

SIMSBURY BOARD OF EDUCATION  
REGULAR MEETING  
September 13, 2022  
BOE Conference Room  
6:30 p.m.  
AGENDA

- I. CALL TO ORDER
- II. RECOGNITION
- III. PUBLIC AUDIENCE
- IV. COMMITTEE REPORTS/BOE COMMUNICATIONS
- V. RECOMMENDED ACTIONS
  - A. Approval of Minutes of August 15, 2022 Special Meeting EXHIBIT I
  - B. Personnel EXHIBIT II
  - C. Approval of Collective Bargaining Unit Agreement  
Between the Simsbury Board of Education and the  
National Association of Municipal Employees  
Local R1-260 EXHIBIT III
  - D. Acceptance of Gift from Simsbury GridIron Club EXHIBIT IV
  - E. Acceptance of Gift from SHS Girls Soccer Booster Club EXHIBIT V
- VI. INFORMATION AND REPORTS
  - A. School Opening Report EXHIBIT VI
- VII. PUBLIC AUDIENCE
- VIII. EXECUTIVE SESSION

It is anticipated that the Board of Education will enter Executive Session to discuss a student matter and possible land acquisition.
- IX. FUTURE BUSINESS
  - A. Next Board Meeting, Tuesday, September 27, 2022,  
Simsbury High School Auditorium

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95 or 1070 and on Frontier Channel 6070 as well as LIVE and on-demand at  
[www.simsburytv.org](http://www.simsburytv.org).*

**TOWN OF SIMSBURY  
BOARD OF EDUCATION**

Record of Proceedings

Special Meeting

August 15, 2022

Ms. Susan Salina called the virtual meeting to order at 6:33 p.m.

Roll Call:

**Members present:** Mmes. Susan Salina, Jen Batchelar, Tara Willerup and Sharon Thomas. Mr. Brian Watson.

**Members absent:** Mmes. Lydia Tedone. Messrs. Jeff Tindall and Todd Burrick.

**Also present:** Superintendent Matt Curtis, Assistant Superintendent Neil Sullivan, Director of Infrastructure Jason Casey, Latimer Lane Principal Mike Luzietti, Senior Program Manager at Arcadis Jack Butkus, Tecton Architects Jeff Wyszynski and Justin Hopkins, Consulting Engineering Services Brian Hamel and Recording Secretary Katie Wilde.

RECOMMENDED ACTIONS

A. Approval of Minutes of June 28, 2022 Regular Meeting

Ms. Willerup: MOVE to approve the minutes of the June 28, 2022 regular meeting.

Ms. Batchelar: Seconded. Ms. Thomas abstained. So moved.

B. Approval of Latimer Lane Bid Documents

Mr. Casey stated this authorization is to allow the full bid package to be put out to bid. He noted the Public Building Committee has approved the bid package and the state requires that the BOE do so as well. Mr. Casey stated that if the bids come in over budget the bids will come before the BOE and additional board meetings will be scheduled to hold a second referendum on the project.

Ms. Batchelar: MOVE that the Simsbury Board of Education approve the final plans and project manual as prepared for bidding along with the professional cost estimate for the bid documents for the Latimer Lane School renovation project.

Ms. Thomas: Seconded. So moved.

ADJOURNMENT

Ms. Willerup: MOVE to adjourn the meeting at 6:38 p.m.

Ms. Batchelar: Seconded. So moved.

\_\_\_\_\_  
Jennifer Batchelar  
Secretary

\_\_\_\_\_  
Katie Wilde  
Recording Secretary

Approval of  
Minutes of June  
28, 2022 Mtg.

Approval of  
Latimer Lane  
Bid Documents

Adjournment



MEMORANDUM TO: Members of the Board of Education  
FROM: Matthew T. Curtis  
DATE: September 14, 2022  
RE: Personnel Recommendations

## **I. Resignations**

### **Tisa Beaudoin**

Experience 4 years  
Assignment Art Teacher, Tootin' Hills/Squadron Line  
Effective June 30, 2022

### **Briana Clough**

Experience 1 year  
Assignment Special Education Teacher, Squadron Line  
Effective June 30, 2022

### **Elise DeCarolis**

Experience 2 years  
Assignment Family & Consumer Science, Simsbury High School  
Effective June 30, 2022

### **Justin Farrell**

Experience 2 years  
Assignment Music Teacher, Squadron Line School  
Effective August 9, 2022

