



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, September 25, 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:

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 7:02 pm.

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

II. **Pledge of Allegiance**

III. **Avon Achiever -**

A. Erika Evanko (Roaring Brook School volunteer) – in recognition for advocating for and helping provide extensive support and help to our entire community. Under her quiet competence and collaborative leadership as the PTO Co-President, the PTO has significantly broadened its offerings of enrichment and co-curricular activities, strengthened direct supports for the school's teachers, upgraded its regular communications, and championed, successfully, numerous building improvements. Ms. Evanko provides a warm, positive, caring leadership style very much in synch with Roaring Brook School and its broader family.

B. Sandra Vick – (RBS staff) – in recognition for helping design and implement an intensive support system and program at RBS. Her efforts, care and attention to detail have produced exceptional success stories for the students positively impacted by this program. Ms. Vick exemplifies the belief that if you give students what they need, they will thrive.

IV. Approval of Minutes

A. Board of Education Regular Monthly Meeting, August 21, 2018

David Cavanaugh moved, Laura Young seconded, to approve the August 21, 2018 Regular Monthly Meeting minutes as presented.

The motion carried 9-0-0.

V. Communication from Public

There was no communication from the Public.

VI. Items of Information and Proposals

A. Student Representative Report – Amir Johnson, AHS Senior Student Representative, Addisen Ganiats, AHS Junior Student Representative

- Addisen Ganiats introduced herself as the new Junior Student Representative from Avon High School
- Spirit week at Avon High School this week which includes night games, dressing up according to various themes such as Patriot Day to show American pride.
- Internship presentations were given today by seniors in the Achieve program varying in topic from medicine, technology, politics, and others.
- Amir Johnson shared that he attended the Community Chat to talk with the Superintendent at the Avon Public Library and talked about school culture, security, homework, elementary issues, etc. Dr. Carnemolla is being well received by the community and encourages more to attend the Superintendent's Community Chats.
- Dr. Carnemolla welcomed Addisen and explained the process of selecting student representative including writing a letter of intent and committing to serve for two years.

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

Ms. Michaud reported that the District had another successful fiscal year and closed out the fiscal year with an unencumbered balance of \$27,396.82. The open encumbrance listing has 120 valid purchases orders for a total of \$996,769.18. The prior fiscal year escrow account closed out having returned \$59,100.12 to the Town of Avon.

Questions & Comments

- Ms. Blea asked what the remained of the total budget at the end of June 30, 2018 to which Ms. Michaud replied \$27,396.82.

VII. Committees & Liaison Reports

A. Committee Reports

- Curriculum & Professional Practices
Ms. Blea shared that the last meeting reviewed a Capstone presentation with the new direction it will be going this coming year being very responsive of past concerns. 9-12 grade Advisory was discussed as well as curriculum. Pursue your passion assembly for juniors and seniors and professional development was also discussed as well as communication to families in regards to resources for students and families in crisis. Next meeting is scheduled for October 29th.
- Finance
Mr. Spivak did not have anything to add except to invite others to the next Finance meeting when the Capital budget will be discussed. The meeting will be held on Oct. 9th at 6:00 pm.
- Negotiations
Mr. Indomenico will give additional details during executive session. Mediation with teachers is completed and mediation with the custodians & maintainers is scheduled for October 30th.

- Policy
Ms. Young shared that policies from the 3000 series were presented at several policy meetings as well as at a prior Board meeting as a first read and will be voted on later during the meeting. Policy 4111- Recruitment and Selection deals with the appointment of unaffiliated employees which the superintendent will present to the Board where the terms of their employment are subject to the approval of the Board. This policy was drafted with assistance from Shipman and Goodwin and in accordance with CT State Statute 10-151. Policy 1525 - Student Records and Confidentiality and Policy 5141 - Student Health Services are under further review with assistance from Shipman and Goodwin as well as our District Nurse Supervisor and Director of Pupil Services. Policy 5144.1 - Use of Physical Force was also reviewed so that the District would be in compliance with changes in state statutes. The homework policy was also discussed at length with the help of Dr. Nestler-Rusack and Mr. Giannini. Next meeting is Tuesday, Oct. 9th after the Finance meeting.

