I. CALL TO ORDER
A. Pledge of Allegiance
   Mr. Champagne called the meeting to order with the Pledge of Allegiance at 8:01 pm.

II. STUDENT REPORTS
A. HS Student Representative Report - Karyna Weaver, Tyler Lang
   Miss Weaver and Mr. Lang reported:
   1. November food drive was very successful - food was delivered on 11/19 to Blessing Pantry... the December food drive will begin on Dec 6-17 and will benefit the Seymour Oxford Food Bank
   2. No dance in December - thinking of either a post Valentine’s Day dance in February before President’s Day recess or possibly postpone to a Spring Fling in the spring - outside dance
   3. CASC - Connecticut Association of Student Councils - sent a yearlong service project that Seymour would participate with by doing three projects:
      1. Making fleece blankets for babies at local hospital (we will need to have a fundraiser to raise funds for the fleece),
      2. Appreciation cards for health care workers and
      3. Friendship bracelets
      More information to follow...

   Sports
   1. Our winter season consisting of boys and girls Indoor track and field, girls and boys basketball, and boys swimming began last Thursday.
   2. The football team season ended last week during the quarterfinal playoff loss to Ansonia

B. SMS Debate Team – Mr. Harvey Catlin
Dr. Compton introduced the Seymour Middle School Debate team who did a debate at the beginning of the Seymour Christmas Parade about How the Grinch Stole Christmas. Jacob Castelo, Arion Johnson, Anuhya Shah, Alyssa Vergati, Ariel Zedek presented their arguments and the Board really enjoyed the presentation.

III. REPORTS – Part 1
A. Solar Project Update – Mr. Tim Connors

Mr. Connors joined the meeting by phone. Mr. Aaron Alibrio from Johnson Controls presented an update and some history on the solar project. He covered the history from the beginning of the project and reported that the project should be done in a couple of months. He said energy savings are guaranteed. He said a full report will be ready by the end of December and will come back to report to the Board in February. He explained how there will be a reduction in electrical and natural gas costs. Mr. Champagne said he would like to see a contract. Mr. Burke said Ms. Tencza has a copy of the contract. Ms. Tencza said she has not received a contract but Tim Connors should be able to provide it to the Board.

B. Screen and Stay Plan – Nurse Rebecca Bennett

Nurse Becky Bennett presented an overview of the Screen and Stay protocol. She said nurses are working hard and parents seem pleased that we are using screen and stay. Dr. Compton said she feels by waiting to institute this protocol we were able to learn from other districts who started the protocol sooner. We put the plan into effect after Thanksgiving break. Numbers are going up but with this protocol, kids are in school. Nurse Bennett said she has met with the Valley nurses and we have the best plan in the valley because we took our time. Links on Screen and Stay are on the website. There was also a brief discussion on students using lockers. Mr. Freund said the high school students drop their coats and sports equipment in the morning and afternoon. The Middle School use the lockers for coats, sports equipment in the morning and afternoon. Lockers are for storage.

IV. PUBLIC COMMENT

Public Comment provides the opportunity for the public to make a comment. It is not a dialogue between the Board and the public. Based upon what is heard during Public Comment, the Board may choose to add a topic to the agenda. If questions are posed that the Chairman is able to answer, those questions may be addressed under the Chairman’s Comments portion of the agenda. The Board will not discuss personnel matters. Comments should be respectful and no longer than 3 minutes in length so that all who wish to comment may have the opportunity to do so. All public wanting to comment will need to state their name and address for the record prior to addressing the Board.

Paul Roy, 80 Washington Avenue

Mr. Roy was representing the Seymour High School Sports Hall of Fame committee. He informed the Board that a banquet will be held on April 30 at Villa Bianca. He listed this year’s recipients are Jim Tarradine 1959, Jim Anderson 1972, Melissa Totteham Drozd 1974, Tim Redisson 1983, Bobby Laro 1984, Mike Mudrey Jr 1994. Ray Necio will be honored for his Outstanding Contribution to the Seymour Athletes. He said the committee is working hard on the Hall of Fame in the high school. He thanked Dr. Compton for the support.