### **Jeannine Fossett-Nash**

Experience 10 years  
Assignment Speech & Language Pathologist, Tariffville/Tootin' Hills  
Effective June 30, 2022

### **Gregory Gallo**

Experience 1 year  
Assignment Art Teacher, Henry James/Simsbury High School  
Effective July 12, 2022

### **Erica Martino**

Experience 7 years  
Assignment Special Education Teacher, Squadron Line  
Effective June 30, 2022

### **Mackensie Mulvihill**

Experience 1 year  
Assignment Elementary, Central School  
Effective July 29, 2022

### **David Salonia**

Experience 12 years  
Assignment Technology Education, Simsbury High School  
Effective July 12, 2022

### **Charlene Savino**

Experience 3 years  
Assignment Elementary Spanish Teacher, Squadron/Tootin' Hills/Tariffville  
Effective August 23, 2022



**BOARD MOTION:**

"MOVE that the Board of Education accept the resignations of Tisa Beaudoin, Briana Clough, Elise DeCarolis, Jeannine Fossett-Nash, and Erica Martino effective June 30, 2022; Gregory Gallo and David Salonia effective July 12, 2022; Mackensie Mulvihill effective July 29, 2022; Justin Farrell effective August 9, 2022; and Charlene Savino effective August 23, 2022."

**II. Retirement****Rebecca Rosenthal**

Experience	14 years
Assignment	Math Intervention Teacher, Henry James Memorial School
Effective	August 8, 2022

**BOARD MOTION:**

"MOVE that the Board of Education accept the retirement of Rebecca Rosenthal effective August 8, 2022."

**III. Notice of Intent to Retire****Paul Smith**

Experience	Currently 26 years
Assignment	Technology Education Teacher, Henry James Memorial School
Effective	June 30, 2025

**II. Appointments****Central School****Jennifer Capalbo**

Education	BA, Union College MA, Smith College
Experience	9 years
Salary Schedule	6 <sup>th</sup> year, Step 9
Assignment	Social Worker
Effective	August 29, 2022

**Erin Jones**

Education	BA & MA, Quinnipiac University
Experience	0 years
Salary Schedule	MA, Step 1
Assignment	Grade 2
Effective	August 29, 2022

**Katherine Mellitt**

Education	BA, Marist College
Experience	1 year
Salary Schedule	BA, Step 2
Assignment	Grade 3
Effective	August 29, 2022

**Anna Paquette**

Education	BA & MA, University of Connecticut
Experience	1 year
Salary Schedule	MA, Step 2
Assignment	Grade 4
Effective	August 29, 2022

### Latimer Lane

**Hayley Labrecque**

Education BA, Western New England University  
MA, University of Hartford  
6<sup>th</sup> year, University of Hartford  
Experience 3 years  
Salary Schedule 6<sup>th</sup> year, Step 4  
Assignment School Psychologist  
Effective August 29, 2022

**Emily Minella**

Education BA, University of Vermont  
MA, University of Bridgeport  
Experience 5 years  
Salary Schedule MA, Step 6  
Assignment Grade 3  
Effective August 29, 2022

**Valerie Podolski**

Education BA & MA, University of Connecticut  
Experience 6 years  
Salary Schedule MA, Step 6  
~~Assignment Music Teacher~~  
Effective August 29, 2022

### Squadron Line

**Josefina Casabal**

Education BA, University of El Salvador  
Experience 0 years  
Salary Schedule BA, Step 1  
Assignment Special Education Teacher  
Effective August 29, 2022

**Nora Daly**

Education BA, Southern Connecticut State University  
Experience 5 years  
Salary Schedule BA, Step 6  
Assignment Physical Education Teacher  
Effective August 29, 2022

**Jacqueline Doran**

Education BA, Washington University in St. Louis  
MA, The College of William & Mary  
Experience 8 years  
Salary Schedule 6<sup>th</sup> Year, Step 8  
Assignment School Psychologist  
Effective August 29, 2022

**Catherine Gomez**

Education BA, Syracuse University  
MA, University of Massachusetts Amherst  
MA, Bowling Green State University  
Experience 9 years  
Salary Schedule 7<sup>th</sup> year, Step 9  
Assignment Speech & Language Pathologist  
Effective August 29, 2022

**Kylie Jacobs**

Education BA, Western Connecticut State University  
Experience 4 years  
Salary Schedule BA, Step 5  
Assignment Grade 1  
Effective August 29, 2022

