



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, August 22, 2023, 7:00 pm

Avon High School, Library

Avon High School
510 West Avon Road
Avon, CT 06001

Agenda

- I. Call to Order
 - A. Roll Call
- II. Pledge of Allegiance
- III. Mission Statement
- IV. Recognition No Recognition
- V. Approval of Minutes
 - A. Board of Education Regular Monthly Meeting Minutes of June 13, 2023
 - B. Board of Education Executive Session of June 19, 2023
- VI. Communication from Public

Communications are generally limited to 15 minutes as a total maximum for all speakers, with each speaker limited to 3 minutes in accordance with standing Board policy. The Board may waive these limits in exceptional circumstances.
- VII. Items of Information and Proposals
 - A. Student Representative Report – No Student Representative Report
 - B. Financial Report – Susan Russo, Business Manager
- VIII. Committees & Liaison Reports
 - A. Committee Reports
 - Curriculum & Professional Practices – Jackie Blea, Chair
 - Finance – Lynn Katz, Chair
 - Negotiations – Deb Chute, Chair
 - Policy – Laura Young, Chair
 - B. Liaison Report
 - Capital Region Education Council – Jackie Blea, Board Representative

- IX. Chair’s Report –Ms. Debra Chute, Board Chair
 - A. Board Chair Update

- X. Superintendent’s Report – Dr. Bridget Heston Carnemolla
 - A. Hiring Report
 - B. Enrollment Report
 - C. Strategic Plan Update
 - D. Updates

- XI. Consent Calendar -
 - A. 23-24/1 - Approval of Contract for School Nurses (Marybeth Twohig, Patricia Lorenzen and Gina Glynn)
 - B. 23-24/2 - Approve Ms. Susan Horvath as Interim Principal for Roaring Brook School
 - C. 23-24/3 - Approve transfer of Mr. Noam Sturm to Principal of Thompson Brook School

- XII. Old Business

- XIII. New Business
 - A. 23-24/4 - Board Committee Dates

- XIV. Communication from Public

Please remember communications are generally limited to 15 minutes as a total maximum for all speakers, with each speaker limited to 3 minutes in accordance with standing Board policy. The Board may waive these limits in exceptional circumstances.

- XV. Communication from Avon Board of Education Members

- XVI. Adjournment



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Tuesday, June 13, 2023, 7:00 pm

Avon High School, Library

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510 West Avon Road
Avon, CT 06001

Minutes

Attendance

Board Members Present: Jackie Blea; Debra Chute, Board Chair; Lynn Katz; Nicole Russo; Sarah Thompson; Thej Singh, Board Vice-Chair; liz Sommerkorn; Laura Young

Board Members Absent: Jeffrey S. Fleischman, Board Secretary

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

I. **Call to Order**

Ms. Debra Chute, Board Chair, called the meeting to order at 7:00 p.m.

A. Roll Call

II. **Pledge of Allegiance**

III. **Mission Statement**

Ms. Debra Chute made a motion to add the Avon BOE Educational Support Personnel contract 2023-2026 to the agenda under New Business

Ms. Laura Young seconded

Motion passed 8-0-0

IV. **Recognition - AMS - CABA Award Winner - Warren Close**

Ms. Kristina Wallace spoke about the nomination process of choosing the CABA award winners, how she and Mr. Summa were looking for an 'Out of the Box' presentation by the students on leadership. Warren's presentation brought his leadership to life through many lenses with testimonials from friends and teachers. He is found many days in his free time at the math lab helping other students as well as a host of other leadership roles. Warren is very deserving of this CABA Leadership Award.

AHS- Charlotte Parry- Student Representative - Ms. Chute complimented Miss Parry on how she handled the job as Student Representative wonderfully. She did all the work with joy and grace and she could not be more proud of her and said she will be greatly missed but wishes her the best of luck at George Washington University.

Dr. Carnemolla commented she was a true leader representing the students and the District and will be greatly missed.

V. Approval of Minutes

A. Board of Education Regular Monthly Meeting Minutes of May 16, 2023

Ms. Lynn Katz made a motion to approve the BOE Regular Monthly Minutes of May 16, 2023

Ms. Jackie Blea seconded

Motion Passed 8-0-0

VI. Communication from Public

A member of the community came forward to speak to the board on concerns from the Senior car parade. She believes Avon is a school district that teaches social responsibility and integrity, but that was lacking on Sunday at the car parade. She felt that some of the car's decorations were offensive.

VII. Items of Information and Proposals

A. Student Representative Report – Charlotte Parry and Lillian Peng, AHS Student Representatives. Ms. Parry gave the update:

AHS: Graduation Rehearsal and finals this week

The school is busy with graduation preparations

AMS: There was a dodgeball game to fundraise for Veterans

There was a Pride Day this past week

TBS: There was a Day of Play (similar to a Field Day)

Avon Public Library visited the school

There was a Step up Day for those going to AMS

PGS: PGS held a Spring Concert

Avon Public Library came to visit

There was Sycamore Day for the 4th graders

A Step Up Day was also held for the 4th graders going to TBS

RBS: A Step up Day was also held for the 4th graders going to TBS

B. Financial Report – Susan Russo, Business Manager

Ms. Russo started by saying we will see the same items we have seen the last few months in regards to staffing. In Other Expenses, we were stable in utilities; Repairs and maintenance saw a negative balance as we held off some minor repairs with the spending freeze, we now have encumbered some of those repairs and maintenance expenses. Special Education is at 1.2M unencumbered and the General Fund is at 2.1M unencumbered or 3.36%, which is slightly lower than where we were last year at 2.2M or 3.57%.

VIII. Committees & Liaison Reports

A. Committee Reports

- Curriculum & Professional Practices – Lynn Katz, (conducting meeting for Jackie Blea) (minutes of 5/30)

Ms. Katz stated there was a meeting on May 30, the minutes are on our agenda for this evening. Members of the Music Department presented the updated K-12 Performing Arts Committee, which is on tonight's agenda. They also discussed two course proposals from Avon High that are on tonight's agenda, as well as a Primary Instructional Material that Mr. Giannini will speak to later this evening.

- Finance – Lynn Katz, Chair

Ms. Lynn Katz reported that there was a Finance Committee meeting on June 7. They discussed the financial report Ms. Russo already presented; the Open Choice Supplemental Appropriation to be requested by the town; and recommendations for allocating the year end funds.

- Negotiations – Deb Chute, Chair

Ms. Chute mentioned that this speaks to the item that was added at the beginning of the meeting, the negotiations for the Administrative Assistants Union. She felt the negotiations went very well and was appreciative of all the time that everyone put into the contract. This is on the agenda for tonight under New Business to take action on so all raises can start on July 1, 2023.

- Policy – Laura Young, Chair

Ms. Young stated that the committee has not met since our May meeting, though we are working on some small policy updates and will await further changes that may be necessitated as a result of the current legislative session. The committee will meet again after we receive those updates, presumably at the end of August or in September.

B. Liaison Report

- Capital Region Education Council – Jackie Blea, Board Representative

Ms. Blea was unable to attend the meeting but will forward the minutes as soon as she receives them.

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

A. Board Chair Update - Ms. Chute discussed the final graduation details for the Board members attending. She also addressed the administration who were in attendance at the meeting and wished them a summer of rejuvenation and thanked them for all of their hard work this year.

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

A. Hiring Report - Mr. Medic began by thanking all the staff involved in the interviews that have been taking place over the last several weeks. There is a steady stream of candidates coming in and as seen by the hiring report we have many signed and ready to go for the fall. Mr. Medic went on to say that we have had a few more resignations from Certified and Non-certified staff that have been posted and expects to have all positions filled by August 1st.

B. Enrollment Report- Dr. Carnemolla stated we are up just a bit by 13 students from last year. With registrations coming in as they are, there may be some added Kindergarten classes at Pine Grove, as well as another PreK class with a new PreK teacher. Dr. Carnemolla went on to say they are thinking of hiring another Social Worker (using the ESSER funds) for the High School to help with the Special Education workload.