Mr. Fred Stanek, Former BOE member – Mr. Stanek congratulated the chairperson, vice chairperson and the secretary on their appointments. He said they will come together for the good of the students. He also commended the Debate Team for their presentation tonight saying the Grinch was appropriate since it is about forgiveness. He thanked everyone and wished them Happy Holidays!

V. RECOGNITIONS

Mr. Hatfield suggested we go out of order of the agenda and put VB ahead of VA.
B. Congratulations to Mrs. Lauren Reid who has been named the Connecticut 2022 Assistant Principal of the Year.
Mrs. Lauren Reid was honored at this meeting as the Connecticut 2022 Assistant Principal of the Year. Dr. Compton said she feels Mrs. Reid has a great chance at the national level. Being named the Connecticut 2022 Assistant Principal of the Year is a great honor. Students said she is there for the students and that she was their special person. Mrs. Feige expressed her joy for Mrs. Reid. Mrs. Reid was honored in the Christmas Parade also. Mrs. Reid said thank you and that she is so honored to receive this award. She said it is a reflection of the dedication of all of Seymour, including the mentorship of Mrs. Feige and Mrs. Tencza.

A. The emergency preparedness art contest was hosted by NVHD to promote National Preparedness Month throughout the month of September and encourage students within the valley to learn more about what to do during an emergency or disaster and how to prepare themselves and their loved ones. NVHD, as they reflected on the last year and a half, realized that introducing children and teens to emergency preparedness themes (besides the drills they participate in at school) will likely have a positive impact on their mental health status during a real-world event, such as a storm, extended power outage, pandemic, etc. The hope was this art contest was a fun way for students to showcase what preparing for an emergency means to them. Congratulations to Emily Zhu (Grade 12) – 1st Place Winner in the High School Division.

Ms. Zhu was unable to attend tonight’s meeting.

VI. CORRESPONDENCE
A. Thank you Note – Mr. Fred Stanek

VII. CONSENT AGENDA
A. Approval of Minutes
   1. Regular BOE Meeting Minutes – November 3, 2021
C. Team of One request from Oxford High School
D. Staff Hiring – Non-Certified
   1. Peal, Kristina
      · Instructional Paraprofessional
      · Bungay Elementary School
      · Replacing Tanya Warhola
   2. Osborn, Deana
      · Nutrition Services Floater
      · Districtwide
      · Replacing Stacy Faria
   3. Rinaldi, Roberto
      · Part Time Custodian Floater
      · Districtwide

MOTION: (Ms. Harmeling/sec., Mr. Strumello) move to approve the consent agenda as presented

SO VOTED

AFFIRMATIVE: Mr. Behuniak, Ms. Bruno, Mr. Champagne, Ms. Harmeling, Mr. Hatfield, Ms. Levey, Ms. Nesteriak, Mr. Strumello
ABSTAIN: Mr. Garofolo
MOTION PASSES: 8-0-1

VIII. ITEMS REMOVED FROM CONSENT AGENDA
None

IX. DISCUSSION and POSSIBLE ACTION
A. BOE Meetings 2022-2023
   MOTION: (Mr. Hatfield/sec., Ms. Harmeling) to approve proposal #2 of the 2022-2023 schedule of Board of Education meetings as presented
   MOTION: (Mr. Hatfield/sec., Ms. Harmeling) to amend the motion
SO VOTED

**AFFIRMATIVE:** Mr. Behuniak, Ms. Bruno, Mr. Champagne, Ms. Harmeling, Mr. Hatfield, Ms. Levey, Ms. Nesteriak, Mr. Strumello  
**ABSTAIN:** Mr. Garofolo  
**MOTION PASSES:** 8-0-1  
**AMENDED MOTION:** (Mr. Hatfield/Ms. Harmeling) to approve proposal #2 of the 2022-2023 schedule of Board of Education meetings with the change of November 9 to November 7

