



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, May 21, 2019, 6:00 pm*

Avon High School, Community Room

Minutes

Attendance

Members Present: Jackie Blea, David Cavanaugh, Debra Chute, Jeffrey S. Fleischman, Jason Indomenico, Bogdan Oprica (attended telephonically at 6:15 pm, arrived at 6:37 pm), Jay Spivak, Laura Young (attended telephonically at 6:00 pm and left the meeting at 6:30 pm)

Member(s) Absent: Houston Putnam Lowry

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. **Executive Session**

A. Discussion and Possible Action Regarding Superintendent's Evaluation

At 6:04 pm, the Board invited Superintendent Carnemolla to join Executive Session for the purpose of discussion regarding the Superintendent's evaluation.

The Board exited Executive Session at 6:59 pm.

II. **Call to Order**

The Board of Education Regular Monthly meeting was called to order at 7:06 pm by Chair Chute.

III. **Pledge of Allegiance**

IV. **Acknowledgements**

A. Avon Achievers at TBS

1. Leah Cuyler
2. Arissa Lee

Mr. Bill Duffy, TBS Principal, introduced both students and gave details of how both students serve at the school.

B. Avon Youth Services Advisory Board

1. Sarah Lazinsk

Dr. Carnemolla explained that the Youth Services Advisory Board meets monthly to discuss how to meet the needs of the youth in town. AHS senior, Sarah Lazinsk has served on the board for six years.

C. AHS Math A-Team

1. Shreya Sinha
2. Ming Hao (Bob) Wang
3. Christina He
4. Luke Choi
5. Walden Yan
6. BumJoon Cho

AHS Principal, Mike Renkawitz, acknowledged the work of AHS Teacher, Jeanine LaBrosse, who coached the AHS Math A-Team as well as Avon Girls Who Code. AHS Teacher, Ben Lukawitz who co-coached the math team with Ms. LaBrosse could not be in attendance. Ms. LaBrosse shared with the Board how the Math A-Team has achieved the highest standing in the Math League since the 1980s. Four of the team members will be representing Connecticut in the American Regional Math Competition.

D. Avon Girls Who Code

1. Dheepa Hari
2. Jaya Hari

Ms. LaBrosse introduced the winners of the 2019 Congressional App Challenge. The app called MyMedWallet was chosen due to its usefulness and ease of application.

E. Avon Board of Education Student Representative

1. Amir Johnson

Board Chair, Deb Chute, acknowledged Student Representative, AHS senior, Amir Johnson and expressed the gratitude of the Board for his years of service and presented Mr. Johnson with a gift of appreciation. Superintendent Carnemolla also expressed her appreciation of Amir's dedication especially given the distance he travels to school.

V. Approval of Minutes

A. Board of Education Regular Monthly Meeting, April 23, 2019

Mr. Indomenico moved, Ms. Blea seconded, to approve the April 23, 2019 minutes. The motion carried 7-0-0.

VI. Communication from Public

Susan Rietano Davey, Avon resident, spoke to the Board on behalf of Avon Community Recreational Neighborhood, Inc. (ACORN). ACORN has begun fundraising efforts for the lighting of the artificial turf field which is estimated at \$400,000. The Town has pledged funds for the stations (footing for lighting) and asked the Board to consider matching what the Town is contributing. Ms. Davey expressed how the support would not only benefit the students but the whole community with the potential to transform the town. Ms. Davey also expressed her appreciation of Amir Johnson having worked with him in past school projects.

VII. Items of Information and Proposals

A. Student Representative Report – Addisen Ganiats & Amir Johnson, AHS Student Representatives
Ms. Ganiats gave a brief report of recent activities including AP exams and next gen Science exams having just concluded. Mr. Johnson thanked the Board for the gift and reported that spring sports has just celebrated the end of the regular season and senior athletes were acknowledged during Senior Night.

B. Financial Report – Heather Michaud, Director of Fiscal Affairs

Ms. Michaud reported three major journal entries for the employer health insurance contributions totaling just over \$2 million dollars, January through April, were entered. These transactions resulted in a drastic reduction to the unencumbered balance from the month prior. Additionally, the financial database was reopened for final purchasing entries on May 6.