C. Strategic Plan Update - Dr. Carnemolla stated that there is a two day retreat for all administrators and teacher leaders next week, where we will review current plan, goals, progress, and calibrate for next year;

Mr. Jess Giannini spoke to the TBS Self Study, mentioning that there has been conversation about the model of TBS, trying to figure out through research, looking at neighboring

communities, and talking to students and staff where TBS stands as a school, as it is caught between a middle school and elementary school model.

The Literacy Team had their last Science of Reading class which they are excited to share and implement into Professional Development next year.

Mr. Giannini also stated that they are piloting 2 new math programs for K-5 (Think Mathematics and Illustrative Mathematics). 8 teachers volunteered, divided by grade and schools) to test out each program, a dueling pilot, to determine the best program that is best for the students.

Phonics in Grade 3 piloted the Foundations program and have decided to use this program from PreK-3 starting next year.

Mr. Giannini ended with an update on the Curriculum posted online, where district wide over 90% is on the website.

- D. Updates - Dr. Carnemolla went on to thank everyone for a successful school year...Grateful for faculty, staff and administration for working together as a new team grew across all levels of the school district. Thank you to the Board, too, for the countless hours you spent in support of our efforts.

Dr. Carnemolla added she was also grateful for the support of our families and community, especially the PTO's, Booster Club's, FAME, and SEPTA. Many thanks to SEPTA and Jenn Lavore for sponsoring my end of the year breakfast meeting. I am looking forward to continuing to work with all of you next year.

Finally, Dr. Carnemolla stated that there were a number of non-affiliated contracts on the agenda tonight. She began meeting with all non-affiliated employees over the last few weeks, and finalized all of the contracts listed on the Consent Calendar tonight.

XI. Consent Calendar -

- A. 22-23/91- Donation Letter
- B. 22-23/92 - Field Trip to Florida for Wrestling Team
- C. 22-23/93 - Approval of Contract for Assistant Superintendent
- D. 22-23/94 - Approval of Contract for Assistant Superintendent
- E. 22-23/95 - Approval of Contract for Director of Operations
- F. 22-23/96 - Approval of Contract for Director of Security
- G. 22-23/97 - Approval of Contract for Director of Nutrition Services
- H. 22-23/98 - Approval of Contract for Student and Family Support Coordinator
- I. 22-23/99 - Approval of Contract for School Nurses
- J. 22-23/100 - Approval of Contract for Senior Network Administrator
- K. 22-23/101 - Approval of Contract for Database Coordinator
- L. 22-23/102 - Approval of Contract for Sr. Technology Support Specialist
- M. 22-23/103 - Approval of Contract for Technology Support Specialist
- N. 22-23/104 - Approval of Contract for Technology Support Specialist
- O. 22-23/105 - Approval of Contract for Technology Support Specialist
- P. 22-23/106 - Approval of Contract for Finance Assistant
- Q. 22-23/107 - Approval of Contract for Assistant Director of Nutrition Services
- R. 22-23/108 - Approval of Contract for Administrative Assistant to the Asst. Superintendent
- S. 22-23/109 - Approval of Contract for Payroll Specialist
- T. 22-23/110 - Approval of Contract for Human Resources Specialist
- U. 22-23/111 - Approval of Contract for Administrative Assistant to the Superintendent

- V. 22-23/112 - Approval of Contract for Board Certified Behavior Analyst
- W. 22-23/113 - Approval of Contract for Certified Occupational Therapist Assistant
- X. 22-23/114 - Approval of Contract for Occupational Therapist
- Y. 22-23/115 - Approval of Contract for Occupational Therapist
- Z. 22-23/116 - Approval of Contract for Internship Coordinator
- AA. 22-23/117 - Approval of Contract for Courier/Bus Driver
- BB. 22-23/118 - Approval of Contract for Licensed Practical Nurse
- CC. 22-23/119 - Approval of Contract for Business Manager

Motion was made to approve the Consent Calendar as presented by Ms. Sarah Thompson

Ms. Liz Sommerkorn seconded

Motion passed 8-0-0

XII. Old Business - There was no Old Business

XIII. New Business

Mr. Giannini summarized the items being approved tonight. The CPP had it's final meeting on May 30th which produced the items below including 1 new course proposals, a course change and a text new textbook recommendation as well as the K-12 Performing Arts Curriculum. The Courses to be approved are an ECE course Introduction to Asian Studies. Our teachers were contacted by Uconn to be in the first group of teachers to be trained on this course, very excited to see the partnership with UConn growing. One of the Board members clarified that this Asian American Studies course will be taught by the English Department.

Biology is a course change. This is not a change of content, but a change of how the content is taught.

A. 22-23/120 K-12 Performing Arts Curriculum -

Motion was made by Ms. Jackie Blea to approve the update K-12 Performing Arts Curriculum as presented

Ms. Nicole Russo seconded

Motion passed 8-0-0

B. 22-23/121 Primary Instruction Material Recommendations

Mr. Giannini stated the Instruction Material is for the 6th grade Social Studies text. Not looking to order a book for every student, but there will be enough for a book for each student in class, and the digital version will be available to every student so the large book won't need to be taken home.

A Board member asked about the edition of the new textbook, and if it would need to be updated in the near future. Mr. Giannini confirmed that the digital version of the 6th Grade Social Studies textbook will be updated as needed to stay current.

Ms. Jackie Blea made a motion to open the new Primary Instruction Material for 30 days as requested

Ms. Laura Young seconded

Motion passed 8-0-0

C. 22-23/122 Course Approvals

Ms. Jackie Blea made a motion to approve the new and edited course proposals as presented

Ms. Lynn Katz seconded

Motion passed 8-0-0

D. 22-23/123 Supplemental Appropriation of Open Choice Tuition

Ms. Russo began by stating that we budget, based on the October 1, 2022 numbers, for \$6,000/Open Choice Student, grades 1-12, this year it was elevated to \$8,000/student because our enrollment is greater than 3% of Open Choice Students, as well as an additional entitlement of \$21,748 for having at least 10 students in a single school. For grades PreK and Kdg, Avon received \$143,000 as well. In total, the supplemental appropriation totaling \$356,748 will be requested from the Town of Avon with the Board's approval.

The money received from the Open Choice funds will go to textbooks, decodable books, unit books, Chromebooks and BenQ Board purchases to name a few.

A Board member questioned if there are funds for Open Choice students that have greater needs. Dr. Carnemolla answered by saying there are no grants or funds particularly earmarked for those students and Ms. Russo followed up by stating that there is a grant that we receive that we do use to help support the Open Choice students who have greater needs financially.

Ms. Lynn Katz motioned to approve the supplemental appropriation of Open Choice tuition asd presented

Ms. Jackie Blea seconded

Motion passed 8-0-0

E. 22-23/124 Fiscal Year End Allocation-2022-2023

Ms. Russo went on to summarize the financial situation of APS for the year end. The year end savings is anticipated to be \$706,000, this savings is made up of 3 components; The main driver for the savings is the out-of-district tuition, the second factor is savings in the benefits department and finally the pre-purchasing of textbooks. Taking these savings and adding in the lines of deficits on repairs and maintenance, and long term substitutes, the total savings is \$706, 000. Ms. Russo stated that the money above that was saved will be utilized for OPEB, instructional supplies, furniture, Equipment (security, tables, bulletin boards, science equipment, technology), and repairs and maintenance. Ms. Russo said they will pre-purchase as many supplies as possible while we have the savings.

