



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, October 16, 2018, 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; Heather Michaud, Director of Fiscal Affairs; Dr. Kimberly Mearman, Director of Pupil Services; Dr. Donna Nestler-Rusack, Assistant Superintendent

I. **Call to Order**

The meeting was called to order by Debra Chute, Board Chair at 7:00 pm.

Chair Chute welcomed everyone to the meeting and read the Avon Mission Statement.

II. **Pledge of Allegiance**

III. **Avon Achiever -**

A. Kate Carson (PGS staff) – in recognition for her work with the special education population at PGS. Ms. Carson’s collaboration with staff during the development and refinement of behavior plans has been critical to the success of countless students. Ms. Carson is a valuable and vital member of the PGS community.

B. Harriet Gowanlock – (AHS staff) – in recognition for receiving the Chicago Outstanding Educator Award from the University of Chicago and for the tremendous support and encouragement Ms. Gowanlock has given her students as evidenced by the nomination of former student, Ayushi Hedge.

C. Jeannine LaBrosse was also recognized for being awarded a \$10,000 grant from AT&T for Girls Who Code.

Mr. Lowry moved, Ms. Young seconded, to amend the agenda to move the Consent Calendar forward in the agenda.

The motion carried 9-0-0.

IV. Consent Calendar

Any member may remove an item from the consent calendar and it will be considered in full in the ordinary course after the consent calendar is voted upon.

A. 18-19/15 Approval of Budget Transfers

B. 18-19/16 Approval of Contract for Roberto Medic, Director of Human Resources

Mr. Lowry moved, Ms. Blea seconded, to approve the Consent Calendar, which consists of Item 18-19/15 and Item 18-19/16 as listed under the Consent Calendar.

The motion carried 9-0-0.

Chair Chute introduced Mr. Roberto Medic whom the Board recently approved as the Director of Human Resources. Mr. Medic thanked the Board and shared his excitement in engaging with the District as the new Human Resources Director. Board members extended their congratulations to Mr. Medic.

The Board also acknowledged William Duffy as the new Thompson Brook School Principal. Mr. Duffy expressed his appreciation of being selected and is eager to get started in working with everyone. Board members extended their welcome and warm wishes to Mr. Duffy.

Dr. Carnemolla congratulated both Mr. Medic and Mr. Duffy.

Dr. Carnemolla shared the letter of nomination for Harriet Gowanlock from her former student and congratulated Mrs. Gowanlock on her achievement of receiving the University of Chicago award and the impact she has on her students.

Mr. Lowry moved, Mr. Oprica seconded, take a short recess at 7:19 pm.

The motion carried 9-0-0.

The meeting of the Avon Board of Education resumed at 7:32 pm.

V. Approval of Minutes

A. Board of Education Regular Monthly Meeting, September 25, 2018

B. Board of Education Special Meeting, October 10, 2018

Mr. Lowry moved, Mr. Indomenico seconded, to approve the September 25, 2018 Regular Monthly Meeting minutes and the October 10, 2018 Special Meeting minutes as presented.

The motion carried 9-0-0.

VI. Communication from Public

Mr. Bruce Corbett, Huckleberry Hill Road resident, stated his opinion that Avon teachers are paid too much in comparison to the surrounding towns and that their retirement plan is one of the best in the state even compared to the districts in ERG 1 in the Gold Coast area. Mr. Corbett wanted to make his concerns known before Board action is taken on the teachers' contract.

VII. Items of Information and Proposals

A. Student Representative Report – Addisen Ganiats, AHS Student Representatives

Ms. Ganiats reported that the high school pep rally went well and bolstered school spirit; last week Sophomores and Juniors took the PSAT; Avon Club is hosting a drive for Gifts of Love; Student Government is hosting a blood drive on Monday, October 22nd.

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

Ms. Michaud reviewed the Financial Report of Sept. 30th which showed similar trending from years prior.

- Unencumbered salaries up by approximately 1% from last year
- Benefits are further expended due to OPEB and pension.
- All operational accounts are trending as they did last year.

VIII. Committees & Liaison Reports

A. Committee Reports

1. Curriculum & Professional Practices

C&PP Chair, Ms. Blea reported the next meeting will be held at the end of October with the focus on continuing on how to communicate support services for families, CPDC, classes and curriculum.

2. Finance

Finance Chair, Mr. Spivak reported the committee spent the majority of the last meeting discussing Capital Budget, Field Refurbishment and Fees/Tuition, which will be discussed in further detail during the meeting. Next meeting is November 13th at 6pm.