VIII. Committees & Liaison Reports

A. Committee Reports

1. Curriculum & Professional Practices – Jackie Blea, Chair

Ms. Blea reported that the next meeting on June 4th will be tying up loose ends. The meeting will start at 5:30 pm to accommodate National Honors which is scheduled for the same night.

2. Finance – Jay Spivak, Chair

Mr. Spivak stated that much of what was discussed at the Finance meeting will be discussed later during the Board meeting. Next meeting will be Tuesday June 11 at 6PM.

3. Negotiations – Jason Indomenico, Chair

Mr. Indomenico had nothing to report as the committee has not met recently.

4. Policy – Laura Young, Chair

In Ms. Young's absences, Chair Chute reminded the Board that all four policies that have been reviewed by the Policy Committee is on the agenda to be discussed with possible action. Next meeting is scheduled for June 11.

B. Liaison Reports

1. Board Representative to Curriculum Professional Development Council – Bogdan Oprica and Deb Chute, Board Rep.

Ms. Chute stated the Curriculum Professional Development Council was scheduled to meet on May 30th.

2. Board Representative to Avon Board of Finance – David Cavanaugh, Board Rep.

Mr. Cavanaugh reported that the town budget passed after the referendum due to a low turnout of 6.2%.

3. Board Representative to Avon Town Council – Jason Indomenico, Board Rep.

Mr. Indomenico gave a brief report on the May 2nd Town Council meeting where several Avon High School students spoke on global warming. Sarah Lazinsk was also recognized that evening. The Council approved the contract for Avon High School's fire alarm system. Next meeting is June 6. Mr. Indomenico also reported on the May 8th Artificial Turf meeting when a subcontractor was chosen and discussion was had on the high school field shrubbery done for an Eagle Scout project.

4. Board Representative to Capital Region Education Council – Jackie Blea, Board Rep.

Ms. Blea reported that she was unable to attend the last CREC meeting but will forward the minutes.

IX. Chair's Report – Debra Chute, Board Chair

A. Board Chair Update

Chair Chute reminded the Board members that Avon High School was holding graduation on June 17th and hoped for full Board participation. Board members should plan to be at the Polo Grounds around 4:30 pm. Ms. Chute also reminded Board members of the other upcoming award nights.

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

A. Hiring Report

Superintendent Carnemolla reviewed the hiring report which included several retirements.

B. Enrollment Reports

Kindergarten enrollment is being closely watched. Currently there are more students enrolled at PGS than at RBS and additional sections may be needed. The District is looking at moving some of the registrations to RBS if possible without disrupting families. Also being considered is the possibility of having trailers at PGS to offset the increased enrollment. Dr. Carnemolla reminded those in the audience to enroll their children if they had not already done so.

C. Strategic Plan Update

The Capacity & Coherence review will finish on May 23. The Superintendent will provide a full report on their findings, which will help give direction to the strategic plan.

XI. Consent Calendar

A. 18-19/54 Approval of Budget Transfers

B. 18-19/55 Approval of AMS PTO Donation of Elkay Water Bottle Filling Stations

C. 18-19/56 Approval of Alliance Energy Donation of \$500 for STEM Material to AHS

D. 18-19/57 Approval of Travelers Group, CyberGrants Donation of \$500 for STEM Material to AHS

E. 18-19/58 Approval of ExxonMobil Education Alliance Donation of \$500 to RBS

F. 18-19/59 Approval of PGS PTO Donation of \$500 for Library Books

G. 18-19/60 Approval of AHS Math Competition Field Trip to Penn State Univ., May 31- June 2, 2019

H. 18-19/61 Approval of AHS Social Studies Field Trip to Central and Eastern Europe, Apr. 8-19, 2020

I. 18-19/62 Approval of AHS Science and World Language Field Trip to Costa Rica, Apr. 9-18, 2020

Mr. Indomenico moved, Mr. Cavanaugh seconded, to approve Items 18-19/54-62 as listed on the Consent Calendar.

The motion carried 7-0-0.