**Chelsey Johnson**

Education BA & MA, Long Island University  
Experience 5 years  
Salary Schedule MA, Step 6  
Assignment Music Teacher  
Effective October 3, 2022

**Donna Leach**

~~Education BA, Syracuse University~~  
Experience 10 years  
Salary Schedule BA, Step 7  
Assignment Art Teacher  
Effective October 3, 2022

**Rebecca Levine**

Education BA, University of Rhode Island  
Experience 4.5 years  
Salary Schedule BA, Step 6  
Assignment Special Education Teacher  
Effective August 29, 2022

**Paige Liseo**

Education BA, Sacred Heart University  
MA, University of St. Joseph  
Experience 11 years  
Salary Schedule MA, Step 9  
Assignment Special Education Teacher  
Effective August 29, 2022

**Randie Marino**

Education BA, Central Connecticut State University  
Experience 5 years  
Salary Schedule BA, Step 6  
Assignment Kindergarten Teacher  
Effective August 29, 2022



**Kristine O'Donnell**

Education BA, MA, & 6<sup>th</sup> Year – Central Connecticut State University  
Experience 9 years  
Salary Schedule 6<sup>th</sup> year, Step 9  
Assignment Special Education Department Supervisor  
Effective August 29, 2022

**Erin Osterhoudt**

Education BA, Westfield State University  
MA, American College of Education  
Experience 3 years  
Salary Schedule MA, Step 4  
Assignment Grade 4  
Effective August 29, 2022

**Erica Pandolfi**

Education BA, MA & 6<sup>th</sup> year – Quinnipiac University  
Experience 8 years  
Salary Schedule 7<sup>th</sup> year, Step 8  
Assignment Speech & Language Pathologist  
Effective August 29, 2022

**Cristina Riloff**

~~Education BA, College of the Holy Cross~~  
MA, Villanova University  
Experience 11 years  
Salary Schedule MA, Step 9  
Assignment Elementary Spanish  
Effective October 3, 2022

**Melanie Russo**

Education BA, Vassar College  
MA & 6<sup>th</sup> Year, Southern Connecticut State University  
Experience 3.5 years  
Salary Schedule 6<sup>th</sup> Year, Step 5  
Assignment Speech & Language Pathologist  
Effective August 29, 2022

**Jill Vannini**

Education BA, University of Rhode Island  
MA, University of St. Joseph  
6<sup>th</sup> Year, Central Connecticut State University  
Experience 15 years  
Salary Schedule 6<sup>th</sup> Year, Step 9  
Assignment Reading & Language Arts Consultant  
Effective August 29, 2022

**Carly Williams**

Education BA & MA, St. John's University  
Experience 5 years  
Salary Schedule MA, Step 6  
Assignment Grade 5  
Effective August 29, 2022



### Tariffville School

**Anna Blume**

Education BA, Roger Williams University  
MA, University of Hartford  
Experience 0 years  
Salary Schedule 6<sup>th</sup> Year, Step 1  
Assignment School Psychologist  
Effective August 29, 2022

**Monica O'Neal**

Education BA & MA, University of Connecticut  
6<sup>th</sup> Year, University of Bridgeport  
Experience 5 years  
Salary Schedule 6<sup>th</sup> Year, Step 9  
Assignment Special Services Department Supervisor  
Effective August 29, 2022

### Tootin' Hills School

**Sophie Huff**

Education BA, Central Connecticut State University  
MA, University of St. Joseph  
Experience 0 years  
~~Salary Schedule MA, Step 1~~  
Assignment Kindergarten Teacher  
Effective August 29, 2022

**Tamara Maldonado**

Education BA, University of Hartford  
MA, University of Connecticut  
Experience 10 years  
Salary Schedule MA, Step 9  
Assignment Special Education Teacher  
Effective August 29, 2022

**Shaina Malona**

Education BA, MA & 6<sup>th</sup> Year, University of Connecticut  
Experience 3 years  
~~Salary Schedule 6<sup>th</sup> Year, Step 4~~  
Assignment School Psychologist  
Effective August 29, 2022

### Henry James Memorial School

**Laura Colby**

Education BA, Indiana University of Pennsylvania  
MA, George Mason University  
Experience 7 years  
Salary Schedule MA, Step 7  
Assignment Math Teacher  
Effective TBD

