



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 18, 2022, 7:00 pm

Avon High School, Library/Media Center

Avon Board of Education
34 Simsbury, Avon, Connecticut 06001

Minutes

Attendance

Board Members Present: Jackie Blea; Debra Chute, Board Chair; Lynn Katz; Lisa Seminara; Thej Singh; Liz Sommerkorn; Sarah Thompson; Laura Young (attended virtually)

Board Members Absent: Jeffrey S. Fleischman, Board Secretary

Administration Present: Dr. Bridget Heston Carnemolla, Superintendent of Schools; Jess Giannini, Assistant Superintendent; Roberto Medic, Assistant Superintendent; Susan Russo, Business Manager (attended virtually)

I. Call to Order

Deb Chute, Board Chair, called the meeting to order at 7:00 pm.

A. Roll Call

Ms. Chute conducted a roll call of Board members and administrators.

II. Pledge of Allegiance

III. Mission Statement

Ms. Chute read the Board's mission statement.

IV. Avon Achievers

A. TBS – William Duffy, Principal, and Liz Salvatore, Assistant Principal

Renee Benigno, Kim Birge, Andrew Cole, David Conway, Kathy Dully, Cheryl Haverkamp, Terri Levasseur, Judy Mahar, Christina Pompeo, Carl Sauerbrunn, Nate Strick, Dan Volpe, and Karen Wry-Brewer (staff) in recognition for being a vibrant part of TBS for the past 20 years.

B. AHS – Dr. Stephanie Lockhart, Principal; Diana DeVivo and Jamaal Lee, Assistant Principals
Nandini Anand; Tanvi Arora; Amaan Baweja; Ryan Belval; Arun Chakka; Mridulla Ganesh; Wyatt Horsefield; Matthew Lawton; Sandra Lu; Matej Mijanovic; Ariella Reynolds; Katherine Schwendemann; Viraj Sheth; Logan Yuan and Julia Zheng for earning the recognition of being commended students or a semifinalist of the Merit Scholarship Program. Ariella Reynolds and Julia Zheng are semifinalists qualified to be considered National Merit Scholars.

V. Approval of Minutes

A. Board of Education Regular Monthly Meeting Minutes of September 27, 2022

Lisa Seminara made a motion to approve the minutes of the Regular Monthly Meeting of September 27, 2022, Lynn Katz seconded.

The motion passed 8-0-0

VI. Communication from Public

Board Chair Chute read the guidelines for those wishing to make a public comment.

Meghan Gagnard, Avon resident and APS parent, spoke about her concerns referencing her experience as a teacher in another district on the District's use of Readers and Writers' Workshop in relation to CT's passed legislation and the creation of the Reading Leadership Implementation Council. Avon must now decide on which of the five approved curriculum to use by Dec. 16th, which Readers and Writers' Workshop is not one of the five. Ms. Gagnard asked the Board to take the time to research the programs moving forward.

Kelvin Hecht, Avon resident and retired member of the Board of Education, stated that he was impressed with tonight's Merit Scholars as there were none during his time on the Board. Mr. Hecht asked that better communication be provided for the athletic events on our website, such as statistics, rosters, and schedules.

VII. Items of Information and Proposals

A. Student Representative Report – Charlotte Parry and Lillian Peng, AHS Student Representatives
Charlotte Parry informed the Board that the high school is preparing for their homecoming and spirit events; various colleges have been visiting to talk with the seniors; field trips are planned for wellness classes and marine bio; and Fall sports are coming to an end with registration for Winter sports beginning soon. At the middle school, intramurals have begun and held on Tuesday and Thursdays; custodians are being recognized for National Custodian Day; and there is also a Lyman Pie fundraiser currently run by the Student Council. Thompson Brook School is celebrating their 20th anniversary with special events on the 20th of every month; last week was Unite Against Bullying; currently conducting a One and Done fundraiser; there is a field trip to Sturbridge Village; and students will wear Halloween costumes on Oct 28.

Lillian Peng reported that at Pine Grove Gary Petersen led the K-4 teachers in a reading lab for professional development; Vice Principal, Mrs. Buckle, has been visiting all the kindergarten classes as a guess read and she will do the same for the first grade classes in Nov. and Dec.; and on Oct. 31, PGS will host a Halloween parade for students. Kindergarten and first grade students at both PGS and RBS received a visit from the Avon Volunteer Fire Department. At RBS, third grade students traveled to the Institute for American Indian Studies in their exploration of the Indigenous peoples of Connecticut. The Avon Recreation and Parks, with the help of PTOs, will be having a "Trunk or Treat" event at Sycamore Hills Park on Oct. 29 for families with younger children.

