – Jackie Blea, Chair
The committee has not met recently stated Ms. Blea. The next meeting will be on June 4th at 6:00 pm at the Central Office.
2. Finance – Jay Spivak, Chair
Mr. Spivak informed the Board the next Finance meeting is scheduled for May 14th at 6:00 pm.
3. Negotiations – Jason Indomenico, Chair
There was no new information from Mr. Indomenico.
4. Policy – Laura Young, Chair
Ms. Young reported the Policy Committee did not meet in April. However, the March meeting, which met after last month's Board meeting, primarily dealt with sexual harassment concerning students and staff as well as the creation of a dress code policy and administration of medications, particularly Narcan, in the schools. Next meeting is May 7th.

B. Liaison Reports

1. Board Representative to Curriculum Professional Development Council – Bogdan Oprica and Deb Chute, Board Rep.
Ms. Chute reported the next CPDC meeting will be on May 30th.
2. Board Representative to Avon Board of Finance – David Cavanaugh, Board Rep.
Mr. Cavanaugh shared that the Budget Workshop was held a few weeks ago and a Town Meeting is scheduled for May 6th and the Referendum on May 15th. The budget and mill rate are set, the residents just need to approve them.
3. Board Representative to Avon Town Council – Jason Indomenico, Board Rep.
Mr. Indomenico gave an update on both the Avon Town Council and the Turf Field project. On March 20th the Turf Field project met with the recommendation that the Town Council award the contract to Mountview Landscapes as well as the recommendation to add lighting bases and buffering to the contract. The next committee meeting is May 8th. Mr. Indomenico was unable to attend the Town Council meeting but is aware that the Town Council adopted the recommendations mentioned. A \$211,000 appropriation for the high school water heater/boiler tank was approved. The next meeting is Thursday, May 2nd.

4. Board Representative to Capital Region Education Council – Jackie Blea, Board Rep.
Ms. Blea attended the meeting and reported it was well attended. The Board voted and decided to extend the Executive Director’s contract.

VIII. Chair’s Report – Debra Chute, Board Chair

A. Board Chair Update

The Board Chair, Ms. Chute, reminded everyone of the upcoming Town meetings.

IX. Superintendent’s Report – Dr. Bridget Heston Carnemolla

A. Hiring Report

The Superintendent reported some resignations and retirements and moving forward with postings with anticipation of the budget being passed.

B. Enrollment Reports

The Enrollment report showed fluctuation as usual, however, with kindergarten registration, it shows 124 students at PGS and 67 at RBS for the upcoming school year, which is very unusual for one school to be half the amount of the other. There will be follow-up to reach out to any families who have not yet registered. However, with 124 kindergarten students at Pine Grove, the school has reached its limit in space and cannot add another section while being compliant with law and best practices. The possibility of change must be looked at to be proactive with the situation. The Superintendent indicated she will report back to the Board the District’s plans to address the kindergarten issue. The Board suggested the Superintendent talk with the Town Manager about further potential development in Avon that has the potential to add a significant increase to enrollment. The Superintendent replied that she is aware of various development in town but has not engaged in a real conversation regarding projections of children and households. A process of “remapping” every building and how each classroom is being utilized is being done.

C. Strategic Plan Update

The Superintendent shared that great work continues on the Social Emotional Learning committee that was established. Two meetings with personnel from throughout the district have been had with one other for just administrators and another meeting scheduled for next week. Literacy work also continues and review of the English Language Arts curriculum for K-12. Work is also being done in Math particularly grades 7-12. Information will be sent to the Board and then out to the District regarding the coherence review of the District – where are we in regards to the Strategic Plan, working with the Center of School Change. More specific information will be forthcoming regarding this.

The Superintendent also clarified for the Board the Job Descriptions on the Consent Calendar. A project that began with the organizational chart that was previously presented to the Board now continues to ensure that job descriptions are had, reviewed and updated for all roles in the District. Dr. Carnemolla explained that the job descriptions being presented are not new positions but existing filled positions.

Dr. Carnemolla informed the Board that ACORN is actively raising money of about \$400,000 to install lights on the high school field. The Superintendent met with ACORN leader, Susan Rietano Davey, on discussing the possibility of the District partnering with ACORN on the project. Board discussion was had on the lights and its reasonable use. How it would affect neighboring areas and working with the neighbors on this would be beneficial.

Dr. Carnemolla asked Dr. Rusack to update the Board on a previous Board discussion of how PSAT data from the CollegeBoard is utilized at the high school, particularly the AP Potential

Report. Dr. Rusack shared that after the previous Board meeting she had spoken with Avon High School's Principal and Director of Guidance. Dr. Rusack was informed that for the upcoming school year, the scores were not used in terms of recommendation instead teachers were required to conference with students individually about their courses. Since then, Mr. Renkawitz has had conversations with his department coordinators to discuss how best to use the data. Comparing the AP Potential data with the number of students registering for the AP US History course, it was discovered that teachers actually recommended twenty-two more students take the course than was on the AP Potential suggestion. The high school will continue to discuss how the AP Potential Report can be used as a tool in conjunction with other tools. Additional comparisons will be done with other courses, which Dr. Rusack will present to the Board at a later date.

Dr. Carnemolla asked that the agenda be revised to allow for possible action after Executive Session.

Mr. Lowry moved, Ms. Blea seconded, to amend Executive Session agenda item A to read Discussion and Possible Action of Attorney/Client Privileged Communication regarding Contract with Power 10.