**Jessica Lutz**

Education BA & MA, Boston University  
6<sup>th</sup> Year, Tufts University

Experience 9 years

Salary Schedule 6<sup>th</sup> Year, Step 9

Assignment School Psychologist

Effective August 29, 2022

**Sara McLaughlin**

Education BA, Central Connecticut State University

Experience 4 years

Salary Schedule BA, Step 5

Assignment Art Teacher

Effective August 29, 2022

**Charles Stayton**

Education BA, University of Pennsylvania  
MA, Teachers College – Columbia University  
6<sup>th</sup> Year, Bank Street College of Education

Experience 9 years

Salary Schedule 7<sup>th</sup> year, Step 9

Assignment Special Education Teacher

Effective August 29, 2022

**Tian Zhang**

Education BA, Beijing Normal University

Experience 7 years

Salary Schedule BA, Step 7

Assignment Chinese Teacher

Effective August 29, 2022

**Simsbury High School****Gianna Gurga**

Education BA, University of St. Joseph  
MA, Post University  
6<sup>th</sup> Year, Central Connecticut State University

Experience 10 years

Salary Schedule 6<sup>th</sup> Year, Step 9

Assignment Family & Consumer Science Teacher

Effective August 29, 2022

**Sarah Horvath**

Education BA & MA, Quinnipiac University

Experience 4 years

Salary Schedule MA, Step 5

Assignment Math Teacher

Effective August 29, 2022

**Melissa Nimmi**

Education BA, Southern Connecticut State University  
MA, Northern Arizona University

Experience 17 years

Salary Schedule 6<sup>th</sup> Year, Step 9

Assignment Speech & Language Pathologist

Effective TBD

**Jillian Stugard**

Education

BA & MA, College of New Jersey

Experience

5 years

Salary Schedule

MA, Step 6

Assignment

ASL Teacher

Effective

August 29, 2022

MTC:cdf



TO: Members of the Board of Education

FROM: Matthew T. Curtis, Superintendent of Schools

DATE: September 14, 2022

RE: **Approval of Collective Bargaining Agreement between the Simsbury Board of Education and the National Association of Governmental Employees Local R1-260 effective July 1, 2022 through June 30, 2025**

Negotiations leading to a new collective bargaining agreement have been completed by the National Association of Governmental Employees (NAGE) and the Board of Education. This agreement, which is subject to ratification by the Board of Education, has been ratified by the National Association of Governmental Employees Local R1-260. The agreement contains the following revisions:

1. Duration of Agreement

A three-year agreement effective July 1, 2022 through June 30, 2025 has been negotiated.

2. Wages

The parties have agreed to a 2.8% general wage increase in all three years. All earned increments shall be granted.

3. Insurance and Pension Benefits

Medical Insurance

- No change to plan design or co-pays.
- The Board will implement an exclusive specialty pharmacy program for medications used to treat complex medical conditions effective July 1, 2022.
- The Board will offer a “voluntary vision plan” (100% employee paid) to benefit-eligible employees and their dependents. In order to be eligible, employees must work a minimum of 30 hours.
- Participants enrolled in HDHP plans will be enrolled in an Eye Exam Only plan through Cigna. Members enrolled in the Exam Only Plan will receive a new Vision Exam Only ID card from Cigna.
- Employee contributions to the High Deductible Health Plan premium are as follows:
  - 2022-23: 18.5%
  - 2023-24: 19%
  - 2024-25: 19.5%

3. Leave Provisions:

- Revise sick leave to change number of days that can be utilized for illness or death in the immediate family to 15 from 10.
- Revise vacation day chart to be in-line with 52-week secretarial personnel
- Convert 4 personal days to 5 PTO days

#### 4. Clerical/Title Changes

Assistant Superintendent for Administration will be substituted for Director of Personnel, and Director of Operations will be substitutes for Supervisor of Buildings & Grounds. Additionally, NAME will be changed to NAGE where necessary.

#### **BOARD MOTION**

“MOVE that the Board of Education ratify the proposed changes in the collective bargaining agreement between the Simsbury Board of Education and the National Association of Governmental Employees Local R1-260 for the period July 1, 2022 through June 30, 2025.”

MTC:cdf

TO: Members of the Board of Education

FROM: Matthew Curtis, Superintendent of Schools

DATE: September 13, 2022

RE: Gift to the Simsbury Public Schools / Athletic Dept.

In keeping with the Board of Education Policy 2311, Gifts from the Public, Board approval is required for any gift to the school system which exceeds \$1,500.

