



CONSOLIDATED SCHOOL DISTRICT OF NEW BRITAIN

New Britain Board of Education Regular Meeting

September 3, 2019 - 6:00 PM | New Britain Educational Administration Center

Call to Order and Roll Call

Call to Order

Mr. Nicholas Mercier, Vice-President of the New Britain Board Education, called the meeting to order at 6:06 PM.

Board Members Present

Ms. Catherine Cheney, Mr. Merrill Gay, Dr. Violet Jimenez Sims, Mr. Nicholas Mercier, Ms. Yvonne Muniz, Ms. Annie Parker, Ms. Nancy Rodriguez, Ms. Nicole Rodriguez, Ms. Gayle Sanders-Connolly

Board Members Absent

Mr. James Sanders, Jr.

Meditation

Mr. Mercier asked for a moment of silence to remember Ms. Gayle West, a dedicated longtime CSDNB employee, who passed away unexpectedly several weeks ago.

Staff Recognition

Ms. Tamara Hyde

Ms. Tamara Hyde, a Physical Education Teacher at DiLoreto Elementary and Middle School, was honored and recognized for recently being selected as the Connecticut Association for Health, Physical Education, Recreation and Dance (CTAHPERD) Middle School Physical Education Teacher of the Year for 2019. Mr. Leonard Corto, District Coordinator of Health, Athletics, Physical Education and Safety, introduced Ms. Hyde stating that she is a great, hard-working teacher who always has her students' hearts in mind. Ms. Lori Butterfield, DiLoreto Elementary and Middle School Assistant Principal, also congratulated Ms. Hyde on her award citing her inclusive and inspiring instructional practices.

Ms. Hyde was congratulated by members of the Board of Education and presented with a certificate.

Public Participation

Alderman Kristian Rosado

Mr. Rosado offered his condolences in the recent loss of Ms. Gayle West suggesting that future consideration might be given to

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naming a building or area in her honor. Mr. Rosado also thanked everyone involved with the Every Day Matters Campaign which the district initiated to improve student attendance. He noted that he felt the positive energy that this important campaign brought into the schools and praised the widespread support of parents and community members.

Acknowledgement

Mr. Mercier acknowledged that Alderman Richard Reyes was in attendance.

Reports

The Superintendent's Report is attached.

Old Business

Policy: Approve Revised Policy 3515.10 – Naming an Area Within or On School Property

Reviewed by the Policy Subcommittee on June 17, 2019

The Policy Subcommittee recommended the following changes to the current policy and administrative procedure:

- Board Policy Statement: In the first paragraph, strike **“Name recommendations shall be made in accordance with guidelines established by the Superintendent. It is not the intention of this policy to initiate the naming or areas within existing facilities.”**
- Board Policy Statement: In the fourth sentence, strike **“has been deceased for more than two years”**
- Strike Administrative Procedure completely instead assigning procedures to Board of Education members
- Board Policy Statement: Outline the procedural steps the Board of Education will take to name or rename a school or area within or on school district property including the appointment of an ad hoc committee, public participation and a final full Board vote.

Mr. Mercier motioned to postpone the approval of Policy 3515.10 – Naming an Area Within or On School Property, until the next regular Board of Education Meeting, seconded by Ms. Gayle Sanders-Connolly. (Mr. Mercier noted that this postponement was upon request of several Common Council members, as well as the Mayor's Office, who would like time to look at the City Charter and ordinances regarding the renaming of roads and buildings within the city and consider any possible revisions.) Motion carried unanimously.

Consent Agenda

(There were no objections to pull the following items off the Consent Agenda. Therefore, these items were approved):

Operations: Approve minutes from the Regular Board of Education Meeting on July 8, 2019

Submitted by Ms. Kristin Salerni | No Subcommittee Review

Operations: Approve minutes from the Regular Board of Education Meeting on August 19, 2019

Submitted by Ms. Kristin Salerni | No Subcommittee Review

Personnel: Approve Personnel Transactions outside of Summer Authority

Submitted by Ms. Nancy Sarra | No Subcommittee Review

Operations: Accept Report of Personnel Transactions through Summer Authority

Submitted by Ms. Nancy Sarra | No Subcommittee Review

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Executive Session

Mr. Mercier motioned to go into executive session at 6:28 PM to discuss Local 2407 Contract between New Britain Board of Education and New Britain Federation of Paraeducators, AFT-CT, AFL-CIO (Item 5A), and an Administrative Appointment (Item 5B), seconded by Ms. Cheney. Dr. Shuana Tucker (Chief Talent Officer), Mr. Kevin Kane (Chief Financial Officer) and Superintendent Sarra were invited into executive session. Motion carried unanimously.