B. Liaison Reports

- Board Representative to Curriculum Professional Development Council
Next meeting is in October so at this time there was nothing to report.
- Board Representative to Avon Board of Finance
Mr. Cavanaugh shared that the major issues with the Board of Finance includes going under the revaluation process. The prediction is for little or no significant growth and the grand list to the town may go down with no major construction projects ready to be finished; were told not to expect any large increases to add to the grand list. There will be a referendum for the turf field; the budget was increased approximately \$300,000 to allow for choice of fill. Public safety communication systems will also be on the referendum for a compatible system for all first responders. The referendum is scheduled for Dec. 12. Ms. Blea asked if Board members needed to attend the Information Session regarding the referendum to which Chair Chute replied that Board members may attend if they wish but it is not a Board presentation.
- Board Representative to Avon Town Council
Date of the meeting had been changed and Mr. Indomenico was unable to attend. Mr. Indomenico shared that the only item on the Town Council agenda that would have impacted the Board of Education was the Turf Field which was already discussed.
- Board Representative to Capital Region Education Council
CREC held their meeting on a date Ms. Blea was not available but will receive minutes at the next meeting. Ms. Blea and Chair Chute asked Board members to consider being a substitute representative to the CREC meetings.

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

A. Board Chair Update

Chair Chute reminded the Board members of two upcoming meetings. Tuesday, October 2 at PGS SEPTA (Special Education Parent Teacher Association) is holding their 3rd annual fair with over 20 service providers on hand. Thursday, October 4 at Fire Company 1 the Town is having the Information Night regarding the referendum.

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

Dr. Carnemolla shared that the first Community Chat was held at Avon Public Library and are scheduled every other month and on the off month she is often at other venues including the Senior Center. The purpose of the Community Chats is not by appointment or for specific presentations but to come and chat. The timing of the meetings at the Library coincides with when high school and

middle school students are dismissed. Dr. Carnemolla invites parents and students to come out and see her but if they cannot make the Community Chats, Dr. Carnemolla reminded everyone she is available at various other venues at the schools and by phone. The Superintendent also thanked Mr. Renkawitz, AHS Principal, and Elizabeth Brisco, Director of Internships, with the fabulous display of presentations by students in the internship program. Dr. Carnemolla shared that she has been out in the schools during the days meeting teachers and students, and having conversations with faculty and staff. Almost all of the Open Houses were had with great turnouts. The middle school is having theirs tomorrow night. It is a testament to the teachers, administrators and parents that family engagement continues up the grades with packed houses.

A. New Hiring Report

Dr. Carnemolla reviewed the hiring report that showed new hires of non-certified staff and resignation. Non-affiliated reappointments is a new category seen this time of year with the reappointments of non-affiliated personnel that already work in the district who are non-union and individual contracts range from one to three years which typically end on June 30th. This links back to Policy 4111 – Recruitment and Selection and appointment of non-affiliated individuals which will make appointments of non-affiliated staff brought forward for Board approval.

Questions and Comments

- Mr. Lowry asked if the Superintendent were asking for Board approval of those listed on the bottom of the hiring as required under the new policy or merely notifying the Board since the policy was not yet in effect. Dr. Carnemolla replied that the policy is not yet effective and she is not asking for Board approval. As the Board gave the Superintendent parameters, the contracts were discussed. Further discussion will be had regarding the policy.

B. Enrollment Reports

Dr. Carnemolla reviewed the District enrollment which showed that from Aug to Sept, the District is down 10 students with 9 students having left PGS and down 1 at the middle school but up in the other schools. The District is down 72 students from the same time last year due to the last senior class being one of the largest in a while. K-12 is well balanced in class sizes.

Questions and Comments

- Mr. Spivak stated that according to the report there are 60 less students than less year and asked if at a future meeting it be addressed as to how classes and course sizes been impacted.

