

**Somers Board of Education Meeting**  
Board of Education Meeting Room  
October 28, 2019  
7:00 PM

**Attendance Taken at 6:59 PM:**

Present Board Members: Jan Martin, David Palmer, Bruce Devlin, Rick Lees, Jeremy Anderson

Absent Board Members: Anne Kirkpatrick, Barbara Capuano, Kate McLellan, Sarah Bollinger

Others: Brian Czapla, Dr. Denise Messina, Dr. Irene Zytka, Bill Boutwell, Cheryl Gustafson, Margot Martello, Elizabeth O'Toole, Dina Senecal, Gary Cotzin, Marissa Marks, Jackie Nappo

**1. CALL TO ORDER**

The regular meeting of the Board of Education was called to order at 7:00 p.m. by Chairman Devlin in the Mabelle B. Avery Board of Education meeting room.

**2. PLEDGE OF ALLEGIANCE**

**3. APPROVAL OF MINUTES**

**3.1. Draft Minutes of October 15, 2019**

**Rationale:** Draft Minutes of October 15, 2019 to be approved.

**Motion Passed:** Motion to approve the BOE draft minutes from 10/15/19 passed with a motion by Jan Martin and a second by Rick Lees. **5 Yeas - 0 Nays.**

**4. AUDIENCE TO CITIZENS/STAFF/STUDENTS**

**5. OPPORTUNITY TO ADD/DELETE AGENDA ITEMS**

**Motion Passed:** Motion to delete agenda item 6.4 -- 2nd Warning of DBS Policy 5131.11 - Students - Conduct/Bullying passed with a motion by Jan Martin and a second by David Palmer. **5 Yeas - 0 Nays.**

**Motion Passed:** Motion to add agenda item 7.2 -- Approval of Five-Year Capital Improvement Plan passed with a motion by David Palmer and a second by Jeremy Anderson. **5 Yeas - 0 Nays.**

**6. CONSENT AGENDA**

**Motion Passed:** Motion to approve the Consent Agenda in its entirety passed with a motion by David Palmer and a second by Jeremy Anderson. **5 Yeas - 0 Nays.**

**6.1. Warrant of October 28, 2019**

**Rationale:** Board to consent to Warrant of October 28, 2019 in the amount of \$221,896.84.

**6.2. Resignation of MBA Language Arts Teacher**

**Rationale:** Mr. Mark Maciolek has resigned.

**6.3. 2nd Warning - Policy - DBS 5131.911 - Hazing/Bullying**

**Rationale:** The Board is to review and consent to policy 5131.911 on Hazing/Bullying.

**6.4. 2nd Warning - DBS 0100 - Mission-Goals-Objectives**

**Rationale:** The Board is to review and consent to policy 0100 - Mission-Goals Objectives.

**6.5. 2nd Warning - DBS Policy 6146 - Instruction Requirements/Standards of Proficiency**

**Rationale:** The Board is to review and consent to policy 6146 – Instruction Requirements/Standards of Proficiency.

**7. NEW BUSINESS****7.1. Approval of 2020-2021 Budget Process and Calendar**

**Rationale:** The Board will review and approve the 2020-2021 Budget Process/Calendar.

**Motion Passed:** Motion to approve the 2020-2021 budget process and calendar passed with a motion by Jeremy Anderson and a second by Jan Martin.

**5 Yeas - 0 Nays.**

**7.2. Approval of Five-Year Capital Improvement Plan**

**Rationale:** The Board will review and approve the five-year CIP.

**Motion Passed:** Motion to approve the five-year CIP passed with a motion by David Palmer and a second by Rick Lees. **5 Yeas - 0 Nays.**

**8. OLD BUSINESS****9. ADMINISTRATIVE REPORTS****9.1. Quarterly Budget Report**

**Rationale:** Mr. Boutwell will be there to answer questions about the quarterly budget report.

**Discussion:** Mr. Bill Boutwell, Director of Business Services, updated the BOE on the quarterly budget report for 2019-2020. He stated that it is early in the year and adjustments may need to be done. He reviewed the provided \$23,884,137 budget report with the projected expenses.