B. Financial Report – Susan Russo, Business Manager

Ms. Russo informed the Board that the Finance Committee did not meet and therefore no financials were presented.

VIII. Committees & Liaison Reports

A. Committee Reports

1. Curriculum & Professional Practices – Jackie Blea, Chair

Ms. Blea stated that an upcoming meeting will be rescheduled with a date to be determined.

2. Finance – Lynn Katz, Chair

Ms. Katz confirmed that Finance did not meet in October but the next meeting is scheduled for Nov. 9th. The Capital Improvement Budget was reviewed at a previous meeting and will be presented tonight.

3. Negotiations – Deb Chute, Chair

Ms. Chute reported that there is no work currently being done by the Committee but the next group to be reviewed is the Administrative Assistants.

4. Policy – Laura Young, Chair

In Ms. Young's physical absence from the meeting, Ms. Singh was asked to report that the Policy Committee did not meet in October, however, there are two policies for review tonight. The Board also has scheduled with legal counsel a meeting on Nov. 3 to discuss legislative updates.

B. Liaison Report

1. Capital Region Education Council – Jackie Blea, Board Representative

Ms. Blea had nothing to report as the CREC meeting is scheduled for tomorrow.

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

A. Board Chair Update

Ms. Chute stated that the number of Merit Scholar students was impressive and expressed her appreciation of the longevity of so many of the staff in the District.

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

A. Hiring Report

Mr. Medic reviewed the brief Hiring Report which listed no certified staff being hired this past month as all the certified positions were filled before the start of the school year. There were two non-certified staff hired at PGS and one resignation of a para-educator.

B. Enrollment Report

Dr. Carnemolla reviewed the Enrollment Report which showed very little change from the previous month. It was also mentioned that there are currently 109 Open Choice students and the District is working with CREC to increase that number.

C. Strategic Plan Update

Meetings with the Administrative Team continues; the superintendents are engaged in individual goal planning with District administrators; and in turn administrators are meeting with individual teachers for their goal planning within schools stated Dr. Carnemolla. Data is currently being reviewed with more to be discussed at the upcoming C&PP Committee meeting.

D. Updates

The Superintendent reported that the schools are excited to be able to bring back PGS & RBS kindergarten students to the high school for Halloween in the Bridges' program that partners the younger students with high school seniors. With input from high school seniors and family surveys, The Bushnell has been selected to be the venue for the high school graduation. This will provide ample seating and parking, and alleviates the concern with weather. The proposed date for graduation will be brought to the Board during the November meeting. Mr. Giannini explained the revisions and relaunch of the Curriculum Professional Development Council including bringing back the curriculum and professional development together. Staff were invited to apply to be on the committee which generated much interested from the staff who are excited about the work and making an impact. Dr. Carnemolla thanked Mr. Giannini, Mr. Medic and Ms. Kryzanski for the work revamping the CPDC.

XI. Consent Calendar

The Superintendent asked that the approval of the donations be pulled from the Consent Calendar to allow Ms. Russo to complete the paperwork process that needs to be done prior to the Board

approving the donations. Dr. Carnemolla clarified that the process to accept donations and thanked everyone for their generous donations, a little more time is needed to complete the full process of accepting donations prior to the Board's approval. Dr. Carnemolla also explained the funding of field trips for any students needing financial assistance to participate. Directions on field trip information state that students should speak to their counselor or teacher organizing the trip should finances be an issue. Any student receiving free or reduced lunch is automatically aided by grant funding and even PTO donations. Answering a Board member's question, fundraisers are often conducted to offset student costs for field trips.

- A. 22-23/18 Approval of Donation of \$4,300.00 for teacher stipends to TBS from TBS PTO
- B. 22-23/19 Approval of Donations of \$200.00 each to PGS from Wades World and Erin Barthel
- C. 22-23/20 Approval of Donation of a Gaga Pit, valued at \$4,868.82, to PGS from PGS PTO
- D. 22-23/21 Approval of Donation of two basketball hoops, valued at \$3,706.00 to PGS from PGS PTO
- E. 22-23/22 Approval of AHS Latin Study Field Trip to NYC on November 3, 2022
- F. 22-23/23 Approval of AHS Social Studies Field Trip to Washington, DC on April 4-14, 2023

Jackie Blea made a motion to approve the Consent Calendar as presented, with the removal of Agenda Items 22-23/18-21, Lisa Seminara seconded.

