

**ANDOVER ELEMENTARY SCHOOL
ANDOVER, CT 06232
Regular Board of Education Meeting
Wednesday November 13, 2019
School Library**

PRESENT: Chairperson Shannon Loudon, Cynthia Murray, Gerard Cremé, Daniel Foran, Steven Fuss, Lisa Hewett, Brandon Lorentz

ABSENT: None

ADMINISTRATION: Sally Doyen, Superintendent
John Briody, Principal/Director of Curriculum

OTHERS: Parents, Teachers, and Other Members of the Community

1. Call to order/ Pledge of Allegiance

The meeting was called to order at 7:03 p.m. followed by the Pledge of Allegiance led by Chairperson Shannon Loudon.

2. Comments from the Public & Other Communications

Parents and members of the community spoke on their perception of school safety, lack of communication from the administration, and how the third/fourth grade wing should be used. The following spoke their opinions on the previous topics: Adrian Mandeville, 149 Boston Hill Rd.; Kelly Haggerty, 249 Long Hill Rd.; Lori Blake, 8 Shadblow Ln.; Amy Knox, 8 School Rd.; and James Azzara, 198 Hebron Rd.

3. Approval of Minutes

• **Regular Meeting of October 9, 2019**

A motion to approve the minutes from the October 9, 2019 Regular Meeting was made by Gerard Cremé and Steven Fuss seconded the motion.

7-0-0 (PASSED)

4. Opportunity to Add or Delete Agenda Items

5. Celebrations

- Principal John Briody acknowledged that the Veterans' Day Celebration was a success. The celebration was attended by twenty-two veterans, family and friends, including Board member Steven Fuss.
- Steven Fuss announced that the Andover Elementary School and Teachers were recognized as the top 31 in Connecticut (out of five hundred) on Niche.com.

6. Reports

A. Chairperson's Oral Report

B. Principal's Report

J. Briody presented slides and addressed questions/concerns regarding:

- Safe School Climate, Safety and Wellness
- Parent and Staff Survey Results
- Student Behaviors and Discipline

C. Superintendent's Report

- 1. Updates** – The last Security Grant was used to upgrade the fire panel and other school facilities.
- 2. Report on Special Services and Outplacement Process** – Holly Maiorano, Special Education Director, spoke on the continuum of special services for AES students.
- 3. Services Provided Through EASTCONN** – Andy DePalma was present to discuss the services EASTCONN provides to the school.
- 4. Uses of the AES 3rd/4th Grade Wing** – Discussion was held regarding the use of the 3rd/4th grade wing. Contingent on approval and coordination with the Music teacher, the Music room will be made available to the Board of Selectman and other appropriate Boards.

D. Enrollment Report – An enrollment report was provided to review.

E. Financial Report – Laura Edwards provided a handout explaining the Budget Transfers and the cost for additional classrooms and/or paraprofessional support in 2019-2020. D. Foran asked for a format for budget transfers with more details.

F. Health Room Report – A Health Services Summary was provided to review.

7. Action Items

A. Approve the hiring of two paraprofessionals to begin January 1, 2020 for grades two and five.

G. Cremé made a motion to approve the hiring of two paraprofessionals. S. Fuss seconded the motion.

6-0-1 (PASSED) (D. Foran abstained)

B. Approve the hiring of ___ certified teachers to begin January 1, 2020 for grades two and five.

N/A

- C. Approve sixteen classrooms for 2020/2021 for budgeting purposes.

S. Fuss made a motion to approve sixteen classrooms. G. Cremé seconded the motion.

7-0-0 (PASSED)

- D. Approve Budget Transfers as presented.

S. Fuss made a motion to approve the Budget Transfers. G. Cremé seconded the motion.

7-0-0 (PASSED)

- E. Modify Paraprofessional Substitute Pay Rate from \$75/day to \$80/day per Connecticut Public Act 19-4

C. Murray made a motion to modify the paraprofessional substitute pay rate from \$75 per day to \$80 per day effective 10/1/19 per CT Public Act 19-4. D. Foran seconded the motion.

7-0-0 (PASSED)

- F. Establish a committee including (two) Board of Education members, (two) Board of Selectmen members, (one) Board of Finance member and (two) at-large members, to explore sharing educational services with other towns.

S. Louden made a motion to establish said committee. S. Fuss seconded the motion.

6-0-1 (PASSED) (D. Foran abstained)

- G. Add the email of Board members to AES website and provide a link to the Town website.

C. Murray made a motion to add the emails to AES website. S. Fuss seconded the motion.

7-0-0 (PASSED)

- H. Grouping Policy 6152 was tabled until December 11, 2019 Regular Meeting.

- I. Memorandum of Understanding for the Town's Use of the Music Room.

S. Louden made a motion to approve the MOU for use of space for evening meetings, with amendments. S. Fuss seconded the motion.