SO VOTED

**AFFIRMATIVE:** Mr. Hatfield, Ms. Levey  
**OPPOSED:** Mr. Behuniak, Ms. Bruno, Mr. Champagne, Mr. Garofolo, Ms. Harmeling, Mr. Hatfield, Ms. Levey, Ms. Nesteriak, Mr. Strumello  
**MOTION FAILS:** 2-7  
**MOTION:** (Mr. Strumello/sec., Ms. Harmeling) to approve proposal #1 of the 2022-2023 schedule of Board of Education meetings with the change of November 9 to November 7

SO VOTED

**AFFIRMATIVE:** Mr. Behuniak, Ms. Bruno, Mr. Champagne, Mr. Garofolo, Ms. Harmeling, Mr. Hatfield, Ms. Levey, Ms. Nesteriak, Mr. Strumello  
**MOTION PASSES:** 9-0

**B. 2022-2023 School Calendar**

Dr. Compton recommended that the Board table the 2022-2023 School Calendar to the January 10 BOE meeting so she can have time to amend the calendar based on input from union presidents.  
**MOTION:** (Mr. Strumello/sec., Mr. Hatfield) to table the approval of the 2022-2023 school calendar to the January 10 Board of Education meeting

SO VOTED

**AFFIRMATIVE:** Mr. Behuniak, Ms. Bruno, Mr. Champagne, Mr. Garofolo, Ms. Harmeling, Mr. Hatfield, Ms. Levey, Ms. Nesteriak, Mr. Strumello  
**MOTION PASSES:** 9-0

**C. Back Pay for Nurse**

Dr. Compton explained that the nurse was reviewing the contract in the fall and realized that she did not put an ½ hour each day that she worked through lunch. Dr. Compton feels we should pay her saying if an employee works, they should be paid. If it is not paid, there will be a grievance and will be reported to the Dept. of Labor. There was some discussion on exactly what should be paid and Dr. Compton said payroll has validated the amount that should be paid. Mr. Hatfield suggested the payment be made in two separate checks to lessen the tax liability. There was a brief discussion on the use of paper time sheets and our process should be updated. Dr. Compton said she would look at what other districts do.  
**MOTION:** (Mr. Hatfield/sec., Ms. Harmeling) to authorize the payment of back pay to correct the non-payment of 30-minute lunch periods for a nurse for the years of 2018 to 2021

SO VOTED

**AFFIRMATIVE:** Mr. Behuniak, Ms. Bruno, Mr. Champagne, Mr. Garofolo, Ms. Harmeling, Mr. Hatfield, Ms. Levey, Ms. Nesteriak, Mr. Strumello  
**OPPOSED:** Mr. Behuniak, Ms. Bruno, Mr. Champagne, Mr. Garofolo, Ms. Harmeling, Mr. Hatfield, Ms. Levey, Ms. Nesteriak, Mr. Strumello  
**ABSTAIN/RECUSE:** Mr. Behuniak, Ms. Bruno, Mr. Champagne, Mr. Garofolo, Ms. Harmeling, Mr. Hatfield, Ms. Levey, Ms. Nesteriak, Mr. Strumello  
**MOTION PASSES:** 9-0
D. **Pay Rate for Substitute Nurses**
Mr. Strumello said we need to do everything we can to keep our nurses.

**MOTION:** (Ms. Harmeling/sec., Mr. Strumello) to authorize an increase in substitute nurses pay from $25.00 an hour to $30.00 an hour

**SO VOTED**
**AFFIRMATIVE:** Mr. Behuniak, Ms. Bruno, Mr. Champagne, Mr. Garofolo, Ms. Harmeling, Mr. Hatfield, Ms. Levey, Ms. Nesteriak, Mr. Strumello

**MOTION PASSES:** 9-0

E. **RFP Process - Board Attorney**
Mr. Dugas was named interim Board Attorney and we now need to a RFP for a permanent Board Attorney. Mr. Champagne reminded the Board that an ad hoc committee has been established to do this RFP and the committee includes Chris Champagne, Beth Nesteriak, and Ed Strumello. Dr. Compton said Mr. Dugas was appointed interim Board Attorney and he has done an outstanding job.