Ms. Lynn Katz made the motion to approve the end of year allocation as requested

Ms. Sarah Thompson seconded

Motion passed 8-0-0

F. 22-23/125 Ratification of Superintendent's Contract 7/1/2023-6/30/26

Board Chair Deb Chute stated this was probably the most important item the Board will have to vote on in any year. Ms. Chute went on to say Dr. Carnemolla signed on in December of 2017 and they have been so grateful ever since. Truly impressive, we are fortunate and are grateful you want to be here in Avon and we hope this relationship continues. Each Board member shared their appreciation and thoughts of the Superintendent. Dr. Carnemolla thanked everyone for their kind words and expressed her appreciation for all the help and support of all the people who work out in the schools.

Ms. Deb Chute made a motion to ratify the Superintendent's contract from July 1, 2023 to June 30, 2036

Ms. Laura Young seconded

Motion passed 8-0-0

G. Discussion concerning tentative agreement with Avon BOE Educational Support Personnel contract 2023-2026

Dr. Carnemolla stated that this had to be added quickly due to the timing. Finalizing this contract puts us on a better path to hire and maintain good employees. Deb Chute mentioned that this allows us to get them the correct pay on time.

Ms. Deb Chute made a motion to approve the agreement with our Avon BOE Educational Support Personnel from 2023-2026

Ms. Lynn Katz seconded

Motion passed 8-0-0

XIV. Communication from Public

There was no communication from the public at this time.

XV. Communication from Avon Board of Education Members

Ms. Nicole Russo told the Board that she attended the Roaring Brook Blazers Backyard Bash and it was a great time and great to see alumni of RBS come back and volunteer and enjoy the event as well.

Ms. Jackie Blea congratulated the class of 2023. She also mentioned she was sad to hear the senior parade was not what it used to be and hopes these kinds of celebrations can continue to go forward.

XVI. Adjournment

Ms. Liz Sommerkorn motioned to adjourn the meeting at 8:03 p.m., Ms. Sarah Thompson seconded the motion

Motion passed 8-0-0

Minutes prepared by Christine Sardinskas, Board Recording Clerk

Minute respectfully submitted by Jeffrey S. Fleischman, Avon Board Secretary



Executive Session
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.

Monday, June 19, 2023, 10:00 am

Virtual

MINUTES

Attendance

Board Members Present: Jackie Blea; Debra Chute, Board Chair; Lynn Katz; Nicole Russo; Thej Singh, Board Vice-Chair; Sarah Thompson; Laura Young; Jeffrey Fleischman, Board Secretary (joined at 10:13 a.m.); Liz Sommerkorn (joined at 10:13 a.m.)

Board Members Absent:

Administration Present: Dr. Bridget Carnemolla, Superintendent of Schools; Roberto Medic, Assistant Superintendent; Jess Giannini, Assistant Superintendent

I. Call to Order Board Chair, Deb Chute called the meeting to order at 10:04 a.m.

Ms. Chute, at 10:05 a.m., invited Superintendent Dr. Bridget Carnemolla, Assistant Superintendent Mr. Roberto Medic, Assistant Superintendent Jess Giannini and Attorney Jessica Ritter from Shipman & Goodwin, into Executive Session to discuss attorney/client communication related to free speech.

11:00 Ms. Sarah Thompson left the meeting

II. Return to Public Session

At 11:24 a.m. the Board returned to Public Session

III. Adjournment

Motion made by Ms. Thej Singh at 11:25 a.m. to adjourn meeting, Jackie Blea seconded, Motion passed 8-0-0

Minutes prepared by Christine Sardinkas, Board Recording Clerk

Minute respectfully submitted by Jeffrey S. Fleischman, Avon Board Secretary

Minutes
FINANCE COMMITTEE
Avon Board of Education 34 Simsbury, Avon, Connecticut 06001
Via Zoom
Tuesday, June 7, 2023 – 5:00 p.m.

Attendance

Members Present: Lynn Katz, Committee Chair; Deb Chute; Jeffrey S. Fleischman; Laura Young,

Member(s) Absent: none

Administration Present: Dr. Bridget H. Carnemolla, Superintendent; Roberto Medic, Assistant Superintendent; Susan Russo, Business Manager

Others Present: Anthony Cabrera, Acting Board Recording Secretary

- I. Call to order
The meeting was called to order by Lynn Katz, at 5:00 pm.

- II. Approval of December 13, 2022 Minutes
Ms. Deb Chute moved to approve the minutes of the May 9, 2023 Finance Committee meeting, Ms. Laura Young seconded.
The motion passed 4-0-0.

- III. Financial Report (end of)May 2023 Ms. Russo explained the Financial Highlights-
 - Certified staff salaries saw very little movement
 - In other expenses, we were stable in utilities
 - Repairs and maintenance saw a negative balance as we held off some minor repairs with the spending freeze, we now have encumbered some of those repairs and maintenance expenses.
 - Special Education is at 1.2M unencumbered.
 - General Fund is at 2.1M unencumbered or 3.36%, which is slightly lower than where we were last year at 2.2M or 3.57%.*Mr. Jeffrey Fleischman motioned to have the Financial Report moved to the Full Board, Ms. Deb Chute seconded.*
Motion Passed 4-0-0

- IV. New Business
Donation Letter for AMS Mascot:
Ms. Deb Chute motioned to approve and move to the full Board the donation as presented, Mr. Jeffrey Fleischman seconded.
Motion passed 4-0-0.

- V. Old Business
 - A. Open Choice Supplemental Appropriation
Ms. Russo began by reminding the Board that last year we received \$6,000/Open Choice Student, grades 1-12, this year it was elevated to \$8,000/student because our enrollment is greater than 3% of Open Choice Students, as well as an additional entitlement of \$21,748 for having at least 10 students in a single school. For grades PreK and Kdg, Avon receives \$6,500/student as well. In total, the supplemental appropriation totaling \$356,748 will be requested from the Town of Avon.

The money received from the Open Choice funds will go to textbooks, decodable books, unit books, Chromebooks and BenQ Board purchases to name a few. A question was raised on when Avon Schools will see the money from the town, and Ms. Russo said it will be on the Town Agenda for July. Another question was raised about when these purchases would be made, and Ms. Russo said all will be made by June 30th.

Mr. Jeffrey Fleischman moved to bring the Supplemental Appropriation of Open Choice Tuition to the full board for approval, Ms. Laura Young seconded.

Motion passed 4-0-0

B. Fiscal Year End 2022-2023

Ms. Russo went on to summarize the financial situation of APS for the year end. The year end savings is anticipated to be \$706,000, even though there were some deficits in repairs and maintenance, we saw large savings in benefits, out of district tuition and textbooks.

Ms. Russo stated that the money above that was saved will be utilized for OPEB, instructional supplies, furniture, Equipment (security, tables, bulletin boards, science equipment, technology), and repairs and maintenance. Ms. Russo said they will pre-purchase as many supplies as possible while we have the savings.

A Board member asked about the Tennis court repairs and Ms. Russo replied that we are fixing it for now to make it usable, but it is on the Capitol fund list to be permanently fixed in near future.

Ms. Deb Chute moved to have the End of Fiscal Year Fund Allocation moved to the full board for approval, Mr. Jeffrey Fleischman seconded

Motion passed 4-0-0

VI. Old Business

There was no Old Business to discuss.

VII. Comments from the Public

There were no comments from the public.

VIII. Adjournment

at 5:30 Ms. Laura Young moved to adjourn the meeting, Ms. Deb Chute seconded

Motion passed 4-0-0

Minutes prepared by Christine Sardinkas, Recording Secretary

Minutes respectfully submitted by Lynn Katz, Finance Committee Chair

Minutes respectfully received by Jeffrey S. Fleischman, Board Secretary

Minutes are approved at the next Finance Committee meeting, and any corrections to the minutes, if needed, will be made at that time.