XII. New Business

A. 18-19/63 Healthy Food Certification for SY 2019-20

Maggie Dreher, Director of Nutritional Services, reminded the Board that the State requires local boards of education of Connecticut public school districts participating in the National School Lunch Program to annually take action to certify whether all food items sold to students separately from reimbursable meals will or will not meet the Connecticut Nutrition Standards. According to the memo from the Bureau of Health/Nutrition, Family Services and Adult Education, the healthy food option required by C.G.S. Section 10-215f states the board of education or governing authority certifies that all food items offered for sale to students in the schools under its jurisdiction, and not exempted from the CT Nutrition Standards published by the CSDE will comply with the CT Nutrition Standards during the period of July 1, 2019 through June 30, 2020. This certification shall include all food offered for sale to students separately from reimbursable meals at all times and from all sources, including but not limited to, school stores, vending machines, school cafeterias, and any fundraising activities on school premises sponsored by the school or by non-school organizations and groups.

Ms. Blea moved, Mr. Cavanaugh seconded, to approve the healthy food option as required by C.G.S. Section 10-215f.

The motion carried 7-0-0.

Ms. Dreher explained that a second part is required to comply with the regulations with the second part regarding food sold at events. The memo regarding food exemptions stated that the board of education or governing authority will allow the sale to students of food items that do not meet the CT Nutrition Standards provided that the following conditions are met: 1) the sale is in connection with an event occurring after the end of the regular school day or on the weekend; 2) the sale is at the location of the event; and 3) the food items are not sold from a vending machine or school store. An “event” is an occurrence that involves more than just a regularly scheduled practice, meeting, or extracurricular activity. For example, soccer games, school plays, and interscholastic debates are events but soccer practices, play rehearsals, and debate team meetings are not. The “regular school day” is the period from midnight before to 30 minutes after the end of the official school day. “Location” means where the event is being held.

Ms. Chute moved, Ms. Blea seconded, to approve the specific criteria for exemption for food items as required by C.G.S. Section 10-215f.

The motion carried 7-0-0.

B. 18-19/64 Policy 5132 – Student Dress, first read

The Superintendent explained that the District did not have a standardized dress policy and any policy the District created should reflect the current dress of the students. Dr. Carnemolla had conversations with other administrators in the district as dress policies were reviewed. The policy was created with thoughts about female dress (body shaming and Me2 movement); other dress codes; safety; not being vulgar or disruptive to the educational environment; creating a positive school climate as well as Shipman & Goodwin’s model policy. The policy was intentionally broad enough for administrative discretion. The Superintendent asked the Board to approve the policy so that it could be included in notifications before the next school year.

Ms. Blea moved, Mr. Indomenico seconded, to approve Policy 5132 – Student Dress as presented.

The motion carried 7-0-0.

C. 18-19/65 Policy 6146.2 – Mastery Examinations, first read

Dr. Carnemolla asked that action be taken tonight on this policy. Dr. Nestler-Rusack explained that the change to the policy was made to bring the policy up to date reflecting current state assessments given in the various grades. The policy stayed away from naming the assessments to keep the policy current even if the titles of the assessments change.

Ms. Blea moved, Mr. Indomenico seconded, to approve Policy 6146.2 – Mastery Examinations as presented.

The motion carried 7-0-0.

D. 18-19/66 Policy 4000.1 – Policy Regarding Sex Discrimination and Sexual Harassment in the Workplace (Staff), first read

E. 18-19/67 Policy 5145.5 – Policy Regarding Sex Discrimination and Sexual Harassment (Students), first read

Dr. Carnemolla explained the two policies regarding sex discrimination and sexual harassment, one for staff, one for students. The revision was due to the District having had only one policy for both staff and students in the past and due to the nature of adults versus children the policies needed to be separated. Mr. Medic added that the policies were compared to current legislation and wording from the Office of Civil Rights. The lead in paragraph accurately reflects the policy and is what the Policy Committee spent much time working in depth. The policies stayed as close to the model policy supplied by Shipman and Goodwin as it deals with legal aspects and how sex discrimination and sexual harassment is defined by the law. Mandatory training, including Title IX training, will be had starting in the new school year.