7-0-0 (PASSED)

8. Comments from the Public on Agenda Items

Additional comments were made regarding the 3rd/4th grade wing, having more communication between Board members and parents, and how to utilize space in the school. Those who spoke were: Paula King, 36 Old Farms Rd.; Kristen Solloway, 10 Shadblow Ln.; Kelly Haggerty, 249 Long Hill Rd.; Jessica Talaga, 140 Hebron Rd.; Luis Mendoza; Amy Knox, 8 School Rd.; and Wendy Kopp.

9. Upcoming Meetings

Regular meeting December 11, 2019.

10. Adjournment

Motion made by G. Cremé to adjourn the meeting at 12:04 a.m. C. Murray seconded the motion.

7-0-0 (PASSED)

Respectfully Submitted,

Cynthia Bourassa, Board Clerk

K. Haggerty
249 Long Hill Rd.
Public Speak Comments
11/2019

BOE Communication and transparency.

Following the Board of Education Meeting in October, I felt an obligation to reach out to the Sally Doyen, John Briody and the members of the Board of Education regarding the school climate and bullying concerns that were uncovered by morally driven members of our community in the advocacy and protection of children.

- Describe steps to find information
 - o Town website
 - o AES website, wrong email,
 - o Guessed following Gmail pattern
 - o Gifted information from a family
 - o Originally emailed Sally and John
 - o Included Steven Fuss
 - o Dan Foran returned the email within two days (while out of state for work)
 - o Steven Fuss reached out on 11/3/19

Despite the frustration of being denied best practice of returning communication within 24-36 hours, I heard nothing. That lead me on a search for information and this is what I found:

- Google Boards of Education Near Me
 - o Town of Bolton Board of Ed--website with members, contact information
 - o Glastonbury Board of Ed--website with members, email and phone
 - o Columbia--website, names, pictures, email, phone, address
 - o Coventry--website, names, live streaming, link to email
 - o Town with multiple meetings per month and some in workshop to include community input and communication

As members of the BOE, it is your responsibility to make and uphold policy. According to the policy titled: Concepts, Goals, and Roles in Community Relations, series 1000, reads as follows:

The Board of Education recognizes that the community determines the quality of local education. It is imperative that members of the community and the school personnel cooperate in planning, developing policy, implementing programs and evaluating results.

School-community relations are not merely reporting and interpreting. Rather, they are part of a public enterprise in which community members and school personnel play their respective roles in the best interests of the school district.

'The Board of Education establishes the following goals for the community relations program:

1. *To increase public understanding of the school system.*
2. *To increase community confidence and interest in the school system.*
3. *To promote effective dissemination of information concerning school activities.*
4. *To solicit community opinions about the school system.*
5. *To encourage the sharing of resources among civic and community organizations for the benefit of the school system.*

I request further review and consideration of this policy as outlined in Citizen Participation at Board Meetings, BOE policy section 1120.

Communications with the public parent involvement
1110.1

The Board of Education, based upon overwhelming research, believes that involved parents and families in support of children and their education increases student achievement and success. Therefore the Board endorses the "National Standards for Family School Partnership" developed by the National PTA as essential for the district's program to involve parents and their families in their child's education.

The standards, designed to help educators incorporate parents, broadly defined to include all adults who play an important role in a child's family life, in their child's learning process are:

Communicating

- 1. Communication between home and school is regular, two-way, and meaningful.*
- 2. Parenting skills are promoted and supported*
- 3.*
- 4.*
- 5. School decision Making and Advocacy Parents are full partners in the decisions that affect children and families.*
- 6. Collaboration with Community, Community resources are used to strengthen schools, families and student learning. These standards will be used as guidelines to develop meaningful programs at the school and district level as one means to improve student achievement through parent involvement. The Superintendent of Schools shall develop appropriate regulations conducive to achieving a high level of parental involvement in the educational process.*

**I request further review and consideration of policy number 1110.1
Communications with the public parent involvement, as outlined in Citizen
Participation at Board Meetings, BOE policy section 1120.**

Assessment of the above policies is of the utmost importance in moving AES forward. Review of the past Parent Surveys sent home in May of each school year should begin to direct the board. This also means that you will need to reach out to this community and make connections. The livelihood of our school depends on the transparency of the BOE and all of the boards of Andover, finance, selectman, all of them.

It also means that you begin to ask questions of Sally Doyen and John Briody and demand straight answers. If neither can answer, find the answers. Much of the questions you ask about money should be accessible to the public. Again, google other districts, you will quickly and easily be directed to stellar documents that are thorough and clear.

The sitting administrative team has cut off the community, shut down the teachers, and discouraged the relationship between the families of Andover and the BOE. It is irresponsible, unacceptable and against Board policy.

It is time to put students first. Sally, John, Shannon

I formally request that the BOE review above policies^{***} and develop an assessment system to share with the community to determine whether or not objectives of communication and community involvement are met under the sitting Superintendent, Sally Doyen and Building principal, John Briody. I look forward to learning more in future meetings and request this issue be put on the coveted Board agenda.

Thank you.