3. Negotiations

Negotiations Chair, Mr. Indomenico reported that mediations with custodians & maintainers is scheduled for Oct. 30. Negotiations with teachers will be discussed at Executive Session.

4. Policy

Policy Chair, Ms. Young reported that District nurse supervisor, Pat DeRossi shared with the committee trends and changes in both student health policies and administration of medication. Legal counsel has been consulted regarding this complicated matter. Pending all other Board meetings regarding the Budget, a Policy Committee meeting will most likely be held in November with a date to be determined.

B. Liaison Reports

1. Board Representative to Curriculum Professional Development Council

Ms. Chute reported that the next CPDC meeting is Oct. 25th.

2. Board Representative to Avon Board of Finance

Mr. Cavanaugh reported that the Board of Finance has not met since the last Board of Education meeting. The biggest issue for the Board of Finance remains the evaluation which is expected to be flat and the Dec. 12 referendum for the turf field and the communication system.

3. Board Representative to Avon Town Council

Mr. Indomenico reported the Town council also did not meet but held the public informational meeting for the turf field and communication system. The next meeting of the Town Council is Oct. 23 which Mr. Indomenico will not be able to attend and is looking for someone to substitute for him at the meeting.

4. Board Representative to Capital Region Education Council

Ms. Blea reported that there is a meeting scheduled October 17th but she is unable to attend. The Superintendent mentioned finding Board members to attend CREC's meeting is a common issue for most districts which is why superintendents are given the minutes and apprised of what is on the agendas.

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

A. Board Chair Update

- Chair Chute had nothing further to report.

X. Superintendent's Report – Dr. B. Heston Carnemolla

A. Hiring Report

- Director of School Counseling, Todd Dyer, will be starting Nov. 5th

B. Enrollment Reports

- Enrollment showed 5 less students overall from last month

C. Strategic Plan Update

- This is now a standing item. On Oct. 4, the administrative team met with Dr. Villanova to discuss how to proceed forward with the input from the Board. Election Day will be used to continue the discussion with faculty and staff at length.

XI. Old Business

There was no old business to discuss.

XII. New Business

A. 18-19/17 Capital Budget for Fiscal Year 2019/2020

Mr. Myles Altimus, Director of Operations, reviewed the Fiscal year 2019/2020 Capital Budget which totals \$1,598,000 and includes:

- AHS water heater/hot water boiler replacement - \$185,000.
- Replacement of the elevator hydraulic cylinder at AMS & AHS - \$130,000.
- AHS fire alarm supplement notification system - \$110,000.
- RBS roof replacement, phase I - \$165,000 with a total projected cost for all three phases being \$550,000.
- Security upgrades, phase II which includes AMS & TBS notification system and security upgrades for the Central Office and additional cameras - \$70,000.
- AHS air handling/RTU replacement at AHS, phase I - \$450,000.
- Rebuild of the AHS athletic fields, phase II - \$115,000.00
- Replacement of the athletic track at AHS - \$350,000.
- District-wide HVAC automation system replacement, phase I - \$23,000.

Questions and Comments

- Mr. Lowry asked if the hydraulics in the elevators were being replaced and whether the entire unit should be replaced to which Mr. Altimus explained he was confident as to the detail of the work to be done.
- Mr. Fleischman asked if the timing of the repair of the fields will change should the referendum not pass. Mr. Altimus stated that Fall of 2019 would be optimal to start the work so that the fields can be used in 2020. Dr. Carnemolla added that the full renovation work proposed will be approx. half million on the track and football field, which will be used as a multi-purpose field. The new track will give an 8 lane track and includes pole vaulting, discus and javelin areas whereas just renovating the track exactly as it is as a 6 lane track presents limitations as meets and invitations cannot be held at AHS because it does not meet CIAC regulations. Mr. Indomenico asked if the 8 lanes for the track were only possible with the full renovation to which Mr. Altimus confirmed. Ms. Blea asked for clarification as to the delineation of responsibilities of the fields. Dr. Carnemolla replied it is the same scope as any public building project and is managed by the Town, but it is the District's to maintain.
- Ms. Blea asked for the timing of the water boiler to which Ms. Michaud said that it will be requested of the Town to allocate the existing funds for the HVAC boiler to this project.
- Ms. Young stated her concerns that deferred maintenance can cause further damage, such as the roof issue at RBS and suggested the District take a more strategic look at the 10 year forecast, perhaps looking into state funding to help with capital projects. Ms. Young asked if there has already been some damage from the roof leakage. Mr. Altimus replied that any mold has been replaced and repairs are now patched upon patched.