August 2023

NEW HIRES- CERTIFIED

8/17/2023	Rossignol, Hannah	PGS	Grade 2
8/17/2023	Ritacco, Alyssa	PGs	Grade 1
8/17/2023	Roy, Cally	PGS	Grade 1
8/17/2023	Apergis, Marianna	AHS	Science Teacher
8/17/2023	Seibert, Kaci	RBS	PreK Teacher
8/17/2023	Melon, Wilson	AHS	Spanish
8/17/2023	Wankier, Emily	AMS	Special Ed
8/17/2023	Pflomm, Maureen	AHS	Math Teacher
8/17/2023	Morin-Viall, Madelon	AMS	Theatre Arts Teacher
8/17/2023	Wintemute, Karen	RBS	Kindergarten Teacher
8/17/2023	Gentile, Marissa	RBS	PreK Teacher
8/17/2023	David, Elizabeth	AMS	Special Ed
8/17/2023	Petruccio, Brianna	RBS	ESOL Teacher
8/24/2023	Malkin, Kim	RBS	Long Term Sub Kindergarten
8/17/2023	Ames, Max	AHS	Social Studies
8/17/2023	Martin, Rachele	AHS	School Social Worker
8/17/2023	King, Jennifer	AMS	Special Ed

NEW HIRES-NON CERTIFIED

8/15/2023	Ouellette, Michele	AMS	Admin Asst II
8/15/2023	Noble, Lori	RBS	Admin Asst II
8/17/2023	Strait, Riki	PGS	School Nurse
8/23/2023	Stanford, Ryan	AMS	Teaching Assistant
8/23/2023	Doane, Monalissa	PGS	Teaching Assistant
8/23/2023	Verge, Sara	RBS	Teaching Assistant
8/23/2023	Ali, Amel	RBS	Para Educator
8/23/2023	Juhi, Agrawal	RBS	Teaching Assistant
8/23/2023	Steele, Lindsay	PGS	Teaching Assistant
8/23/2024	Ortiz Jr, Basilio	AHS	Safety & Security Specialist
8/23/2023	Roux, Ashlei	PGS	Interventionist/Tutor
8/28/2023	Arora, Deepshikha	RBS	Teaching Assistant
8/23/2023	Martin, Elizabeth	PGS	Teaching Assistant
8/23/2023	Machlus, Rebecca	TBS	Food Service Worker

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Dr. B. Heston Carnemolla • Superintendent

34 SIMSBURY ROAD • AVON • CONNECTICUT • 06001

TEL (860) 404-4700 • FAX (860) 404-4704

bhccarnemolla@avon.k12.ct.us

August 2023 continued

NEW HIRES-NON CERTIFIED continued

8/23/2023	Brooks, Sam	AMS	Para Educator
8/23/2023	Mizia, Jennifer	RBS	Teaching Assistant
8/23/2023	Shakun, Lily	RBS	Teaching Assistant

RESIGNATIONS

6/16/2023	Andreana, Tracy	AHS	Math Teacher
6/16/2023	Mandy, Karin	RBS	Para Educator
6/16/2023	Slater, Georgene	AHS	Food Service
6/16/2023	Stone, Matthew	AHS	English Teacher
6/16/2023	Saccoman, Matthew	AMS	Special Ed Teacher
6/16/2023	Patterson, Eoin	AHS	World Language
7/3/2023	Guarda, Anthony	RBS	Interim Custodian
6/16/2023	Driscoll, Margaret	PGS	Para Educator
7/28/2023	Graves, Kevin	AHS	Para Educator
6/16/2023	Johnson, Alexandra	TBS	Para Educator
6/16/2023	Leibman, Victoria	RBS	Teaching Assistant
6/16/2023	Rutigliano, Kavianna	TBS	Para Educator
7/28/2023	Seluktekin, Yasemin	AMS	Para/LTSub Sped Teacher
6/16/2023	Cooley Kiren	AHS	Food Service

RETIREMENTS

8/15/2023	Jennings, John	DW Maintainer
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Transfers

8/24/2023	Robinson, Joel	to Grade 4 PGS
8/24/2023	Moretti, Kim	to Math Teacher AHS
8/24/2023	Willard, Bethany	to ELA Teacher AHS
8/24/2023	Gresh, Nicole	to Math Specialist AMS
8/14/2023	Horvath, Susan	to Interim Principal RBS
8/14/2023	Sturm, Noam	to Principal TBS

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Dr. B. Heston Carnemolla • Superintendent

34 SIMSBURY ROAD • AVON • CONNECTICUT • 06001

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Enrollment Report August 22, 2023

<u>School</u>	<u>Grade</u>	<u>August 2022</u>	<u># Sect</u>	<u>Average Class Size</u>	<u>August 2023</u>	<u># Sect</u>	<u>Average Class Size</u>
APS Pre-K	Pre-K	47	5	9.4	71	6	11.83
PGS	K	111	7	15.86	119	6	19.83
PGS	1	130	6	21.67	114	6	19.00
PGS	2	132	6	22.00	137	7	19.57
PGS	3	152	7	21.71	143	7	20.43
PGS	4	111	5	22.20	146	7	20.86
Total in School		636			659		
RBS	K	89	5	17.80	105	5	21.00
RBS	1	83	4	20.75	89	5	17.80
RBS	2	93	5	18.60	85	4	21.25
RBS	3	98	5	19.60	93	5	18.60
RBS	4	117	6	19.50	98	5	19.60
Total in School		480			541		
TBS	5	205	11	18.64	235	11	21.36
TBS	6	253	12	21.08	201	10	20.10
Total in School		458			436		
AMS	7	245			261		
AMS	8	278			249		
Total in School		523			510		
AHS	9	224			259		
AHS	10	246			220		
AHS	11	227			241		
AHS	12	241			231		
Total in School		938			951		Difference from 2022
Grand Total		3082			3097		15

117 Choice students are included in enrollment, projection and average class size figures.

25 Outplaced students were not included in enrollment counts.

**AGREEMENT BETWEEN THE
AVON BOARD OF EDUCATION AND SCHOOL NURSE
FISCAL YEAR: July 1, 2023 – June 30, 2024**

It is hereby agreed by and between the Board of Education of the Town of Avon (hereinafter called the "Board") and Marybeth Twohig (hereinafter called the "School Nurse") that the said Board does hereby agree to the employment of said Marybeth Twohig, for the period from July 1, 2023 through June 30, 2024.

Both parties agree that said employee shall perform the duties of the School Nurse in and for the public schools in said district as prescribed by the law of the State of Connecticut and by the rules, policies, and regulations made there under by the Board.

Assignment: 2023 - 2024 – Avon High School (0.6 FTE)

Compensation: Salary - 2023 – 2024: \$41,033.24
 Hourly – 2023 – 2024: \$47.25

CONDITIONS:

1. The School Nurse is required to meet state qualification standards for licensure as stated in Connecticut General Statute 10-212,2.
2. The School Nurse is required to maintain up-to-date CPR certification and state of Connecticut R.N. license.
3. Compensation shall be paid in equal bi-weekly installments in accordance with APS procedures for assigned work year.
4. This agreement may be terminated at any time for good cause. Upon request made within five days of receipt of the notice of termination, the School Nurse shall be entitled to a statement of the reason for such termination. The School Nurse shall, upon written request, filed with the Board within ten days of receipt of such statement, be entitled to a hearing before the Board to be held at the next regularly scheduled Board meeting. Following any such hearing, the Board shall reconsider its action and shall notify the School Nurse in writing of its decision. If the School Nurse chooses to be accompanied by legal counsel at the hearing, he/she will assume the cost of legal expenses.
5. The School Nurse must give an advanced notice of sixty (60) days to the Superintendent of Schools and/or his/her designee at the time of resignation.
6. If the School Nurse has a complaint of concern she may follow the procedure detailed in Board Policy #2100.
7. The annual evaluation of the School Nurse will be completed by the School Principal and/or his/her designee on or before June 30 of each year.
8. In the event of separation from employment or in the event of death, the School Nurse shall receive any accrued salary and vacation days.
9. Arbitration by American Dispute Resolution Center. Any controversy or claim arising out of or relating to this Agreement, or the breach thereof, shall be settled by arbitration in accordance with the Employment Arbitration Rules of the American Dispute Resolution Center, Inc. by a single arbitrator, and judgment upon the award rendered by the arbitrator may be entered in any court having jurisdiction thereof. The arbitration shall be conducted in the English language in Hartford County, Connecticut. The Parties shall be responsible for payment of their own legal fees.
10. The Board may require a satisfactory physical examination on an annual basis.
11. The School Nurse is eligible for the benefits listed in ATTACHMENT A – STATEMENT OF BENEFITS.