The administration is requesting Board of Education approval of a gift to the SHS Athletics & Student Activities Dept. from Simsbury GridIron Club of \$15,950 to be used to purchase a storage container to store athletic equipment and to level and provide drainage for the area.

“MOVE that the proposed gift of \$15,950 from the GridIron Club be approved.”

/cm



TO: Members of the Board of Education

FROM: Matthew Curtis, Superintendent of Schools

DATE: September 13, 2022

RE: Gift to the Simsbury Public Schools / SHS Athletic Dept.

In keeping with the Board of Education Policy 2311, Gifts from the Public, Board approval is required for any gift to the school system which exceeds \$1,500.

The administration is requesting Board of Education approval of a gift to the SHS Athletics & Student Activities Dept. from the Girls Soccer Booster Club of \$2,165 to be used to purchase a Veo Camera, tripod, team subscription and travel case to film soccer games and practices.

“MOVE that the proposed gift of \$2,165 from the Girls Soccer Booster Club be approved.”

/cm

MEMORANDUM TO: Members of the Board of Education

FROM: Matthew T. Curtis, Superintendent of Schools

DATE: September 13, 2022

RE: School Opening Report

We successfully kicked off the 2022-2023 school year with a high-energy convocation on Monday, August 29, 2022. We then welcomed all students back for the first day of the school year on Wednesday, August 31, 2022. Tonight, the Central Office team will be providing the board with information relative to school opening from the offices of teaching and learning, human resources, and operations.

Mrs. Lemke will start by framing out the teaching and learning work for the year aligned to the board's strategic plan. Mrs. Lemke will discuss how the administrative team utilized data to prioritize strategic plan goals and set our direction for the coming school year. The specific areas of note and from which all building improvement plans are aligned:

- Ensure that our Vision of the Graduate (VoG) remains the driving force of our priorities.
- Sharpen our focus on the social and emotional wellbeing of our students and staff.
- Refine our K-12 instruction and intervention processes to ensure all students achieve expected success, with an emphasis on behavior support.
- Continue exploration of the multi-year, district discrepancy between our students' math and literacy performance, and refine our response.
- Utilize professional development time to address these priorities in order to do better for students and each other, placing a premium on high-quality staff.

Mrs. Lemke will then share some of the professional development sessions that were conducted with staff during the first week of school, highlighting those specifically focused on engagement and relationships.

Mrs. Lemke will also give a broad overview of our student performance results from our standardized tests administered during Spring 2022: Smarter Balanced Assessment (SBA), Next Generation Science Standards (NGSS) and the Scholastic Aptitude Test (SAT). Students' results indicate strong performance as compared to districts in our

demographic reference group (DRG). She will note particular highlights and how this data is informing our instructional areas of focus.

**Smarter Balance Assessment (SBA) Grades 3-6 Combined**

Subject Area	DRG B Ranking (21 districts)
ELA	4
Math	4

**Next Generation Science Standards (NGSS)**

Grade	DRG B Ranking
5	15 (21 districts)
8	1 (21 districts)
11	1 (14 districts)

**Scholastic Aptitude Test (SAT)- Grade 11**

Subject Area	DRG B Ranking (14 districts)
ELA	2
Math	3

Mrs. Lemke will also provide the board with an overview of our culture and climate survey administered in June 2022. First, she will share the participation rates of students, families and staff. Mrs. Lemke will also review specific survey results regarding families' perceptions of how well we are preparing their children, students' feedback on school safety, and staff members' responses about feeling valued in our schools.

From the Office of Teaching and Learning, I have asked Maggie Seidel, Director of Instructional Technology, to update the board on our improved communication tools. Mrs. Seidel will provide context for these developments. She also will provide the board information on how we will now engage families and staff through emails, text messages, a specific teacher/coach communication tool, and an exciting new district custom app.



Mr. Sullivan will share highlights from our Simsbury New Teacher Orientation, inclusive of sessions offered, as well as teaching experience and academic preparation of our new faculty members. Mr. Sullivan will update the board on start-of-year enrollment and will discuss priorities of his work in the Office of Human Resources.

The School Opening Report will conclude with Mr. Jason Casey, Director of Infrastructure and Technology. Mr. Casey will review capital improvement and maintenance projects completed during the summer months. He will also share any pertinent technology infrastructure information with you, and provide an update on the Latimer Lane School renovation.