C. Strategic Plan Update

Dr. Carnemolla shared Avon's Blueprint for Excellence which details the steps she has developed to review and revise the District's strategic plan:

- Avon's Blueprint for Excellence
 1. Strategic Planning Steps
 - Gathering information
 - What are we doing well?
 - What can we do better?
 - Observations, conversations, data collection – this is done through meetings with the administrators, faculty, staff, Board members and students during times of school visits, meetings with parents and community members, informal Community Chat session, meeting with Town officials and through data and survey assessments collect at the school and state levels.
 - Compiling, analyzing & synthesizing information is the meat – cyclical process of doing better. A review of the current strategic plan and full mission statement revealed that more time was needed with all administrators to run a course together to have broad conversations. Doing it together with the administrators and the administrators then need to be doing it together with their staff. These conversations

help identify strengths and areas of growth. List of Dreams & Aspirations, what is our vision for the graduate, needs to be generated for Avon's students. Goals, strategic actions & timelines will be finalized as well as developing a District Theory of Action for 2018-2021.

2. Theory of Action Framework – what is it?
 - Guides our work in coherent fashion
 - surfaces assumptions, makes intentions clear to everyone
 - If/Then Hypotheses - if the action you take then brings the desired result/outcome. Reflects our mission, connects our beliefs & vision to our strategies and provides the foundation of understanding.
3. Transitioning to our Blueprint for Excellence - to be able to finalize, everything heard from the board, parents, students, staff is determined to fall into one of four focus areas – culture, achievement, communication, systems

Questions and Comments

- Mr. Lowry stated his concern that he does not see the collaboration of this plan with the Board and would like to ensure the input of the Board is taken into consideration and feedback is given to the Board through the process. The Board's vision must match the administrations' vision. Mr. Indomenico replied that this seems to be a process that grew out of the Board retreat and this is just the first presentation of the plan. Dr. Carnemolla said she actually started with the Board, meeting with each member individually since arriving asking each the same questions. Administrators were brought in when they had their two day leadership retreat working on the blueprint only days prior to school opening with this being an update of the progress to date to the Board. The target is to bring more information to the Board in November. Mr. Oprica stated that he values the updates and feels that having this as a standing part of the meetings is important as a way of ensuring that the focus is aligned with the Board and feedback can be given. Dr. Carnemolla confirmed that the goals set by the Board have been brought back to the administrators.
- Ms. Blea stated she is glad to see systems as part of the plan and asked about the timing of the plan. Dr. Carnemolla stated that a smaller administrative team compiled of district administrators and principals will work to narrow the document draft. October 4th will be used to work on the Budget but will have a draft that captures what the Board has talked about. By November, the mission statement will be reviewed and breathe new life into it with the District pieces of the plan to ensure the goals are aligned with the Board; around December it is hoped to have the Board endorse the plan.
- Mr. Lowry stated that he would appreciate the opportunity to attend an administrators team meeting to get a better grasp of the work. Mr. Lowry added that focus groups are missing in this process. Chair Chute reminded that the Board had the opportunity to give input of the Board's goals and vision in the very beginning of the process. This will be a regular agenda item so that the Board can be involved but at this point the Board is as involved as it needs to be. Mr. Lowry replied he would appreciate more Board involvement.
- Ms. Young added things do not necessarily need to be done as they were in the past but would like to know what the expectations are going forward and who the stakeholders would be and how will they be incorporated in this process.
- Dr. Carnemolla said the strategic plan expired two years ago; though done well it needs to be brought up to date. The Superintendent stated that this is just the beginning of the process to inform the Board of her thoughts. The Superintendent admits the approach was different from the very beginning with the process beginning with the Board at the retreat which then went to the administrators, to the staff, out to the community and back to the Board. The intricacies in between are the conversations had in the schools and community. The

Superintendent's goal is to have a finished product to present to the stakeholders which represents what was heard from all the conversations and bring it back out for feedback.