The motion passed 8-0-0

XII. Old Business

- A. 22-23/13 Policy 5125.1 – Student Privacy, Second Read

The Superintendent explained that this is a new policy which legal counsel has suggested the District adopt and that changes not be made to this model policy as it is in line with federal and state statute and regulations. Student surveys is also a part of this policy which is why the subsequent policy is no longer needed.

Thej Singh made a motion to adopt Policy 5125.1 – Student Privacy as presented, Lynn Katz seconded.

The motion passed 8-0-0

- B. 22-23/14 Policy 6162.51 – Survey of Students, for Deletion

Ms. Chute clarified that since Policy 5125.1 was just approved, the current policy, Policy 6162.51 was no longer needed

Thej Singh made a motion to delete Policy 6162.51 – Survey of Students from the Board of Education Policies, Lisa Seminara seconded.

The motion passed 8-0-0

XIII. New Business

- A. 22-23/24 2022-2023 Teacher and Administrator Evaluation Models

Assistant Superintendent, Mr. Medic, explained to the Board that in 2022 the CSDE created Flexibilities for educator evaluations in CT. The District's Administrator and Teacher Evaluation Plans have been updated to include these flexibilities and fully revised this summer with minor changes; all the key points remain the same. The Plan was presented and voted on at the recent CPDC meeting by committee members to be moved forward to the Board's approval; which is part of the District's policy and required by state statute. Answering a Board member's question, Mr. Medic explained that the rubrics (standards) remain the same, the flexibilities lie within the number of observations or reviews required from previous years. The Superintendent added that the flexibilities were added due to the pandemic when teachers were home teaching online. The slide presentation is attached to the end of these minutes.

Sarah Thompson made a motion to approve the 2022-2023 Teacher and Administrator Evaluation Model as presented, with the removal of Agenda Items 22-23/18-21, Lynn Katz seconded.

The motion passed 8-0-0

B. 22-23/25 Fiscal Year 2023-2024 Budget Timeline

While no Board action is needed to approve the Budget Timeline, Board Chair Chute asked Board members to review the Timeline and attend the budget meetings where the Board's presence is required. Dr. Carnemolla, addressing a Board member's question, stated that the Budget Workshop on Dec. 20 is the first meeting Board members need to attend, followed by a Special Meeting on January 11 and the Regular Monthly meeting on January 17th. The Superintendent asked Board members to inform her should they have any conflicts with the dates.

C. 22-23/26 Capital Improvement Budget – Fiscal Year 2023-2024

Mr. Altimus, Director of Operations, presented to the Board a summary of the Capital Improvement Plan for fiscal year 2023/2024; he opened by reviewing the status of the projects that were approved for this current fiscal year which includes PGS notification alarm system; RBS emergency generator; interior lock replacement district wide; security upgrades district wide and AHS partial roof replacement design. Also reviewed were the approved ARPA projects for this current year which includes: AHS air handling/RTU replacement (phase II); AHS variable air valve replacement; library carpet replacement district wide and technology throughout the district. The recommended requests for fiscal year 2023-2024 total \$865,000 and include:

- PGS notification alarm system supplemental - \$150,000
- AHS floor replacement/asbestos abatement - \$45,000
- AMS emergency generator - \$265,000
- DW interior lock replacement (phase II) - \$40,000
- DW security upgrades - \$60,000
- AHS partial roof replacement - \$325,000

Mr. Altimus reviewed for the Board a summary of the HVAC within the district of when each unit was installed, the age and service life expected. A 5 year outlook of projects was also given. The full slide presentation is attached to the end of these minutes. Ms. Chute added that a more in depth presentation was given at the Finance meeting. Mr. Altimus answered questions from Board members regarding the roof costs, roof replacements and speed bumps. The Superintendent and Mr. Altimus will work on revising the plan as discussed to make the slight adjustments and correct the errors before submitting it to the Town Council.

Jackie Blea made a motion to approve the Capital Improvement Plan as presented and move it forward to the Town Council, Thej Singh seconded.

The motion passed 8-0-0

D. 22-23/27 Revision to 2022-2023 School Year Calendar

The Superintendent explained that the revision to the calendar was to accommodate the NEASC process at the high school. The half day requested for Nov. 30th is for the high school students only. An additional half day may be needed for early 2023 and that request will be brought to the Board when the date is determined.

