

**MEMBERS PRESENT:** Chair Mary Tomasi, Amy Domeika, Suesen Hickey, Jessica Morozowich, Joanne Rose.

**MEMBERS ABSENT:** Vice Chair Chris McGlynn, Mitch Koziol.

**ADMINISTRATION PRESENT:** Superintendent Jeffrey Burt, Bacon Academy Principal Matt Peel, Colchester Elementary School Principal Judy O'Meara, Jack Jackter Intermediate School Principal Elise Butson, Director of Teaching and Learning Charles Hewes, Director of Pupil Services and Special Education Kathleen Perry, Director of Education Operations Mario Hurtado, Director of Human Resources Shannon Ramsby, Director of Technology Darren Smith, Chief Financial Officer Maggie Cosgrove.

**OTHERS PRESENT:** Board of Finance Liaison Mike Eagan.

## **1. MEETING OPENING**

### **1.1 Call to Order**

Chair Mary Tomasi called this Regular Meeting to order at 6:01 pm with a roll call to establish a quorum.

## **2. ADDITIONS/CHANGES TO THE AGENDA**

None requested.

## **3. RECOGNITIONS/ACKNOWLEDGEMENTS**

### **3.1. Recognition of Teachers' Completion of Intensive Reading Training**

The Board of Education would like to recognize the following teachers for completing intensive reading training:

- WJJMS teachers Mark Hanney, Laura Hamlin, and Brie Vess recently participated in Orton Gillingham (OG) structured literacy training. This structured literacy approach introduced the idea of breaking reading and spelling down into smaller skills involving letters and sounds, and then building on these skills over time. OG also pioneered the multisensory approach to teaching reading, which is a common component of effective literacy programs. This means that instructors use sight, hearing, touch, and movement to help students connect language with letters and words.
- Bacon Academy teachers Michael Orfao and Heather Rettig for attended a three-day Wilson Reading System (WRS) overview training. They are both now doing the Wilson certification course, which is a course that deepens teachers' content knowledge while providing a supervised practicum that allows teachers to apply and practice skillful use of research-based strategies. WRS provides the background knowledge of dyslexia and reading acquisition, as well as an overview of intensive instruction and the high quality program implementation needed to effectively begin teaching the Wilson Reading System® curriculum. Course topics include the integrated and systematic study of phonology, morphology, and orthography, student

identification, placement and progress, principles of structured literacy and multisensory instruction, as well as lesson planning and delivery.

### 3.2 Recognition of Website Committee

The BOE would like to recognize the following members of the Website Committee for their efforts over the last year to re-envision a district website that ensures families, students, staff, and community can easily find critical district and school resources. This team consists of CPS staff, parents, students, and BOE members:

Alexis Jados

Amy Begue  
Amy Trinnaman  
Annette Tamburrino  
Charles Hewes  
Cindy Noniewicz  
Barbara Johnson  
Darren Smith  
Dawn Shea  
Geri Dineen  
Jennifer Welborn  
Kadyn Landry  
Mallory Scherff  
Marlene Blumberger  
Matthew Parsons  
Michele Lane  
Robert Meany  
Ronald Sefchik  
Suesen Hickey  
Vanessa Allen

Our goals were to create a website with the following components:

- Clear, well-organized navigation
- Exceptional brand/design consistency
- Responsive design and/or mobile app integration
- Featured videos/photos
- Curriculum
- New Parents information
- Long-term vision
- Social media integration
- ADA Accessibility:
- We are committed to providing access to all individuals, with or without disabilities, seeking information on our websites.

### 3.3 Hour of Code: Coding in Spanish at Bacon Academy

Bacon Academy Spanish teacher Jennifer Kollwitz was inspired to find a project to align with Coding Week. She discovered a program *in Spanish* that allowed students to create art. See how her Spanish III class brought coding and Spanish together:

Video of art created using Spanish coding  
Slideshow of art created using Spanish coding

Principal Peel gave an explanation of the two coding programs along with the Video and slideshow above.

This work exemplifies how our teachers are integrating technology through the disciplines.

#### **4. PUBLIC COMMENTS**

Jennifer Cox thanked the Board for the home schooling information and said she appreciates the process and the quick response. J. Cox asked if this includes student access to their google account. Superintendent Burt stated this would be addressed under Item 10.1. J. Cox also said the new website is great.