1 School Nurse – Twohig

ATTACHMENT "A"
SCHOOL NURSE
STATEMENT OF BENEFITS

1. Work Schedule – The work year shall be one-hundred eighty-three (183) to include all student school days plus two days prior to the first student day, and one day after the last student day. The work day shall be 7.5 hours each day as defined by the building principal and shall include a paid twenty (20) minute lunch period.

2. Vacation Days: 3

- a. Vacation days are non-cumulative
- b. One (1) vacation day may be taken during the school year
- c. Two (2) vacation days may be taken during any of the district’s scheduled vacation periods and are calculated as part of the total salary.

3. Holidays: 7

- | | | |
|-----------------|------------------|---------------|
| President’s Day | Good Friday | Memorial Day |
| Columbus Day | Thanksgiving Day | Christmas Day |
| New Year’s Day | | |

4. Sick Days: 15

- a. Unused sick leave will not accumulate beyond 180 days.
- b. In the event of extreme hardship, the Board, with the Superintendent recommendation, may grant up to thirty (30) days of additional sick time.
- c. In the event of an absence for illness in excess of five (5) or more consecutive days, the Superintendent of Schools and/or his/her designee may request the filing of a doctor’s certificate, of if the Superintendent and/or his/her designee believes there is an abuse of the sick leave, may require examination by a licensed physician by the Superintendent.
- d. The School Nurse shall be paid \$10.00/day for any accumulated sick leave at the time of retirement.

5. Personal Days: 4 days, noncumulative, with pay, per school year with prior approval of the building Principal and/or his/her designee where absences from work is necessary and unavoidable. Requests shall be made a minimum of forty-eight (48) hours in advance recognizing that emergencies may occur that would impact the request period.

6. Bereavement Leave – The School Nurse will receive three (3) bereavement days for an immediate family member, which includes spouse, parent, child, sibling, and grandparent. These three days may be used for only bereavement purposes and are non-cumulative.

6. Health Insurance: HDHP/HAS (or other plan as determined by the Board)

- a. Employee contribution: 19%
- b. The Board will contribute One Thousand Dollars (\$1,000) of the single coverage HSA deductible or Two Thousand Dollars (\$2,000) of the two person or family coverage HSA deductible.
- c. BOE contribution to be split into two equal installments and to be deposited July 2023 & January 2024

The HSA shall have the following structure:

	In-Network	Out-of-Network
Annual Deductible (Individual/Aggregate Family)		\$2000/4000

Co-insurance	0% after deductible	20% co-insurance after deductible, subject to co-insurance limits
Co-insurance Maximum (Individual/Aggregate Family)	\$3,000/6,000 (Out of network Coinsurance and In-network post deductible RX copays)	
Cost Share Maximum (Individual/Aggregate Family)	\$5,000/10,000	
Lifetime Maximum	Unlimited	Unlimited
Preventive Care	Deductible waived	N/A
Prescription Drug Coverage	Treated as any other medical expense, Subject to deductible, once deductible is met, then \$5/20/35 copay per prescription	20% co-insurance after deductible, subject to co-insurance limits

7. **HEALTH REIMBURSEMENT ACCOUNT:** A Health Reimbursement Account ("HRA") shall be made available for the School Nurse who is precluded from participating in a Health Savings Account ("HSA") because the School Nurse receives Medicare and/or veterans' benefits. The annual maximum reimbursement by the Board for Nurses participating in the HRA shall not exceed the dollar amount of the Board's annual HSA contribution for Nurses enrolled in the HSA. The Board shall have no responsibility for any administrative and/or monthly costs associated with the set-up and/or administration of the HRA.

8. **DENTAL INSURANCE:** MetLife Dental (or other plan as determined by the Board)

a. Employee contribution: 19%

9. **TERM LIFE INSURANCE:** A \$20,000 noncontributory life insurance policy will be provided to the School Nurse by the Board. The School Nurse will be provided an option to purchase an additional \$50,000 at his/her own expense.

10. **LONG TERM DISABILITY INSURANCE:** The Board will provide long term disability insurance to the School Nurse. Any such disability insurance will not exceed sixty percent (60%) of monthly income with a maximum of \$15,000 per month at the time of being declared eligible and a waiting period of one hundred eighty (180) days.

11. **MALPRACTICE INSURANCE and NURSING LICENSURE FEE:** Professional malpractice insurance is available to all employees through the Professional Nurses' Association, the cost of which is reimbursable to the employee upon presentation to the Business Office of proper documentation of coverage and payment. J. Annual State of Connecticut R.N. licensing fees will be reimbursable to the employee upon presentation of documentation to the Business Office.

12. **PENSION:** The School Nurse, with a hire date prior to July 1, 2012 shall participate in the Town pension plan. The School Nurse if hired after July 1, 2012 will receive a 4% annual contribution to her 403(b) plan.

13. **MILAGE REIMBURSEMENT:** The Board shall reimburse the School Nurse for mileage expenses incurred during the school day, excluding travel to and from the District each day, at the IRS rate.

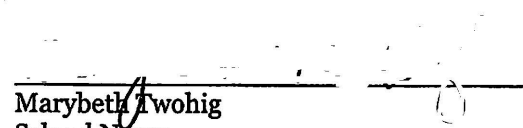
14. **PROFESSIONAL DEVELOPMENT:** Subject to budget appropriations the School Nurse may be permitted days for attendance at recognized educational meetings. Each day will be granted by the principal or Director of Pupil Services without loss of pay on the basis of benefit to the school system. The Board will pay reasonable expenses incurred by Nurses attending workshops, seminars, conferences or other professional development sessions.

3 School Nurse – Twohig


14. JURY DUTY: In the event the School Nurse is called to jury duty, she shall be granted the difference between jury pay and his regular salary. Time lost for jury duty shall not be charged against sick leave or vacation leave.

15. WORKERS' COMPENSATION: Shall be granted as paid leave due to absence from duty caused by an accident, illness, or injury that occurred while the School Nurses was engaged in the performance of his duties, and is authorized by the Workers' Compensation Commissioner. The Board shall provide Workers' Compensation insurance, which pays the employee a percentage of his salary, or average earning during the period of disability. When the absence under this employment contract is covered by Workers' Compensation, the School Nurse shall also be entitled to partial sick leave payment on a prorated basis, but combined benefits shall not exceed the employee's regular net weekly wages. No deduction of days from the accumulated sick leave payment shall be charged against his accumulated sick leave for the first thirty (30) working days. The Board will pay the difference between Workers' Compensation and the employee's regular pay during the first thirty (30) days.

After the thirty (30) working days, the deduction of days from accumulated sick leave of the employee receiving benefits under Workers' Compensation shall be equivalent in percentage to that prior to the employee's regular salary not covered by Workers' Compensation payments through the term of coverage by Workers' Compensation.



Marybeth Twohig
School Nurse



Dr. Bridget Carnemolla
Superintendent of Schools

Date

8/14/23

Date

15 Aug 23

**AGREEMENT BETWEEN THE
AVON BOARD OF EDUCATION AND SCHOOL NURSE
FISCAL YEAR: July 1, 2023 – June 30, 2024**

It is hereby agreed by and between the Board of Education of the Town of Avon (hereinafter called the "Board") and Patricia Lorenzen (hereinafter called the "School Nurse") that the said Board does hereby agree to the employment of said Patricia Lorenzen, for the period from July 1, 2023 through June 30, 2024.