- Mr. Fleischman asked for clarification that the new vision connects with what is done in the District, which requires that everyone, while not in total agreement, is on the same page. Mr. Lowry agreed and added that the caring of staff feedback is vital. Mr. Fleischman believes the Board was in the loop earlier in the process. Ms. Blea asked about the timing of the process to which Mr. Fleischman stated that he would not like to see this vision statement rushed due to the budget timeline. Dr. Carnemolla explained the time commitment to build a vision statement and not have ritual compliance but to have people engaged in the process. The process will most likely be slower than desired. The Superintendent reminded the Board that every meeting had is feeding the loop to build the statement.
- Mr. Lowry added that he would like a component of the statement to incorporate the staff's dreams, a dream component, to have a concept for people to experiment, to fail.
- Mr. Indomenico asked if the student dreams and aspirations will be student generated or something the District decides as it is so subjective. Dr. Carnemolla explained that there has to be some guiding force and vision in setting the direction and then it trickles down to the attributes of the graduates. The District measures success by their success. Some of it is coming from the students, through conversations and survey data. The question is what do we hope for our students and how do we get there? What is the perfect graduate? Mr. Indomenico added the vision of the perfect graduate is giving them the tools to meet their dreams and aspirations.
- Amir Johnson feels that there are some things the Board cannot vote on, like culture. Mr. Fleischman agreed with Mr. Johnson that some things cannot be legislated but the District can make a strong statement of what to aspire.
- Superintendent Carnemolla told the Board that she would continue to update the Board

D. Security Update

Dr. Carnemolla shared the updates of the security projects reminding the Board that the last batch of projects are mostly capital related and requested appropriation from the Board of Finance. The visitor entrances were worked on over the summer and complete except for Pine Grove School due to their layout. A safety and security specialist has been assigned to PGS until the visitor entrance is complete. All the exterior locking mechanisms have been installed and the Business Office is working on the database for all the key cards so are not yet live. Wiring for security cameras are complete; exterior cameras are complete; fiber optics at the high school should be completed shortly; permanent traffic bollards are installed at all the schools, removable bollards should be completed shortly. The window films are complete at all the schools except RBS. Dr. Carnemolla stated that the security and hazard plan has been finished and submitted to the state as required by state law after being reviewed by local police, fire, emergency management and Town Manager. Every room in the schools has been provided with emergency procedures related to any given school/district related emergency.

Questions and Comments

- Mr. Lowry asked if some of the bollards may be missing at the high school as the distance between the bollards were not effective for their intention. The Superintendent added that the same situation was noticed at the middle school and more bollards were still being installed. The physical threat assessment team from the police department developed the placement of the bollards.
- Mr. Lowry asked if the Security Plan was signed off by the Police Chief and sent to the State of CT to which Dr. Carnemolla replied yes, ahead of the Nov. 1st due date, as the District wanted a plan in place before school started.

- Mr. Spivak asked for the status of the visitor identification system. Dr. Carnemolla replied that the system is installed but she, the Chief of Police, SRO, and Security Director will be going over the proper procedures of what happens when someone is flagged in the system as a sex offender to ensure proper channels are followed. Currently, other districts are being contacted to inquire about their procedures and protocols. For now, vetting visitors in the same protocol as in the past with ID. Notification will go out to parents by November. Mr. Lowry asked if this will be policy or regulations to which the Superintendent replied that these will be procedures and regulations which will be part of the confidential security plan and the board will not be reviewing.
- Mr. Fleischman asked if there have been any updates to the Central Office. Dr. Carnemolla replied that the door locks were changed, no film added but there will be additional cameras.

E. Committee Meeting Dates

Dr. Carnemolla shared that dates have been solidified for most committee meetings, but the possibility of separating the Policy and Finance committees from meeting on the same night is still be discussed.

X. Consent Calendar

- A. 18-19/06 Approval of Budget Transfers
- B. 18-19/07 Approval of AHS Field Trip to France – April 3-13, 2019
- C. 18-19/08 Approval of AHS Field Trip to Montreal and Quebec – March 22-26, 2019
- D. 18-19/09 Approval of Avon High School New Course Recommendations

Dr. Carnemolla asked that Approval of Avon High School New Course Recommendations be removed from the consent calendar and not pursued tonight as the District and new high school principal reviews the full course of offerings at the high school.