Mr. Spivak moved, Mr. Lowry seconded, to approve and move to the Town Manager the Fiscal Year 2019/2020 Capital Budget as presented. Additionally, the Board of Education requests the funding for the AHS water heater boiler replacement be from the existing Town of Avon account allocated for the AHS HVAC boiler.

The motion carried 9-0-0

B. 18-19/18 AHS Multi-Purpose Field Refurbishment

Ms. Michaud asked the Board to consider the need to refurbish the AHS multi-purpose field. Funding would be offset from two accounts.

Questions & Comments

- Mr. Fleischman asked for clarification of the timing to refurbish the field. Mr. Altimus stated that the field would not be usable for two Spring seasons but would start work in November to allow for regimentation of the seeds. Mr. Fleischman questioned accessibility of fields should the referendum go through and work on the artificial turf started in the summer to which Mr. Altimus replied that the multi purpose field should be operational before work starts on the artificial turf, weather permitting. Mr. Fleischman asked about having to relocate sports to which Ms. Michaud replied that the Athletic Director has been part of the discussions and feels it is manageable and teams can be relocated at no additional cost to allow work on the multi purpose field. Mr. Indomenico asked how the baseball field turned out as it was a similar project with similar cost, Mr. Altimus said it is a very nice field.

Mr. Spivak moved, Ms. Young seconded, to approve the AHS Multi-Purpose Field Refurbishment Project with an estimated total cost of \$70,000.00 including funding recommendations as follows: \$25,000 from the Use of Facilities Fund and \$45,000.00 from General Fund Account #01.7.2320.111, Salaries/Central Administration.

The motion carried 9-0-0.

C. 18-19/19 Fiscal Year 2019-2020 Fees & Tuition Schedule

Ms. Michaud explained that the fees are identical to the schedules to the Spring and not recommending any changes outside of preschool tuition.

Questions and Comments

- Ms. Blea expressed appreciation for the comparison chart; she wished parking fees were lower.
- Mr. Spivak commented that they would prefer not to have any pay to participate fee but given the budget there was no choice and will revisit this again next year.
- Ms. Blea also asked for more clarification as to what is being paid with the money from athletics pay to play, boosters club, fundraising and the district budget. Ms. Michaud replied that this year for middle school and high school athletics was just over \$1,000,000. The pay to play offsets approximately 18% of the athletic budget which is used towards athletic transportation. Parking fees at the high school offsets some of the graduation expenses.

Mr. Indomenico moved, Ms. Blea seconded, to approve the Fiscal Year 2019-2020 Fees & Tuition Schedule.

The motion carried 9-0-0.

D. 18/19/20 Policy 5141 – Student Health Services, First Read

Question & Comments

- Mr. Lowry stated that the policy needed further revision – pg. 49, sub 3, sub 6 the word acknowledge should be under oath; pg. 48, sub B, pg. 49 sub 4, pg 50 sub C should be the consistent as to what is being referred as far as legally qualified practitioner.

- Dr. Carnemolla stated that the primary reason this policy is being reviewed is due to change of state statutes regarding oral health assessments and also to separate related to medication administration because of its extensive guidelines.

XIII. Communication from Avon Board of Education Members

Mr. Lowry stated that he would like to hear from administration plans that are in place or planned for gifted students.

XIV. Communication from the Public

There was no communication from the public.

The Board adjourned Public Session and took a brief recess by unanimous consent at 8:32 pm.

The Board invited Dr. Bridget Carnemolla and Heather Michaud to join the executive session in discussion regarding the update on contractual negotiations.

The Board entered Executive Session at 8:37 pm.

XV. Executive Session

A. Discussion and Possible Action on Avon Educators Association Contract

XVI. Adjournment

The Board left Executive Session and entered Public Session at 8:59 pm.

Ms. Chute moved, Ms. Blea seconded, to approve the Avon Education Association contract from July 1, 2019 through June 30, 2022. The new contract represents a total cost increase to the Board as follows: Year 1 – 2.65%; Year 2 – 2.7%; Year 3 – 2.63% for a total cost increase of 7.99%. The motion carried 9-0-0.

Mr. Lowry acknowledged and thanked the Negotiations Committee for their efforts. Mr. Lowry commented he was pleased with the outcome.

The Board adjourned by unanimous consent at 9:02 pm.

Minutes prepared by Shirley Moy, Board Recording Secretary

Minutes respectfully submitted by Jeffrey S. Fleischman, Board Secretary

Jeffrey S Fleischman 10/23/2018

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.