Both parties agree that said employee shall perform the duties of the School Nurse in and for the public schools in said district as prescribed by the law of the State of Connecticut and by the rules, policies, and regulations made there under by the Board.

Assignment: 2023 - 2024 – Roaring Brook School

Compensation: Salary - 2023 – 2024: \$68,379.98
 Hourly – 2023 – 2024: \$47.25

CONDITIONS:

1. The School Nurse is required to meet state qualification standards for licensure as stated in Connecticut General Statute 10-212,2.
2. The School Nurse is required to maintain up-to-date CPR certification and state of Connecticut R.N. license.
3. Compensation shall be paid in equal bi-weekly installments in accordance with APS procedures for assigned work year.
4. This agreement may be terminated at any time for good cause. Upon request made within five days of receipt of the notice of termination, the School Nurse shall be entitled to a statement of the reason for such termination. The School Nurse shall, upon written request, filed with the Board within ten days of receipt of such statement, be entitled to a hearing before the Board to be held at the next regularly scheduled Board meeting. Following any such hearing, the Board shall reconsider its action and shall notify the School Nurse in writing of its decision. If the School Nurse chooses to be accompanied by legal counsel at the hearing, he/she will assume the cost of legal expenses.
5. The School Nurse must give an advanced notice of sixty (60) days to the Superintendent of Schools and/or his/her designee at the time of resignation.
6. If the School Nurse has a complaint of concern she may follow the procedure detailed in Board Policy #2100.
7. The annual evaluation of the School Nurse will be completed by the School Principal and/or his/her designee on or before June 30 of each year.
8. In the event of separation from employment or in the event of death, the School Nurse shall receive any accrued salary and vacation days.
9. Arbitration by American Dispute Resolution Center. Any controversy or claim arising out of or relating to this Agreement, or the breach thereof, shall be settled by arbitration in accordance with the Employment Arbitration Rules of the American Dispute Resolution Center, Inc. by a single arbitrator, and judgment upon the award rendered by the arbitrator may be entered in any court having jurisdiction thereof. The arbitration shall be conducted in the English language in Hartford County, Connecticut. The Parties shall be responsible for payment of their own legal fees.
10. The Board may require a satisfactory physical examination on an annual basis.
11. The School Nurse is eligible for the benefits listed in ATTACHMENT A – STATEMENT OF BENEFITS.

1 School Nurse - Lorenzen

Co-insurance	0% after deductible	20% co-insurance after deductible, subject to co-insurance limits
Co-insurance Maximum (Individual/Aggregate Family)	\$3,000/6,000 (Out of network Coinsurance and In-network post deductible RX copays)	
Cost Share Maximum (Individual/Aggregate Family)	\$5,000/10,000	
Lifetime Maximum	Unlimited	Unlimited
Preventive Care	Deductible waived	N/A
Prescription Drug Coverage	Treated as any other medical expense, Subject to deductible, once deductible is met, then \$5/20/35 copay per prescription	20% co-insurance after deductible, subject to co-insurance limits

7. **HEALTH REIMBURSEMENT ACCOUNT:** A Health Reimbursement Account ("HRA") shall be made available for the School Nurse who is precluded from participating in a Health Savings Account ("HSA") because the School Nurse receives Medicare and/or veterans' benefits. The annual maximum reimbursement by the Board for Nurses participating in the HRA shall not exceed the dollar amount of the Board's annual HSA contribution for Nurses enrolled in the HSA. The Board shall have no responsibility for any administrative and/or monthly costs associated with the set-up and/or administration of the HRA.

8. **DENTAL INSURANCE:** MetLife Dental (or other plan as determined by the Board)
a. Employee contribution: 19%

9. **TERM LIFE INSURANCE:** A \$20,000 noncontributory life insurance policy will be provided to the School Nurse by the Board. The School Nurse will be provided an option to purchase an additional \$50,000 at his/her own expense.

10. **LONG TERM DISABILITY INSURANCE:** The Board will provide long term disability insurance to the School Nurse. Any such disability insurance will not exceed sixty percent (60%) of monthly income with a maximum of \$15,000 per month at the time of being declared eligible and a waiting period of one hundred eighty (180) days.

11. **MALPRACTICE INSURANCE and NURSING LICENSURE FEE:** Professional malpractice insurance is available to all employees through the Professional Nurses' Association, the cost of which is reimbursable to the employee upon presentation to the Business Office of proper documentation of coverage and payment. J. Annual State of Connecticut R.N. licensing fees will be reimbursable to the employee upon presentation of documentation to the Business Office.

12. **PENSION:** The School Nurse, with a hire date prior to July 1, 2012 shall participate in the Town pension plan. The School Nurse if hired after July 1, 2012 will receive a 4% annual contribution to her 403(b) plan.

13. **MILEAGE REIMBURSEMENT:** The Board shall reimburse the School Nurse for mileage expenses incurred during the school day, excluding travel to and from the District each day, at the IRS rate.

14. **PROFESSIONAL DEVELOPMENT:** Subject to budget appropriations the School Nurse may be permitted days for attendance at recognized educational meetings. Each day will be granted by the principal or Director of Pupil Services without loss of pay on the basis of benefit to the school system. The Board will pay reasonable expenses incurred by Nurses attending workshops, seminars, conferences or other professional development sessions.

3 School Nurse - Lorenzen

ATTACHMENT "A"
SCHOOL NURSE
STATEMENT OF BENEFITS

1. **Work Schedule** – The work year shall be one-hundred eighty-three (183) to include all student school days plus two days prior to the first student day, and one day after the last student day. The work day shall be 7.5 hours each day as defined by the building principal and shall include a paid twenty (20) minute lunch period.

2. **Vacation Days: 3**

- a. Vacation days are non-cumulative
- b. One (1) vacation day may be taken during the school year
- c. Two (2) vacation days may be taken during any of the district’s scheduled vacation periods and are calculated as part of the total salary.

3. **Holidays: 7**

- | | | |
|-----------------|------------------|---------------|
| President’s Day | Good Friday | Memorial Day |
| Columbus Day | Thanksgiving Day | Christmas Day |
| New Year’s Day | | |

4. **Sick Days: 15**

- a. Unused sick leave will not accumulate beyond 180 days.
- b. In the event of extreme hardship, the Board, with the Superintendent recommendation, may grant up to thirty (30) days of additional sick time.
- c. In the event of an absence for illness in excess of five (5) or more consecutive days, the Superintendent of Schools and/or his/her designee may request the filing of a doctor’s certificate, or if the Superintendent and/or his/her designee believes there is an abuse of the sick leave, may require examination by a licensed physician by the Superintendent.
- d. The School Nurse shall be paid \$10.00/day for any accumulated sick leave at the time of retirement.

5. **Personal Days: 4 days, noncumulative, with pay, per school year with prior approval of the building Principal and/or his/her designee where absences from work is necessary and unavoidable. Requests shall be made a minimum of forty-eight (48) hours in advance recognizing that emergencies may occur that would impact the request period.**

6. **Bereavement Leave** – The School Nurse will receive three (3) bereavement days for an immediate family member, which includes spouse, parent, child, sibling, and grandparent. These three days may be used for only bereavement purposes and are non-cumulative.

6. **Health Insurance: HDHP/HAS (or other plan as determined by the Board)**

- a. Employee contribution: 19%
- b. The Board will contribute One Thousand Dollars (\$1,000) of the single coverage HSA deductible or Two Thousand Dollars (\$2,000) of the two person or family coverage HSA deductible.
- c. BOE contribution to be split into two equal installments and to be deposited July 2023 & January 2024

The HSA shall have the following structure:

	In-Network	Out-of-Network
Annual Deductible (Individual/Aggregate Family)	\$2000/4000	

2 School Nurse - Lorenzen

14. JURY DUTY: In the event the School Nurse is called to jury duty, she shall be granted the difference between jury pay and his regular salary. Time lost for jury duty shall not be charged against sick leave or vacation leave.