Deb Chute made a motion to amend the current school calendar to add the half day for high school students only on November 30, 2022, Lynn Katz seconded.

The motion passed 8-0-0

XIV. Communication from Public

There was no other communication from the public.

XV. Communication from Avon Board of Education Members

There was no other communication from any Board member

XVI. Executive Session

Discussion Concerning an Attorney Client Privileged Communication regarding Board Member Roles & Responsibility in Regards to Strategic Planning

At 8:10 pm, Chair Chute asked to enter into Executive Session and invited Dr. Carnemolla, Mr. Giannini, and Mr. Medic to join the discussion concerning an attorney client privileged communication regarding Board member roles and responsibility in regards to strategic planning, Liz Sommerkorn seconded.

The motion passed 8-0-0

XVII. Adjournment

At 9:26 pm the Board left Executive Session and returned to Public Session.

At 9:27 pm, the Board adjourned by unanimous consent.

Minutes prepared by Shirley Moy, Board Recording Secretary

Minutes respectfully submitted by Jeffrey S. Fleischman, Board Secretary

Jeffrey S. Fleischman, October 27, 2022

Administrator and Teacher Evaluation Update

Avon Board of Education Meeting October 18, 2022



Administrator and Teacher Evaluation

- On April 7, 2022, the Connecticut State Department of Education released a [memo to districts](#) extending the Educator Evaluation Flexibilities from the 2021-2022 school year to the entirety of the 2022-2023 school year.
 - These flexibilities have remained in place throughout the state since modifications were made in the 2020-2021 school year due to the effects of the pandemic.
- Over the summer we reviewed both our Teacher and Administrator Evaluation plans to ensure they continued to meet the flexibilities for the 2022-2023 school year.
 - **The plans remain the same as they were in 2021-2022, with minor modifications to the rosters of BOE members, administration, and CPDC/PDEC membership.**



Updates on Educator Evaluation in CT

- The Connecticut State Department of Education, and particularly the “Educator Evaluation and Support Council” continues to meet regularly regarding educator evaluation, professional development, and supports to districts.
- These groups are currently examining the framework for educator evaluation, and are studying what changes should be recommended, and ultimately made to the framework/local educator evaluation models.
- We will continue to monitor guidance from SDE regarding this.
- We will continue to ensure our local evaluation plans meet the state requirements, and incorporate any additional flexibilities.

AVON PUBLIC SCHOOLS



Capital Improvement Plan FY 2023/2024
Presentation to the Board of Education
October 18, 2022

Approved FY 22-23 Projects

1.	PGS Notification Alarm System	\$220,000
2.	RBS Emergency Generator	\$160,000
3.	DW Interior lock replacement (Phase I)	\$ 65,000
4.	DW Security Upgrades	\$ 60,000
5.	AHS Partial Roof Replacement Design	\$ 20,000

Total **\$525,000**

Approved FY 22-23 ARPA Projects

- | | | |
|----|---|-----------|
| 1. | AHS Air Handling/RTU Replacement (PHASE II) | \$320,000 |
| 2. | AHS Variable Air Valve Replacement | \$341,000 |
| 3. | DW Library Carpet Replacement | \$280,000 |
| 4. | DW Technology | \$236,000 |

Total ***\$ 1,177,000***

Summary of FY 23-24 Requests

1.	PGS Notification Alarm System Supplemental	\$150,000
2.	AHS Floor Replacement/Asbestos Abatement	\$ 45,000
3.	AMS Emergency Generator	\$265,000
4.	DW Interior lock replacement (Phase II)	\$ 40,000
5.	DW Security Upgrades	\$ 60,000
6.	AHS Partial Roof Replacement	\$ 325,000

Total

\$865,000

<i>Avon High School</i>			
Type / #	Install Date	Age	Service Life (years)
Boiler (2)	1998	24	35
RTU's (20)	2021	1	15
RTU's (16)	2007	13	15
Water Heater (2)	1998	24	20
<i>Avon Middle School</i>			
Type / #	Install Date	Age	Service Life (years)
Boiler (2)	2010	12	20
RTU's (13)	2009	13	15
<i>Thompson Brook School</i>			
Type / #	Install Date	Age	Service Life (years)
Boiler (2)	2000	22	35
Chiller (1)	2000	22	23
AHU (7)	2000	22	15
FCU (57)	2000	22	20
Water Heater (1)	2000	22	20
<i>Pine Grove School</i>			
Type / #	Install Date	Age	Service Life (years)
Boiler (2)	1992	30	35
Water Heater (1)	2018	4	20
Water Heater (1)	2009	13	20
HC Coils (18)	2017	5	20
Condensing Units (5)	2017	5	20
RTU's (4)	2016	6	20
<i>Roaring Brook School</i>			
Type / #	Install Date	Age	Service Life (years)
Boiler (2)	2008	14	20
RTU's (3)	2015	7	20
RTU's (11)	2016	6	20
RTU's (7)	2011	11	20
RTU's (1)	2009	13	20