**MOTION:** (Mr. Hatfield/sec., Mr. Strumello) to authorize the RFP process for the selection of a Board Attorney

**SO VOTED**
**AFFIRMATIVE:** Mr. Behuniak, Ms. Bruno, Mr. Champagne, Mr. Garofolo, Ms. Harmeling, Mr. Hatfield, Ms. Levey, Ms. Nesteriak, Mr. Strumello

**MOTION PASSES/FAILS:** 9-0

F. **MOTION:** (Ms. Bruno/sec., Mr. Strumello) to add to the agenda

**MOTION:** (Ms. Bruno/sec., Mr. Strumello) to add to the agenda a discussion and possible action regarding the payment of an additional two hours per week for Nurse Rebecca Bennett and Nurse Lindsay Grailich.

**MOTION:** (Mr. Hatfield/sec., Mr. Strumello) to rescind the motion

**AMENDED MOTION:** (Ms. Bruno/sec., Mr. Strumello) to accept the recommendation of the Superintendent to approve the payment of two additional hours of pay for the Head Nurse and the Seymour High School Nurse as compensation for the additional workload as COVID Liaisons for the 2021-2022 School year.

**MOTION:** (Mr. Hatfield/sec., Mr. Strumello) to table to the January 10 BOE meeting

**SO VOTED**
**AFFIRMATIVE:** Mr. Behuniak, Ms. Bruno, Mr. Champagne, Mr. Garofolo, Ms. Harmeling, Mr. Hatfield, Ms. Levey, Ms. Nesteriak, Mr. Strumello

**MOTION PASSES/FAILS:** 9-0

Ms. Harmeling left the meeting at 9:42 pm.

X. **REPORTS - Part 2**

A. **Committee Meeting Minutes**
1. Finance Committee – November 3, 2021

B. **Special Education Department**
1. Enrollment Report – Dr. Kris Boyle
   Dr. Boyle identified some issues with the number of students in the report. He stated we are status quo at this time.
2. Assistant Director of Pupil Services Monthly Update – Dr. Meghan Pogonelski

C. **Update on SHS Program Development Initiatives – Mr. Paul Lucke**
Mr. Lucke did a quick overview of the course proposals he would like approval on before January 6. Dr. Compton said we will come back in January with further information. She said we will need to move quickly and will need approval by January 6. In order to have this happen a special meeting will be held to appoint Board of Education subcommittees. Mr. Champagne asked that all Board members to contact him with their subcommittee preferences by the end of this week.
D. Safe Return to School Plan – Dr. Susan Compton, Mrs. Vonda Tencza
Mrs. Tencza explained that an updated Safe Return to School Plan is required every six months. She said it must be posted by December 23. She said there will be changes to include Screen and Stay and also some tweaks to our mask protocols. She said she hoped to put out to staff stakeholders.

E. Safe School Climate Plan – Dr. Susan Compton, Mrs. Vonda Tencza
Dr. Compton said we are required to submit the Safe School Climate plan and the Administrators have been working on their plans. There were some tweaks to the requirements. They are currently being reviewed.

F. Board of Education Report
1. Chairman’s Comments
   Mr. Champagne reminded everyone to get their subcommittee preferences to him by the end of the week. He asked that our new Board members be set up in our email system and that they be assigned a Chromebook.

2. Board Member Comments
   Mr. Behuniak asked for a description and the responsibilities for each subcommittee. Mr. Garofolo asked Mr. Champagne to provide the Board with what his plans are regarding improvement over the next two years. Ms. Bruno asked about the Board Retreat. Dr. Compton said she hopes to hold a Gold Standard Board Retreat. She will send out a self-reflection so we can start to prepare for the retreat. Mr. Garofolo asked the question where we as a Board are going. He asked for a reason for the change and it is reasonable to expect things will be better. He asked Mr. Champagne for his intended course of action. Looking for an explanation from our new leader why do we need a change. Mr. Champagne said he will send his thoughts and then expand on them at the retreat. Mr. Hatfield said he received a postcard from the CEA endorsing candidates. He asked what the process was for this and asked for more information. Dr. Compton said she would speak to Meaghan Krushinski about this.