F. 18-19/68 Use of Facilities Funds – Gymnasium Floor Refinishing Schedule

Mr. Spivak and Ms. Michaud reminded the Board that a gymnasium refinishing schedule had been created accessing funds from the Facilities Use account. \$34,000 was asked of the Board to refinish Thompson Brook and Roaring Brook School's gym floors this summer. Board discussion was had regarding scoreboard replacements at the school and whether funds were needed for other items. Ms. Michaud stated that because much of the revenue was brought in through the rental use of the gyms, refinishing the floors was a good use of the account.

Mr. Spivak moved, Mr. Oprica seconded, to approve an expenditure from the Facility Use enterprise account for the purposes of refinishing the TBS and RBS gymnasium floors totaling estimated \$34,230.00.

The motion carried 7-0-0.

G. 18-19/69 Athletic Trainer Services Contract Award

Ms. Michaud explained that the contract for the District athletic trainer was to expire and a bid was put out to which Hartford Healthcare won. Hartford Healthcare is also the current provider.

Mr. Spivak moved, Ms. Blea seconded, to approve the four-year athletic trainer contract recommended for award to Hartford Healthcare Rehabilitation Network with an estimated total cost of \$106,000.

The motion carried 7-0-0.

H. 18-19/70 Pledge to ACORN for the Turf Field Lighting Project

Mr. Spivak provided additional information to the Board regarding the ACORN fundraising project as well as past fundraising projects the Board had supported. Mr. Spivak asked the Board to consider pledging \$30,000, but not limiting the Board to give more in the future, from the Facility Use funds. A commitment from the Board, along with the pledge from the Town, should bolster ACORN's fundraising efforts for the lighting project. Discussion was had with Board members as to if/when the Board should donate the money and whether the Town will have enough to cover the full cost without the fundraising. The Board also discussed what other expenses to expect during a very difficult budget year. The Board tabled this until the next meeting.

XIII. Communication from Avon Board of Education Members

Mr. Cavanaugh shared that he was interviewed as an elected official as part of a Boy Scout project. The scout had many questions relating to school security. One issue that was brought up was that students did not take Code Red drills seriously.

Mr. Oprica expressed his appreciation to Amir Johnson for all he brought to the Board, especially his point of view on many of the topics.

XIV. Communication from the Public

Susan Rietano Davey offered additional information regarding the lights for the artificial turf and asked Mr. Indomenico to ask the Town about the contingency money. Ms. Davey also clarified that the fundraising was to launch on June 1 and having the seed money from the Town and Board will make the fundraising more attractive and help boost private giving. Ms. Davey asked the Board to consider using any surplus money on something that benefits the students and community.

The Board invited Dr. Carnemolla; Mr. Medic; and Ms. Michaud to join the Executive Session for the purpose of discussing the possible action regarding the Safety a& Security Specialists contract.

At 8:45 pm, Mr. Cavanaugh moved, Mr. Indomenico seconded, to adjourn Public Session and enter Executive Session after a brief recess prior.

The motion carried 7-0-0.

XV. Executive Session

- a. Continued Discussion and Possible Action regarding Superintendent's Evaluation
- b. Discussion and Possible Action regarding Safety & Security Specialists Contract

The Board exited Executive Session and entered Public Session at 9:09 pm.

Mr. Fleischman moved, Mr. Cavanaugh seconded, to allow the Superintendent to execute a Memorandum of Understanding with the Safety & Security Specialists.

The motion carried 7-0-0.

At 9:09 pm, by unanimous consent, the Board adjourned Public Session and reentered Executive Session. The Board invited Superintendent Carnemolla to join Executive Session for the purpose of continued discussion regarding the Superintendent's evaluation.

Dr. Carnemolla left Executive Session at 10:25 pm.

The Board exited Executive Session and entered Public Session at 10:58 pm.

Mr. Fleischman moved, Mr. Cavanaugh seconded, to authorize the Board Chair to enter into negotiations on behalf of the Board of Education with the Superintendent and to draft a written evaluation.

The motion carried 7-0-0.

XVI. Adjournment

Mr. Indomenico moved, Ms. Chute seconded, to adjourn at 10:59 pm.

The motion carried 7-0-0.

Minutes prepared by Shirley Moy, Board Recording Secretary

Minutes respectfully submitted by Jeffrey S. Fleischman, Board Secretary

Jeffrey S. Fleischman, June 3, 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.