15. WORKERS' COMPENSATION: Shall be granted as paid leave due to absence from duty caused by an accident, illness, or injury that occurred while the School Nurses was engaged in the performance of his duties, and is authorized by the Workers' Compensation Commissioner. The Board shall provide Workers' Compensation insurance, which pays the employee a percentage of his salary, or average earning during the period of disability. When the absence under this employment contract is covered by Workers' Compensation, the School Nurse shall also be entitled to partial sick leave payment on a prorated basis, but combined benefits shall not exceed the employee's regular net weekly wages. No deduction of days from the accumulated sick leave payment shall be charged against his accumulated sick leave for the first thirty (30) working days. The Board will pay the difference between Workers' Compensation and the employee's regular pay during the first thirty (30) days.

After the thirty (30) working days, the deduction of days from accumulated sick leave of the employee receiving benefits under Workers' Compensation shall be equivalent in percentage to that prior to the employee's regular salary not covered by Workers' Compensation payments through the term of coverage by Workers' Compensation.

Patricia Lorenzen
School Nurse

Dr. Bridget Carnemolla
Superintendent of Schools

Date 8-13-23

Date 15 Aug 23

4 School Nurse - Lorenzen

**AGREEMENT BETWEEN THE
AVON BOARD OF EDUCATION AND SCHOOL NURSE
FISCAL YEAR: July 1, 2023 – June 30, 2024**

It is hereby agreed by and between the Board of Education of the Town of Avon (hereinafter called the "Board") and Gina Glynn (hereinafter called the "School Nurse") that the said Board does hereby agree to the employment of said Gina Glynn, for the period from July 1, 2023 through June 30, 2024.

Both parties agree that said employee shall perform the duties of the School Nurse in and for the public schools in said district as prescribed by the law of the State of Connecticut and by the rules, policies, and regulations made there under by the Board.

Assignment: 2023 – 2024 – Avon Middle School

Compensation: Salary - 2023 – 2024: \$68,379.98
 Hourly – 2023 – 2024: \$47.25

CONDITIONS:

1. The School Nurse is required to meet state qualification standards for licensure as stated in Connecticut General Statute 10-212.2.
2. The School Nurse is required to maintain up-to-date CPR certification and state of Connecticut R.N. license.
3. Compensation shall be paid in equal bi-weekly installments in accordance with APS procedures for assigned work year.
4. This agreement may be terminated at any time for good cause. Upon request made within five days of receipt of the notice of termination, the School Nurse shall be entitled to a statement of the reason for such termination. The School Nurse shall, upon written request, filed with the Board within ten days of receipt of such statement, be entitled to a hearing before the Board to be held at the next regularly scheduled Board meeting. Following any such hearing, the Board shall reconsider its action and shall notify the School Nurse in writing of its decision. If the School Nurse chooses to be accompanied by legal counsel at the hearing, he/she will assume the cost of legal expenses.
5. The School Nurse must give an advanced notice of sixty (60) days to the Superintendent of Schools and/or his/her designee at the time of resignation.
6. If the School Nurse has a complaint of concern she may follow the procedure detailed in Board Policy #2100.
7. The annual evaluation of the School Nurse will be completed by the School Principal and/or his/her designee on or before June 30 of each year.
8. In the event of separation from employment or in the event of death, the School Nurse shall receive any accrued salary and vacation days.
9. If the School Nurse retires with twelve years of service and is age fifty-five or older health insurance may be purchased, which they hold at retirement, at their own expense under the group rate as long as their coverage is uninterrupted.
10. Arbitration by American Dispute Resolution Center. Any controversy or claim arising out of or relating to this Agreement, or the breach thereof, shall be settled by arbitration in accordance with the Employment Arbitration Rules of the American Dispute Resolution Center, Inc. by a single arbitrator, and judgment upon the award rendered by the arbitrator may be entered in any court having jurisdiction thereof. The arbitration shall be conducted in the English language in Hartford County, Connecticut. The Parties shall be responsible for payment of their own legal fees.
11. The Board may require a satisfactory physical examination on an annual basis.
12. The School Nurse is eligible for the benefits listed in ATTACHMENT A – STATEMENT OF BENEFITS.

1 School Nurse - Glynn

ATTACHMENT "A"
SCHOOL NURSE
STATEMENT OF BENEFITS

1. **Work Schedule** – The work year shall be one-hundred eighty-three (183) to include all student school days plus two days prior to the first student day, and one day after the last student day. The work day shall be 7.5 hours each day as defined by the building principal and shall include a paid twenty (20) minute lunch period.

2. **Vacation Days: 3**

- a. Vacation days are non-cumulative
- b. One (1) vacation day may be taken during the school year
- c. Two (2) vacation days may be taken during any of the district’s scheduled vacation periods and are calculated as part of the total salary.

3. **Holidays: 7**

- | | | |
|-----------------|------------------|---------------|
| President’s Day | Good Friday | Memorial Day |
| Columbus Day | Thanksgiving Day | Christmas Day |
| New Year’s Day | | |

4. **Sick Days: 15**

- a. Unused sick leave will not accumulate beyond 180 days.
- b. In the event of extreme hardship, the Board, with the Superintendent recommendation, may grant up to thirty (30) days of additional sick time.
- c. In the event of an absence for illness in excess of five (5) or more consecutive days, the Superintendent of Schools and/or his/her designee may request the filing of a doctor’s certificate, or if the Superintendent and/or his/her designee believes there is an abuse of the sick leave, may require examination by a licensed physician by the Superintendent.
- d. The School Nurse shall be paid \$10.00/day for any accumulated sick leave at the time of retirement.

5. **Personal Days: 4 days, noncumulative, with pay, per school year with prior approval of the building Principal and/or his/her designee where absences from work is necessary and unavoidable. Requests shall be made a minimum of forty-eight (48) hours in advance recognizing that emergencies may occur that would impact the request period.**

6. **Bereavement Leave** – The School Nurse will receive three (3) bereavement days for an immediate family member, which includes spouse, parent, child, sibling, and grandparent. These three days may be used for only bereavement purposes and are non-cumulative.

6. **Health Insurance: HDHP/HAS (or other plan as determined by the Board)**

- a. Employee contribution: 19%
- b. The Board will contribute One Thousand Dollars (\$1,000) of the single coverage HSA deductible or Two Thousand Dollars (\$2,000) of the two person or family coverage HSA deductible.
- c. BOE contribution to be split into two equal installments and to be deposited July 2023 & January 2024

The HSA shall have the following structure:

	In-Network	Out-of-Network
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2 School Nurse - Glynn

Annual Deductible (Individual/Aggregate Family)	\$2000/4000	
Co-insurance	0% after deductible	20% co-insurance after deductible, subject to co-insurance limits
Co-insurance Maximum (Individual/Aggregate Family)	\$3,000/6,000 (Out of network Coinsurance and In-network post deductible RX copays)	
Cost Share Maximum (Individual/Aggregate Family)	\$5,000/10,000	
Lifetime Maximum	Unlimited	Unlimited
Preventive Care	Deductible waived	N/A
Prescription Drug Coverage	Treated as any other medical expense, Subject to deductible, once deductible is met, then \$5/20/35 copay per prescription	20% co-insurance after deductible, subject to co-insurance limits

7. HEALTH REIMBURSEMENT ACCOUNT: A Health Reimbursement Account ("HRA") shall be made available for the School Nurse who is precluded from participating in a Health Savings Account ("HSA") because the School Nurse receives Medicare and/or veterans' benefits. The annual maximum reimbursement by the Board for Nurses participating in the HRA shall not exceed the dollar amount of the Board's annual HSA contribution for Nurses enrolled in the HSA. The Board shall have no responsibility for any administrative and/or monthly costs associated with the set-up and/or administration of the HRA.