G. Superintendent Report
Dr. Compton reported:
1. Griffin Hospital will be visiting Seymour High School to talk about the Griffin Hospital Collaborative.

2. Dr. Compton talked about the Superintendents’ Awards and those students will be honored at a future Board meeting.

3. Dr. Compton reported that she attended the Seymour Christmas Parade and it was a very nice event.

4. She also attended the Seymour Santa Arrives by Train event.

5. She spoke of the first Communications Committee meeting. She said we got lots of good feedback and suggestions and we will start with the website revisions.

6. She said there will be a meeting with All Star Transportation on Friday at 10:00. Among those attending will be the Board chair and Board representation, First Selectwoman Annmarie Drugonis, and representatives from All Star. She said they will be told to solve the no bus driver situation or we will take legal action. Dr. Compton says Seymour has done without bus drivers for long enough and she feels out of the valley towns, we got the short end of the stick. She noted the All Star contract ends in June, 2022. Mr. Bucci said he has requested to receive the monthly reports as required in the contract. Mr. Garofolo asked if there are any penalties included in the contract. Mr. Bucci indicated the failure to perform and they have not lived up to the contractual obligation.

XI. INFORMATION
A. School Activities and Recognitions
   1. Seymour High School
   2. Seymour Middle School
   3. Bungay School
   4. Chatfield-LoPresti School
B. Staff Hiring – Appendix E (Teachers)
1. Frosolone, Nicholas
   • Assistant Coach, Girls Basketball
   • Seymour High School
   • Replacing Nicole Fearon
2. Frosolone, Nicholas
   • Yearbook Advisor
   • Seymour Middle School
   • Replacing Deirdre Sponheimer
3. Keeffe, Darlene
   • Art Club Advisor
   • Seymour High School
   • New Position
4. Scozzafava, Erin
   • Environmental Club Advisor
   • Seymour High School
   • Replacing Nick Blade
5. Velleco, Jake
   • Assistant Coach, Boys Swimming
   • Seymour High School
   • Replacing Nick Blade

C. Staff Hiring – Appendix E (Current Coach)
1. Blade, Nicholas
   • Head Coach, Boys Swim
   • Seymour High School
   • Replacing Mike Arisian

D. Staff Appointment – Volunteer (Teachers)
1. Fearon, Nicole
   • Volunteer Assistant Coach
   • Girls Basketball
   • Seymour High School

E. Resignations
1. Certified Staff
   a. Olson, Leslie
      • Retirement
      • Special Education Teacher
      • Bungay Elementary School
      • Effective June 30, 2022
2. Non-Certified Staff
   a. Simmons, Dante
      • Monitor Paraprofessional
      • Chatfield-LoPresti Elementary School
      • Effective November 18, 2021

XII. PUBLIC COMMENT
Public Comment provides the opportunity for the public to make a comment. It is not a dialogue between the Board and the public. Based upon what is heard during Public Comment, the Board may choose to add a topic to the agenda. If questions are posed that the Chairman is able to answer, those questions may be addressed under the Chairman’s Comments portion of the agenda. The Board will not discuss personnel matters. Comments should be respectful and no longer than 3 minutes in length so that all who wish to comment may have the
opportunity to do so. All public wanting to comment will need to state their name and address for the record prior to addressing the Board.
None

XIII. ADJOURNMENT

MOTION: (Mr. Strumello/sec., Mr. Garofolo) to adjourn

SO VOTED

AFFIRMATIVE: Mr. Behuniak, Ms. Bruno, Mr. Champagne, Mr. Garofolo, Mr. Hatfield, Ms. Levey, Ms. Nesteriak, Mr. Strumello

MOTION PASSES/FAILS: 8-0

The meeting adjourned at 10:24 pm

NOTE: The next scheduled Regular Board of Education meeting is on Monday, January 10, 2022 at 7:30 pm at Seymour Middle School.

YouTube Link
https://youtu.be/exR5GUMhm1k