#### **5. REPORT FROM SUPERINTENDENT**

##### **5.1 2021-2022 Budget Updates**

Superintendent Burt said the proposed budget numbers are being reviewed by the Finance Department for contracts, salaries, etc. and will be presented to the Board of Finance (BOF) on Wednesday, January 20, 2021. This is a very different year and after two years of very low increases and finding creative ways to keep the increase to zero or 1 ½% increase, the capital improvement plan that was \$150,000 is now at zero. The ten year technology plan has been reduced. Being out of school for four months allowed pre-purchasing and savings in some areas but \$600,000 was spent before the new process began. Staffing is 80% of the education budget. There are 200 volunteer at home learners and there has been a significant loss of knowledge and learning and Superintendent does not want to reduce staff as every member of the staff has stepped up and is being utilized to the fullest especially on the instructional side. Maintaining the budget is a significant concern. The Bacon Academy 20,000 gallon oil tank must be replaced after 30 years in the ground. The remediation plan for the tank is not in the budget and the technology line item is a concern.

The education budget does not include new items, it is just to maintain the status quo. A zero increase would have a significant impact on the ability to meet the needs of the students and it is not known what September will bring.

BOF Liaison M. Egan stated that it is important to respond to meet the needs of the students and move the district forward.

##### **5.2 Pandemic Update**

Superintendent Burt stated there have been 32 cases of Covid-19 with students but resulted in only one class being isolated. There have been no cases of contact tracing in schools. The isolation time is now at 10 days. Superintendent Burt has been informed that the vaccine is effective against the new strain and the schools will maintain safety measures. Teachers and those working in education are now considered front line workers.

##### **5.3 Communications**

No communications were received.

- 5.4 Current Instructional Model Update  
There are no changes at this time.

## **6. POLICIES/REGULATIONS FOR FIRST READING**

- 6.1 4000P Concepts and Roles in Personnel  
6.2 4118.51P Social Networking  
As this is the first reading, no action was taken.

## **7. PRIORITY DISCUSSION/ACTION ITEMS**

- 7.1 2020-2021 School Year Calendar Revision

The proposed revision establishes the school year calendar through May 2021. The calendar for the month of June will be reviewed at the BOE meeting in April 2021.

**Motion by:** J. Morozowich  
to approve the revisions to the 2020-2021 school year calendar.  
**Second by:** A. Domeika.  
**Vote:** Unanimous to approve.

- 7.2 Creation of ad Hoc DEI Committee

The Colchester Board of Education recognizes the need to cohesively and comprehensively provide a framework for social justice “best practice” in the school system.

**Motion by:** A. Domeika  
to establish an Ad Hoc Committee on Diversity, Equity and Inclusion for the period of two years. The purpose of the committee is to review and make recommendations to the Board of Education regarding the incorporation of Social Justice into best practice in the areas of budget, policy and curriculum. The Ad Hoc Committee will work cohesively with Colchester Public Schools and recognizes the Mission Statement developed by the CPS Diversity, Equity and Inclusion Committee.  
**Second by:** J. Morozowich.  
**Vote:** Unanimous to approve.

## **8. GRANTS/OTHER FINANCIALS**

- 8.1 Donation to Bacon Academy from the Estate of Irene Herden

Irene Herden, widow of former Bacon Academy Principal Everett Herden and longtime supporter of Bacon Academy scholarships for graduating seniors, left in her will \$25,000 for Bacon Academy. The amount will be split between two scholarships: Lillian M. Herden Memorial Scholarship and Everett Herden Memorial Biology Scholarship.

**Motion by:** J. Rose  
to accept the donation of \$25,000 to Bacon Academy from the Estate of Irene Herden  
**Second by:** S. Hickey.  
**Vote:** Unanimous to approve.

- 8.2 Perkins Grant

The Carl D. Perkins grant is a federally funded grant that is used to support Bacon Academy CTE courses. This grant will support the purchase of equipment for instruction and professional development for teachers in the areas of Business Education, Career Technical Education, and Family Consumer Sciences.

**Motion by:** S. Hickey  
to accept grant monies in the amount of \$27,071 from the Carl D. Perkins Career and

Technical Education Improvement Act of 2006 funds to support the career and technical education (CTE) courses at Bacon Academy.

**Second by:** J. Morozowich.

**Vote:** Unanimous to approve.

8.3. Budget Transfer over \$5,000 – None at this time

**9. CURRICULUM/ INSTRUCTION/ASSESSMENTS – None at this time**

**10. POLICIES/REGULATIONS FOR A SECOND READING**

**10.1 4112.8P Nepotism**

The Policy Committee reviewed this policy and proposed edits based on CABE guidance.