Mr. Lowry asked that Items A through L from Old Business be moved to the Consent Calendar. After a brief discussion, with no opposition, Chair Chute added the requested Old Business Items A through L to the Consent Calendar for approval.

Mr. Lowry moved, Ms. Blea seconded, to approve the Consent Calendar as amended, which consists of Items A through D and Items A through L as listed under Old Business. The motion carried 9-0-0.

XI. Old Business

- A. 17-18/126 Policy 3000 – Goals for Finance and Operation, Second Read
- B. 17-18/127 Policy 3011 – Internal Controls, Second Read
- C. 17-18/128 Policy 3120 – Preparation of Budget Document, Second Read
- D. 17-18/129 Policy 3152 – Spending Public Funds for Advocacy, Second Read
- E. 17-18/130 Policy 3160 – Transfer of Funds Between Categories; Amendments, Second Read
- F. 17-18/132 Policy 3230 – Federal/State Funds, Grants and Other Revenue, Second Read
- G. 17-18/133 Policy 3231 – Medical Reimbursement for Special Education Students, Second Read
- H. 17-18/134 Policy 3240 – Non-Resident Tuition, Second Read
- I. 17-18/136 Policy 3260 – Disposition of Obsolete Property, Second Read
- J. 17-18/137 Policy 3280 – Gifts and Donations, Second Read
- K. 17-18/138 Policy 3281 – Fund Raising Activities, Second Read
- L. 17-18/139 Policy 3300 – Purchasing, Second Read

XII. New Business

- A. 18-19/10 Agreement for Child Nutrition Programs

Maggie Dreher, Director of Nutrition, explained that the agreement for the Child Nutrition Program form has been updated due to new programs that have been included. Each district is required to resign and submit the form to the State after their Board of Education has voted whether or not to participate in the national food program and follow state and federal regulations.

Questions and Comments

- Mr. Indomenico asked how the District decides which programs to participate in, such as Seamless Summer Options. Ms. Dreher replied it is based on demographics and need. If the District does not participate in a program, it is publicized where the summer programs are located to advise where people can go to participate in the program. Mr. Indomenico asked which towns offer the Seamless Summer Options to which Ms. Dreher replied Hartford, Meriden, more urban and rural areas. Information about this program is up on the District website every year.
- Ms. Blea added that she hoped the District social workers were making this information available to parents Ms. Dreher said that there is a very big push to get the information out to parents.

Mr. Lowry moved, Ms. Young seconded, to approve the Child Nutrition Program.

The motion carried 9-0-0.

B. 18-19/11 2019-2020 Board of Education Operating Budget Development Time Line

Dr. Carnemolla stated that this item is to be informative and follows the time line that the District is required to follow set by the Town and the charter. The time lines still meets the requirements but allows for a Special Board meeting in January with solid numbers to ensure a more accurate budget.

Questions and Comments

- Ms. Young asked when an appropriate time would be for the Finance Committee to look at items relating to the budget development process. Ms. Michaud said it is on the agenda for the October Finance Meeting.

C. 18-19/12 Policy 4111 – Recruitment and Selection, First Read

Dr. Carnemolla explained that this policy refers to positions not included in bargaining units. The Superintendent shall make recommendations to the Board concerning the appointment and terms and conditions for such position. The appointment and the terms and conditions for such position shall be subject to the approval of the Board of Education. Dr. Carnemolla explained that this means that when someone is first appointed they are brought through to the Board for approval. Reappointments are according to parameters the Board sets to allow the superintendent to negotiate and does not require a vote of approval.