## 9.2. Textbook Long-Range Plan

**Rationale:** Dr. Zytka will present the textbook long-range plan to the Board.

**Discussion:** Dr. Irene Zytka, Director of Curriculum, updated the BOE on the long-range textbook plan for all subjects. Dr. Zytka stated she will negotiate the best price for multiyear subscriptions and will look into grant funds. Textbooks are moving towards digital; however, Dr. Zytka recommends a classroom set of textbooks for teachers. Curriculum directors from six or seven districts have met. The next meeting will be hosted in Somers.

## 9.3. District Diversity and Equity Plan Update

**Rationale:** Dr. Zytka will be there to give an update on the District's Diversity and Equity Plan.

**Discussion:** Dr. Irene Zytka, Director of Curriculum, updated the BOE on the district's diversity and equity over the past three years. The Somers Diversity and Equity Council was established in 2017. They devised a purpose statement and is guided by three questions:

- What can the committee do to ensure staff and students understand racial and cultural issues?
- How will staff promote effective teaching and learning of these issues?
- What actions from teachers/staff regarding race and culture may be established in the buildings?

Over the last two years, there have been several initiatives:

- Workshops and diversity/equity training through CREC
- Universal Design for Learning--now part of the Atlas system
- Unity Team established at SHS
- African Workshop at MBA
- Restorative Circles at SHS
- YES Youth Summit for SHS and MBA students

Last Friday, there were two workshops with consultants from SERC who facilitated students and staff in restorative circles regarding conversations of race and equity. Mrs. Cheryl Gustafson, SHS Assistant Principal, stated that there were students who represented different backgrounds in attendance. They learned as a group how to have candid conversations regarding race and noted that it was important to experience discomfort together and to expect and accept non-closure. Mrs. Gustafson stated that there will be a day scheduled at SHS to bring this dialogue to the student body. Jeremy Anderson requested to have students who participate at the YES Youth Summit to speak before the Board on their experiences.

## 9.4. Music Replacement Plan

**Rationale:** The Superintendent will present the Music Department replacement plan.

**Discussion:** Superintendent Czapla reported that the Music Department looked over their inventory and designed a five-year equipment replacement plan which he presented to the BOE.

### **9.5. School Improvement Plans**

**Rationale:** The Superintendent will present the School Improvement Plans.

**Discussion:** Superintendent Czapla presented the School Improvement Plans to the BOE about a month ago. These plans were not devised until a Strategic Plan was in place. He has been working with administrators to form improvement plans to include goals, strategies to meet these goals, staff responsible, resources needed, and timelines. He stated that they are on a great path going forward on dealing with some challenges over the next 6-12 months and will look forward to reporting back to the BOE in the spring. BOE members complimented the layout of the improvement plan. Jan Martin would like to see AP expansion in English at SHS in the near future.

### **9.6. Superintendent Update**

**Rationale:** Superintendent will give the Board an update.

**Discussion:** Superintendent Czapla reported that he met with the First Selectman, Selectman, and Chris Boucher last Thursday to discuss developing community conversations. The Community Coalition is made up of about 15 people from service organizations and various spiritual organizations to organize and engage the community in difficult conversations and ways in which to develop an action plan to overcome challenges. The initial meeting will be held on 11/18/19.

## **10. COMMITTEE REPORTS**

### **10.1. CURRICULUM**

**Discussion:** Jan Martin reported that the next Curriculum meeting will be held on 11/11/19 prior to the BOE meeting.

### **10.2. POLICY**

**Discussion:** Jan Martin reported that the next meeting will be held on 11/11/19 prior to the Curriculum and BOE meeting.

### **10.3. SALARY & NEGOTIATION**

**Discussion:** Dave Palmer reported that negotiations are underway with SEA. The last meeting was a meet and greet where proposals were exchanged. He requested a non-meeting to brief the Board.

### **10.4. PLANNING**

**Discussion:** Dave Palmer reported that the next meeting will be held on 11/11/19.

**11. CREC UPDATE**

**Discussion:** The CREC update was provided in each BOE member's packet from Anne Kirkpatrick.

**12. ADJOURNMENT**

**Motion Passed:** Motion to adjourn the BOE meeting at 7:38 p.m. passed with a motion by Jan Martin and a second by Jeremy Anderson. **5 Yeas - 0 Nays.**

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Rick Lees, BOE Secretary                                      Date

Shannin Burns, BOE Recording Secretary