8. DENTAL INSURANCE: MetLife Dental (or other plan as determined by the Board)
a. Employee contribution: 19%

9. TERM LIFE INSURANCE: A \$20,000 noncontributory life insurance policy will be provided to the School Nurse by the Board. The School Nurse will be provided an option to purchase an additional \$50,000 at his/her own expense.

10. LONG TERM DISABILITY INSURANCE: The Board will provide long term disability insurance to the School Nurse. Any such disability insurance will not exceed sixty percent (60%) of monthly income with a maximum of \$15,000 per month at the time of being declared eligible and a waiting period of one hundred eighty (180) days.

11. MALPRACTICE INSURANCE and NURSING LICENSURE FEE: Professional malpractice insurance is available to all employees through the Professional Nurses' Association, the cost of which is reimbursable to the employee upon presentation to the Business Office of proper documentation of coverage and payment. J. Annual State of Connecticut R.N. licensing fees will be reimbursable to the employee upon presentation of documentation to the Business Office.

12. PENSION: The School Nurse, with a hire date prior to July 1, 2012 shall participate in the Town pension plan. The School Nurse if hired after July 1, 2012 will receive a 4% annual contribution to her 403(b) plan.

13. MILEAGE REIMBURSEMENT: The Board shall reimburse the School Nurse for mileage expenses incurred during the school day, excluding travel to and from the District each day, at the IRS rate.

14. PROFESSIONAL DEVELOPMENT: Subject to budget appropriations the School Nurse may be permitted days for attendance at recognized educational meetings. Each day will be granted by the principal or Director of Pupil Services without loss of pay on the basis of benefit to the school system. The

Board will pay reasonable expenses incurred by Nurses attending workshops, seminars, conferences or other professional development sessions.

14. JURY DUTY: In the event the School Nurse is called to jury duty, she shall be granted the difference between jury pay and his regular salary. Time lost for jury duty shall not be charged against sick leave or vacation leave.

15. WORKERS' COMPENSATION: Shall be granted as paid leave due to absence from duty caused by an accident, illness, or injury that occurred while the School Nurses was engaged in the performance of his duties, and is authorized by the Workers' Compensation Commissioner. The Board shall provide Workers' Compensation insurance, which pays the employee a percentage of his salary, or average earning during the period of disability. When the absence under this employment contract is covered by Workers' Compensation, the School Nurse shall also be entitled to partial sick leave payment on a prorated basis, but combined benefits shall not exceed the employee's regular net weekly wages. No deduction of days from the accumulated sick leave payment shall be charged against his accumulated sick leave for the first thirty (30) working days. The Board will pay the difference between Workers' Compensation and the employee's regular pay during the first thirty (30) days.

After the thirty (30) working days, the deduction of days from accumulated sick leave of the employee receiving benefits under Workers' Compensation shall be equivalent in percentage to that prior to the employee's regular salary not covered by Workers' Compensation payments through the term of coverage by Workers' Compensation.

Gina Glynn
School Nurse

Dr. Bridget Carnemolla
Superintendent of Schools

Date

6/9/2023

Date

20 June 2023

AVON PUBLIC SCHOOLS 2023-2024 CALENDAR

August – 3 Days					September – 20 Days					October – 18 Days					November – 18 Days				
M	T	W	Th	F	M	T	W	Th	F	M	T	W	Th	F	M	T	W	Th	F
	1	2	3	4					1	2	3	4	5	6			1	2	3
7	8	9	10	11	4	5	6	7	8	9	10	11	12	13	6	7	8	9	10
14	15	16	17	18	11	12	13	14	15	16	17	18	19	20	13	14	15	16	17
21	22	23	24	25	18	19	20	21	22	23	24	25	26	27	20	21	22	23	24
28	29	30	31		25	26	27	28	29	30	31				27	28	29	30	
December – 17 Days					January – 19 Days					February – 18 Days					March – 22 Days				
M	T	W	Th	F	M	T	W	Th	F	M	T	W	Th	F	M	T	W	Th	F
				1	1	2	3	4	5				1	2					1
4	5	6	7	8	8	9	10	11	12	5	6	7	8	9	4	5	6	7	8
11	12	13	14	15	15	16	17	18	19	12	13	14	15	16	11	12	13	14	15
18	19	20	21	22	22	23	24	25	26	19	20	21	22	23	18	19	20	21	22
25	26	27	28	29	29	30	31			26	27	28	29		25	26	27	28	29
April – 14 Days					May – 22 Days					June – 9 Days					180 Instructional Days 185 Staff Days KEY In-service – No School Important School Event Holiday/Vacation – No School Half Day – Early Dismissal				
M	T	W	Th	F	M	T	W	Th	F	M	T	W	Th	F					
1	2	3	4	5			1	2	3	3	4	5	6	7					
8	9	10	11	12	6	7	8	9	10	10	11	12	13	14					
15	16	17	18	19	13	14	15	16	17	17	18	19	20	21					
22	23	24	25	26	20	21	22	23	24	24	25	26	27	28					
29	30				27	28	29	30	31	29	30								

Please be aware that this calendar is subject to change if needed due to changes in state or local regulations.
Any unexpected school closings will be made up following the scheduled last day of school.

8/17-18, 21-23	New Staff Orientation – no school
8/24 & 25	Teacher In-service/Teacher Workday
8/28	Teacher Work day
8/29	First Day of School
8/31	PGS & RBS Open House
9/4	Labor Day – no school
9/6	TBS Grade 5 Open House
9/7	TBS Grade 6 Open House
9/14	AMS Grade 7 Open House
9/21	AHS Open House
9/25	Yom Kippur – no school
10/9	Columbus Day – no school
10/18	Half Day - Professional Development
11/7	Professional Development/Election Day – no school
11/9	AMS Half Day/Afternoon & Evening Conferences
1/10	AMS Half Day/Afternoon Conferences
11/16	PGS & RBS Half Day/Afternoon & Evening Conferences
11/17	PGS & RBS Half Day/Afternoon Conferences
11/20	AHS Half Day/Afternoon & Evening Conferences
11/21	AHS Half Day/Afternoon Conferences
11/22-24	Thanksgiving Recess – no school
11/30	TBS Half Day/Afternoon & Evening Conferences
12/1	TBS Half Day/Afternoon Conferences
12/13	Half Day- Professional Development
12/22	Half Day

12/25-1/1/2024	Winter Recess - no school
1/10	Half Day - Professional Development
1/15	Martin Luther King Day - no school
2/19-20	Presidents' Day Recess – no school
2/29	AHS Half Day/Afternoon & Evening Conferences
3/1	AHS Half Day/Afternoon Conferences
3/7	PGS & RBS Half Day/Afternoon & Evening Conferences
3/8	PGS & RBS Half Day/Afternoon Conferences
3/15	Professional Development – no school
3/21	TBS Half Day/Afternoon & Evening Conferences
3/22	TBS Half Day/Afternoon Conferences
3/27	AMS Half Day/Afternoon & Evening Conferences
3/28	AMS Half Day/Afternoon Conferences
3/29	Good Friday – no school
4/8-12	Spring Recess – no School
5/22	Half Day - Professional Development
5/27	Memorial Day - no school
6/7	Tentative Last Day of School - Half Day

BOE	Finance	Policy	C&PP
8/22			
9/26	9/19	9/12	
10/17	10/10		10/24
11/14	11/8 (w)	11/28	
12/19	12/12		
1/16		1/30	1/9
2/27	2/13**		2/13**
3/19	3/12	3/5	
4/30	4/16		
5/14	5/7	5/28	5/21
6/11	6/5(w)		

**2 meetings (Finance at 5:00 p.m and CPP at 6:00)
(W) Wednesday Meeting