5 Year Outlook

	<u>Projects</u>		<u>23-24</u>	<u>24-25</u>	<u>25-26</u>	<u>26-27</u>	<u>27-28</u>
PGS	Notification Alarm Replacement Suppl	\$ 150,000	\$ 150,000				
AHS	Floor replacement/asbestos abatement	\$ 45,000	\$ 45,000				
AMS	Emergency Generator	\$ 265,000	\$ 265,000				
DW	Interior lock replacement	\$ 160,000	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000	
DW	Security Upgrades	\$ 200,000	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000
AHS	AHS-Partial Roof Replacement	\$ 625,000	\$ 325,000	\$ 300,000			
	FY23-24 Request	\$ -	\$ 865,000				
CO	Building Improvements	\$ 250,000		\$ 100,000	\$ 50,000	\$ 50,000	\$ 50,000
DW	DW-Bus Replacement	\$ 50,000		\$ 50,000			
TBS	TBS-Roof Design	\$ 25,000		\$ 25,000			
RBS	RBS-PreK Playground	\$ 100,000		\$ 100,000			
AHS	Practice Field Refurbishment	\$ 70,000		\$ 70,000			
TBS	TBS-Roof Design and Replacement	\$ 1,200,000			\$ 600,000	\$ 600,000	
CO	Boiler	\$ 150,000			\$ 150,000		
TBS	TBS-AHU Replacement	\$ 800,000				\$ 400,000	\$ 400,000
AHS	AHS-Outdoor Restroom Facility	\$ 200,000					\$ 200,000
AHS	Press Box	\$ 200,000					\$ 200,000
AMS	AMS-Foyer	\$ 100,000					\$ 100,000
	5 Year Outlook		\$ 865,000	\$ 725,000	\$ 880,000	\$ 1,130,000	\$ 990,000

PGS-Notification Alarm System Supplemental

- Funding shortfall from FY23 CIP due to material costs increase
- Complete replacement of present Fire Alarm System installed 1992
- Upgrade to Mass Notification System
- Similar to the systems in the other 4 buildings
- Lockdown buttons, additional strobe lights, speakers, etc.

Total Project cost - \$370,000

Funded FY 22-23 - (\$220,000)

Requested - ***\$150,000***

AHS-Floor Replacement/Asbestos Abatement

- 6 Classrooms require replacement of existing tiles
- Aged asbestos tiles need to be replaced and abated
- Community room carpet and tile flooring to be replaced

Total Cost - \$45,000

AMS-Emergency Generator

- For emergency power
- Phase II of obtaining generators for each building
 - AHS, TBS & PGS have generators
 - RBS was approved and ordered with FY 22-23 capital funds
 - To be installed Summer 2023

Total Cost - \$265,000

DW - Interior Lock Replacement (Phase II)

- Replace/rekey all interior door locks under single Master Key
- Capability for sub Master keys, as needed
- Multiple separate keys for different areas in building
- Phase I - AHS completed 436 locks
- Phase II - AMS 272 locks
- Phase III - TBS 169 locks

Total Cost - \$40,000

DW-Security Upgrades

- Speed bumps in AHS parking lot
- Additional lockdown buttons
- Additional alert notifications and strobes
- Additional cameras

Total Cost - \$40,000

AHS-Partial Roof Replacement (Phase I)

- AHS roofing has been replaced in 2 separate cycles:
 - Replaced in 1998 covering 37,300 sq. ft (scheduled replacement 2018)
 - Replaced in 2008 covering 135,994 sq. ft (scheduled replacement 2028)
- Includes Architect project management
- 5 sections to be replaced in multiple phases
 - Phase I - West wing, connectors & loading dock
 - Phase II - gallery & gym