Questions and Comments

- Mr. Lowry commented that the policy says appointments, including reappointments, are subject to the approval by the Board. Ms. Blea asked for clarification of reappointments to which Dr. Carnemolla explained that they are not new people hired but reappointments for current employees where contracts are renegotiated to begin July 1st.
- Dr. Carnemolla stated she is willing for this policy to go back to the Policy Committee for rewording; Mr. Lowry said that he would prefer to limit the scope of the policy but thinks most want to approve it and would like to vote on all the contracts each year in light of prior history.
- Mr. Fleischman suggested sending all contracts to the negotiations committee as done with other contracts. Mr. Lowry commented that it should be done as procurement contracts and subject to the Board's approval. The Board should have oversight to ensure the contracts are done appropriately.
- Mr. Cavanaugh agreed that the Board does not want to see certain issues reoccur and can agree to having renewal contracts on the Consent Calendar which constitutes sufficient notice and provides transparent disclosure of what's being offered, what's being granted and avoids surprises. The Consent Calendar would be fairly efficient as well. Mr. Lowry agreed and said the policy language would allow that to happen.

- Ms. Young added that the language of the policy was given by Shipman & Goodwin after the prior Board conversation.
- Dr. Carnemolla explained that the hiring report was utilized following what was done in the past but is amenable to putting this on the Consent Calendar. Mr. Lowry explained that in the past the Board approved every hire and fire, which the Board did not find necessary. In light of the problem, Mr. Lowry believes it should be on the Consent Calendar. Mr. Lowry wants to avoid the Board being put in a surprising situation again and the only way to do that is to say it is subject to Board approval.
- Ms. Chute asked if the Board was allowed to have people's names on the Consent Calendar with their salary. Mr. Lowry replied contracts are a matter of public disclosure and is not a problem. Dr. Carnemolla agreed that it does not present a problem but a matter of putting it on the Consent Calendar.
- Mr. Fleischman asked if names were necessary and to perhaps list by position. Mr. Lowry said that the contracts should be attached which will state the names. Mr. Cavanaugh added that contracts are a matter of public record and available online. Mr. Fleischman stated concern that stating information by name may be off putting. Ms. Young added that all contracts are online and available should people want the information.
- Ms. Chute asked if it would be a problem to keep it on the Hiring Report as it is to which Mr. Lowry replied that according to the policy the Board must approve it, merely informing is not adequate. The Superintendent does not have the authority to consummate the contracts without the Board's approval and should the Superintendent do so the contracts are subject to being voided which is what the Board wanted to have happen.
- Ms. Blea clarified that the Hiring Report is merely notification and does not allow the Board to approve. The benefit of the Consent Calendar allows the Board more input and makes it official.
- Mr. Fleischman specified that it is only for non-bargaining units.
- Dr. Carnemolla concluded that putting the contracts on the Consent Calendar will be a means of transparency in the appointment of all unaffiliated staff and clarified that this discussion was not due to any issues in the contracts caused by her actions as the superintendent. Dr. Carnemolla stated that she agrees with what was decided and has acted within the parameters as instructed by the Board in the negotiation of the contracts.

Mr. Lowry moved, Ms. Spivak seconded, to waive the second read and approve Policy 4111 – Recruitment and Selection.

The motion carried 9-0-0.

D. 18-19/13 Policy 5144.1 – Use of Physical Force, First Read

Mr. Lowry stated that although the language is relatively minor there is an issue as the policy is inappropriate as it raises questions and suggests that the Board approves the accompanying regulations. The Board does not approve accompanying regulations to policies. The clause in the policy should be omitted regarding the accompanying regulations and applicable law as the law will be changing shortly. Mr. Lowry also suggested that the second reading be waived as the Superintendent has requested to have the policy in place as soon as possible.

Mr. Lowry moved, Ms. Indomenico seconded, to waive the second read and approve Policy 5144.1 – Use of Physical Force omitting the paragraph regarding accompanying regulations and applicable law.

The motion carried 9-0-0.

E. 18-19/14 Policy 6154 – Homework, First Read

Dr. Carnemolla shared that the Policy Committee first had a conversation regarding this in March after 2 years of extensive research, surveying parents and students and meetings were had to provide the suggested revisions to the homework policy and regulations. The regulations were specifically

written for K-6 and grades 7-12 with the more radical changes at the elementary grades. The Superintendent went on to give highlights of the policy which were also presented to the CPDC and Policy Committee. Dr. Carnemolla stated that the meat of the policy was within the regulations and the regulations are not subject to the approval of the Board, only the policy but it is important for the Board to have a conversation to ensure the policy is understood. The policy may not be perfect and upon implementation it will need to be revisited. There have been many people who have been part of the conversation in developing this policy and needs to be implemented, which will then be reviewed with feedback from teachers, parents and students and changes made if necessary.