The motion carried 9-0-0

X. Consent Calendar

- A. 18-19/45 Approval of Budget Transfers
- B. 18-19/46 Approval of \$1,000 Grant/Donation to PGS from The Pacific Life Foundation for STEM Based Materials
- C. 18-19/47 Approval of Grade 7 English Language Arts and Business (Entrepreneurship) Primary Instructional Materials
- D. 18-19/48 Approval of Benefits Specialist Job Description
- E. 18-19/49 Approval of Payroll Specialist Job Description
- F. 18-19/50 Approval of Finance Assistant Job Description

Mr. Lowry moved, Mr. Indomenico seconded, to remove items 18-19/48-50 from the Consent Calendar for further discussion.

The motion carried 9-0-0

Mr. Lowry moved, Ms. Young seconded, to approve Items 18-19/45-47 as listed on the Consent Calendar.

The motion carried 9-0-0

The Board asked the Superintendent to clarify the three job descriptions and whether they were full time or part time; salaried or hourly; and whether they had benefits. The Board also asked the Superintendent to confirm the hourly rates listed was fair to the job market and a suggested range. The Superintendent also confirmed that these are positions currently in existence, without change in responsibilities and in the range of what is being paid.

As a matter of transparency, the Board asked if they will see new contracts, to which the Superintendent replied that the Board has all the current contracts and during Executive Session they will discuss the upcoming contracts for non-affiliated employees.

The Superintendent also clarified that the Job Descriptions erroneously stated the job descriptions were pending but were actually approved previously.

Mr. Lowry moved, Mr. Cavanaugh seconded, to approve items 18-19/48-50 from the Consent Calendar.

The motion carried 9-0-0

XI. New Business

A. 18-19/51 Supplemental Appropriation of Open Choice Funds

Ms. Michaud explained the Open Choice Funds and stated that Avon did not exceed the 3% threshold and received \$6,000 per Open Choice student. As of the Oct. 1 PSIS data, Avon had 120 students. Along with the Early Beginnings grant it was recommend that a request of a full supplemental from the Town of \$113,024.00 which is a combination of the Early Beginnings grant of \$90,000.00 and the Open Choice grant of \$23,024.00.

Mr. Spivak moved, Mr. Cavanaugh, seconded, to approve a request to the town of Avon for a supplemental appropriation totaling \$113,024.00 in additional unbudgeted Open Choice Tuition revenue.

The motion carried 9-0-0

B. 18-19/52 School Year 2018-2019 Graduation Date

Dr. Carnemolla stated the last day of school is June 17 and proposed that the graduation date also be June 17th. More information will be forthcoming as to the time as the Superintendent wanted to have the date approved first.

Ms. Blea moved, Mr. Indomenico seconded, to approve the School Year 2018-2019 Graduation Date of June 17, 2019.

The motion carried 9-0-0

C. 18-19/53 Policy 5141.22 – Administration of Student Medications in the Schools

Policy Committee Chair, Ms. Young, stated the policy was updated to reflect State statute and was held back until the new District's Medical Advisor could review the policy. The Superintendent added that the Medical Advisor needed to approve the policy because it is his license as a physician that carries this policy, such as in the case of the use of Narcan.

Mr. Lowry moved, Ms. Young seconded, to approve Policy 5141.22 – Administration of Student Medications in the Schools as presented.

The motion carried 9-0-0

XII. Communication from Avon Board of Education Members

Ms. Young recognized Amir Johnson in his service to the District, not only as a Board member but also in his participation in the search committee for the high school principal. Ms. Young congratulated Mr. Johnson as a graduating senior. The Board also reminded Mr. Johnson that they hoped he would be at the May meeting when he would be formally acknowledged.

Mr. Indomenico asked the Superintendent if acknowledgements are sent when the District receives donations to which Dr. Carnemolla replied yes.

XIII. Communication from the Public

There was no comment from the public.

The Board invited Dr. Carnemolla; Mr. Medic; Ms. Michaud and Mr. Tyrone Richardson, UConn Intern to the Superintendent, to join the Executive Session.

***At 7:47 pm, Mr. Lowry moved, Mr. Oprica seconded, to adjourn Public Session and enter Executive Session after a brief recess prior.
The motion carried 9-0-0.***

XIV. Executive Session

- A. Discussion and Possible Action of Attorney/Client Privileged Communication regarding Contract with Power 10
- B. Negotiation Strategies of Non-Union Contracts

Mr. Medic and Ms. Michaud left Executive Session at 8:21 pm.

XV. Return to Public Session

The Board exited Executive Session and entered Public Session at 8:58 pm.

***Ms. Chute moved, Mr. Lowry seconded, to approve a one-year extension between the Avon BOE and Power 10 Indoor Rowing Center, with all other criteria, less term, remaining unchanged.
The motion carried 9-0-0***

XVI. Adjournment

***Mr. Indomenico moved, Mr. Cavanaugh seconded, to adjourn at 9:00 pm.
The motion carried 9-0-0.***

Minutes prepared by Shirley Moy, Board Recording Secretary
Minutes respectfully submitted by Jeffrey S. Fleischman, Board Secretary

Jeffrey S. Fleischman, April 30, 2019

Board minutes are approved at the next regular monthly Board meeting, and any corrections to the minutes, if needed, will be made at that time.