**Motion by:** A. Domeika

to approve revisions to 4112.8P Nepotism

**Second by:** S. Hickey.

**Vote:** Unanimous to approve.

**10.2 4118234P Psychotropic Drug Use**

The Policy Committee reviewed this policy suggested language revisions, specifically changing "psychotropic" to "prescription."

**Motion by:** J. Morozowich

to approve revisions to 4118.234P Psychotropic Drug Use.

**Second by:** A. Domeika.

**Vote:** Unanimous to approve.

**10.3 5139P Participation Fees for School Activities**

The Policy Committee reviewed this policy and made recommendations.

**Motion by:** J. Morozowich

to approve revisions to 5139P Participation Fees for School Activities.

**Second by:** A. Domeika.

**Vote:** Unanimous to approve.

**10.4 5145.15P Student Directory Information**

CABE suggested this policy update, which was reviewed by the Policy Committee.

**Motion by:** S. Hickey

to approve revisions to 5145.15P Student Directory Information

**Second by:** A. Domeika.

**Vote:** Unanimous to approve.

**10.5 60001T Home Schooling**

This temporary COVID-19 related policy establishes the level of District support of home schooled students.

**Motion by:** J. Morozowich

to approve 6000.1T Home Schooling as a temporary, COVID-19 related policy.

**Second by:** J. Rose.

**Vote:** Unanimous to approve.

**11. NON-SUBSTANTIVE POLICIES**

- 11.1 4218.3P Duties
- 11.2 4215P Evaluation/Supervision  
No action.

**12. CONSENT AGENDA**

- 12.1 Approval of December 8, 2020, BOE Meeting Minutes
- 12.2 Approval of December 1, 2020, BOE Special Meeting
- 12.3 Bacon Academy Request for Disposal

**Motion by:** J. Rose  
to approve the Consent Agenda as presented.

**Second by:** A. Domeika.

**Vote:** Unanimous to approve.

**13. REPORTS FROM BOARD COMMITTEES**

- 13.1 Policy – no report.
- 13.2 Budget – J. Morozowich reported that they continue to watch the Cafeteria Fund and now estimate a \$150,000 deficit. Soft freezes may be implemented. A second round of Cares Act funding is possible but there is no idea of the amount. Special Education student population is having a non-typical fluctuation.
- 13.3 Ad-Hoc Curriculum – no report.

**14. REPORTS FROM BOARD LIAISONS**

- 14.1 Town Diversity and Inclusion Committee

J. Rose reported that Director of Senior Services Patti Watts gave an overview of the membership of the Senior Center at the December 21, 2020, Town Diversity and Inclusion Committee meeting. Town Planner Matt Bordeaux has been invited to the January 26, 2021, meeting.

Chair Tomasi stated that at the Commission on Aging meeting this week, it was noted that a presentation of the plans of the new Senior Center will be made at a joint Board of Selectmen and Board of Finance meeting Wednesday, January 21, 2021.

**15. BOARD ANNOUNCEMENTS and INFORMATION ITEMS**

- 15.1 Next Meetings

MEETING	DATE	TIME	LOCATION
Policy Committee	1/25/2021	5:30 PM	Virtual
Budget Committee	2/4/2021	9:00 AM	Virtual
Board of Education	2/9/2021	6:00 PM	Virtual
Personnel Committee	3/1/2021	5:30 PM	Virtual

- 15.2 Monthly Student Enrollment
- 15.3 Approved Committee Meeting Minutes
- 15.4 Monthly Budget Reports

- 15.5 Cafeteria Fund
  - 15.6 Addition of Paraprofessional at Bacon Academy
  - 15.7 Budget Transfers under \$5,000 – None at this time
  - 15.8 Regulations – None at this time
- Information items only, no action taken.

**16. PUBLIC COMMENTS**

Jennifer Cox thanked the Board members for expediting her request.

**17. EXECUTIVE SESSION**

17.1 Superintendent Evaluation

**Motion by:** J. Morozowich

to go into Executive Session to discuss the Superintendent's Evaluation and invite Superintendent Burt into the session.

**Second by:** A. Domeika.

**Vote:** Unanimous to approve. Time: 7:45 pm.

Chair Tomasi brought the Board out of Executive Session at 9:02 pm.

No action was taken.

**18. ADJOURNMENT**

Chair Tomasi adjourned this meeting at 9:02 pm.

Respectfully submitted,

Mary Jane Slade  
Recording Secretary