Questions and Comments

- Mr. Spivak expressed concern about no homework being given on long weekends and the challenge it would be to implement this at the high school with A days and B day rotations. Dr. Nestler- Rusack said she would need to go back to members of the committee to get a better understanding. Dr. Carnemolla said it was to honor the policy regarding no homework on religious holidays but to give students and families more time on long weekends as well. Teachers may need to be reasonable with the rotating schedule and it may be a challenge but teachers have been asked to plan out assignments with enough advanced notice. Mr. Cavanaugh suggested that the rotation schedule be designed with the homework weekend scenario in mind. Mr. Fleischman felt the rotating schedule is a concern, that there is a purpose with all the homework given and the pacing of when it is given. Mr. Fleischman is concerned that this limits the teachers as to teaching the curriculum, especially with AP and ECE courses. If there is an educational purpose this will tie the hands of the teachers. Mr. Fleischman is also concerned about what constitutes a holiday.
- Ms. Chute asked that this be moved forward as the school year has already started and people are looking for a homework policy to follow and would action to be taken tonight.
- Ms. Young said that in the past many had expressed concern when homework was assigned during religious holidays. The intent was to follow the holidays the District is following. It would be difficult to come up with a plan to recognize all other holidays but the intent is to ensure we observe and honor those religious and other holidays we have agreed to and placed on the calendar. Mr. Fleischman said that he would like to be sure all people are being treated equitably and all holidays are being looked at in the same manner.
- Mr. Cavanaugh stated that this policy may need to evolve over time to match what happens with the holidays. The holiday issue is the smaller portion of the policy. The larger is the academic necessity for homework - to change teachers' thinking and reevaluate the significance of homework, the need of and the quantity of it to make sure that everything being assigned is truly necessary for the academic progress students are trying to achieve. Upper limits of homework are gone but also eliminated are minimums. It must be stressed to teachers that there is no minimum level that must be achieved; it is what is academically necessary to operate the course which is left open to the teachers.
- Mr. Fleischman commented that it is not the policy but the regulations he has concern while understanding that the Board does not vote on the regulations. However, the regulations are provided to allow the Board an understanding of how the policy will be enforced. Should a parent have an issue with homework being assigned on a holiday teachers should be accommodating. Mr. Fleischman shared his concern that the way the regulation reads it is stripping the teachers of their ability to use their educational judgment. Ms. Young reminded that the Board has no control over the regulations; that it is up to the administration and building principals.
- Ms. Blea asked if teachers were involved with the revisions to which Dr. Carnemolla confirmed that the teachers wrote it.

Mr. Lowry moved, Mr. Oprica seconded, to table Policy 6154 – Homework.