AHS-Partial Roof Replacement (Phase I) con't

FY 23-24 Phase I - \$325,0000

FY 24-25 Phase II - \$300,000

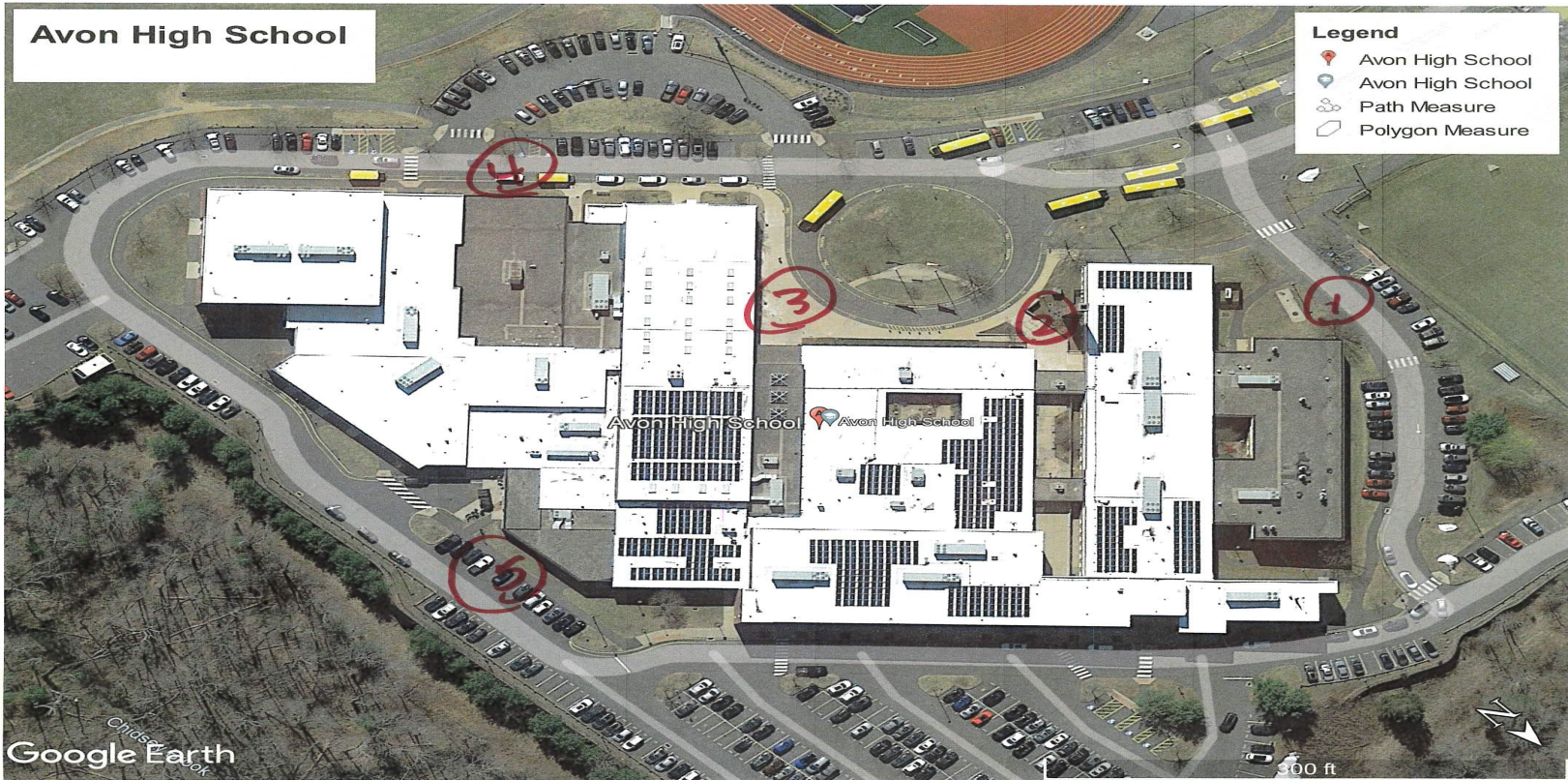
Total Project cost - \$625,000

FY 23-24 Request - \$325,000

Avon High School

Legend

- Avon High School
- Avon High School
- Path Measure
- Polygon Measure



Google Earth

Summary of 2023-2024 Requests

1.	PGS Notification Alarm System Supplemental	\$150,000
2.	AHS Floor Replacement/Asbestos Abatement	\$ 45,000
3.	AMS Emergency Generator	\$265,000
4.	DW Interior lock replacement (Phase II)	\$ 40,000
5.	DW Security Upgrades	\$ 60,000
6.	AHS Partial Roof Replacement - (Phase I)	\$ 325,000

Total

\$865,000