Questions and Comments

- Ms. Chute said teachers are confused as to which policy to use after two years of work.
- Mr. Indomenico shared that the Policy Committee would keep their eyes on the regulations and that the regulations were a work in progress and would most probably need some tweaks. Administration needs to keep a close eye on this and updates would be given to the Board.
- Mr. Fleischman asked if the Board needed to act on the Policy in order to change the regulations to which Mr. Lowry replied no though if the Board had concerns, the public may as well. Mr. Lowry suggested that the Board follow the usual route of a second read. Mr. Spivak added that the Board does not have any control over the changing of regulations as long as the regulations are appropriate and follow the policy the Board has in place.
- Mr. Oprica said that although it is a short policy it is significant. Teachers should have the flexibility in addressing student needs should the teacher have a student that would thrive and would be inspired by having assignments. Optional homework assignments should be allowed.
- Ms. Blea reminded the Board that the regulations were a result of two years of work that was worked on by the administrators, teachers, students and parents.
- Dr. Carnemolla added that while the Board votes on the policy, the regulations go hand in hand and is not comfortable going forward with changing the regulations without changing the policy. To address the administrators' and staff's concerns, the Superintendent would like to move it forward as there is still enough time in the school year to enact the regulations and then relook at the regulations in the spring or even before. If it is tabled, the District will not enforce new regulations this school year as it would not give it enough time to get it its due process.
- Mr. Cavanaugh stated he was hoping for more significant change but the change can come from the implementation and not so much from the policy itself. Mr. Cavanaugh is reticent to change what was given as so much work was put into it and ultimately the teachers are the ones to live with the policy and implement it. Mr. Cavanaugh believes it is better when policies come from the people who are implementing it and is inclined to give them the opportunity.
- To address Mr. Oprica's point, Dr. Carnemolla did not see anything that prevented the enrichment aspect of homework and to allow that to happen. Dr. Carnemolla did not see an issue or think teachers would object to a line of that effect in the regulations.
- To honor the work of the committee, Dr. Carnemolla would not want to change the regulations without a vote on the policy. Chair Chute agreed that the wording of the policy is clear in the mindset of what the Board had presented in what they were hoping for from the staff with the students. This a breathing document, a work in progress and would Chair Chute stated that she not like to table this.
- Mr. Spivak reminded the Board that it is not good practice to push policies through without the usual second read and this should not be how the Board normally operates but will go with a vote tonight because the administrators have asked for it.
- Mr. Indomenico added that he believes the teachers have been operating with the assumption that this policy would be adopted.

Ms. Chute reminded the Board of Mr. Lowry's motion, which Mr. Oprica seconded, to table Policy 6154.

The motion did not carry 1-8-0 (yay – Mr. Lowry; nay – Ms. Blea, Mr. Cavanaugh, Ms. Chute, Mr. Fleischman, Mr. Indomenico, Ms. Oprica, Mr. Spivak, Ms. Young)

Ms. Chute motioned, Mr. Spivak seconded, to pass Policy 6154 – Homework.

The motion carried 8-1-0 (yay - Ms. Blea, Mr. Cavanaugh, Ms. Chute, Mr. Fleischman, Mr. Indomenico, Ms. Oprica, Mr. Spivak, Ms. Young; nay – Mr. Lowry)

XIII. Communication from Avon Board of Education Members

Ms. Blea thanked Elizabeth Brisco, Director of Internships, and Avon High School Principal, Mike Renakawitz for organizing the internship presentations. Ms. Blea felt the presentations were amazing and the internship program very exciting. Other Board members agreed with Ms. Blea.

Dr. Carnemolla wanted to address Mr. Spivak's concern about moving too fast without a second read, aside from the Homework Policy, the other two policies moved forward tonight was due to change in state statute that was retroactive to July 1st. The Superintendent is mindful in following the process, unfortunately sometimes the legislatures in Hartford don't give the District ample time to allow for following our own processes. Dr. Carnemolla appreciates getting the policies through so that District policies and the Board so the District can be in compliance.

XIV. Communication from the Public

Steve Muench, Avon resident, stated that Thompson Brook School shares the issue of the security bollards that were mentioned as being too spread out. Ms. Michaud said that some bollards are still being installed and are going to be removable.

Erika Evanko, Avon resident, said some curbs are not handicapped accessible. Dr. Carnemolla said the issue will be reviewed tomorrow.

The Board adjourned Public Session and took a brief recess by unanimous consent at 9:55 pm.

The Board invited Dr. Bridget Carnemolla^[t1] and Heather Michaud to join the executive session in discussion regarding the update on contractual negotiations.

Ms. Young left the Board meeting at 9:56 pm and did not enter into Executive Session.

The Board entered Executive Session at 10:02 pm.

XV. Executive Session

A. Update on Contractual Negotiations

XVI. Adjournment

The Board left Executive Session and entered Public Session at 10:29 pm.

The Board adjourned by unanimous consent at 10:30pm.

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

Jeffrey S Fleischman 10/9/18

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.