Continuation of Meeting

The meeting resumed in open session at 6:54 PM.

New Business

Operations: Approve Local 2407 Contract between New Britain Board of Education and New Britain Federation of Paraeducators, AFT-CT, AFL-CIO

Submitted by Dr. Shuana Tucker | No Subcommittee Review

Mr. Mercier motioned to approve Local 2407 Contract between New Britain Board of Education and New Britain Federation of Paraeducators, AFT-CT, AFL-CIO, seconded by Ms. Sanders-Connolly. Motion carried unanimously.

Personnel: Approve Administrative Appointment

Submitted by Ms. Nancy Sarra | No Subcommittee Review

- **Ms. Nicole Garcarz, District Supervisor of Small Classroom Setting at Lincoln Elementary School, effective on or about August 20, 2019.**

Currently Special Education Teacher at Northend Elementary School. The salary is \$124,699 and the funding source is local funding.

Mr. Mercier motioned to approve the administrative appointment of Ms. Nicole Garcarz to District Supervisor of Small Classroom Setting at Lincoln Elementary School, seconded by Ms. Sanders-Connolly. Motion carried unanimously.

Operations: Approve Contract between Consolidated School District of New Britain and Engaging Schools (\$31,116.04)

Submitted by Mr. Michael Foran | No Subcommittee Review

Engaging Schools will continue to provide support for middle school NBU on a significantly reduced level for year 2. The total is \$31,116.04 and the funding source is SIG Grant 2019/20.

Mr. Mercier motioned to approve Contract between Consolidated School District of New Britain and Engaging Schools, seconded by Ms. Cheney. Motion carried unanimously.

Partnerships: Approve New Britain High School Commissioner's Grant - Year 3 (\$960,000)

Submitted by Ms. Sondra Sanford | No Subcommittee Review

New Britain High School was accepted into the Commissioner's Network for a minimum of three years. Per the Application, "The Commissioner's Network established by Connecticut Statutes Section 10-223h (2016) represents a commitment between local stakeholders and the CSDE to dramatically improve student achievement in 25 low performing schools. The Network offers new resources and authority to empower teachers and school leaders to implement research-based strategies in schools selected by the CSDE Commissioner. Network schools remain part of their local school districts, but the districts and the CSDE secure school-level flexibility and autonomy for the schools in exchange for heightened accountability."

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2019-2020 is New Britain High School's third year of the Network. The State has approved continuation of initiatives from year one. The following is a list of Priorities organized by T.A.C.O. from the Network:

Talent

- In school behavior support supervisor
- Talent –Leadership Development
- Part-Time Parent Liaison
- Faculty Extra earnings and Externship opportunities for pathway teachers

Academics – Continued Contractual Services with Engaging Schools and High Schools that Work (HSTW)

- Engaging instruction for elective and plus teachers
- Structure to include classroom management, tier 2 teacher-facilitated interventions and family engagement
- Effective implementation of school wide Tier 1 practices
- Support for mathematics instruction using Math Design model
- PD and coaching to support the development of authentic project-based learning (PBL)

Climate and Culture

- PD and coaching to support core accountable wide structures, procedures and policies
- PD and coaching to support social workers and guidance counselors in the development and implementation of a positive school culture

Operations

- PD and coaching for the development and implementation of career pathways for all students
- Equipment and supplies specific to the redesigned academies and career pathways

The total is \$960,000 and the funding source is Commissioner's Grant Year 3.

Mr. Mercier motioned to approve New Britain High School Commissioner's Grant – Year 3, seconded by Ms. Sanders-Connolly. Motion carried unanimously.

Partnerships: Approve Contracts through Commissioner's Network (\$208,299.92):

Submitted by Ms. Sondra Sanford | No Subcommittee Review

- Contract between Consolidated School District of New Britain and Engaging Schools (\$104,993.92)
- Contract between Consolidated School District of New Britain and The Southern Regional Education Board/ High Schools that Work (\$64,306.00)
- Contract between Consolidated School District of New Britain and Math Concepts, LLC (\$39,000.00)

2019-2020 is New Britain High School's third year of the Commissioner's Network. The State has approved the continuation of initiatives from year one. The following is a list of continued contractual services:

Engaging Schools in the amount of \$104,993.92 for ongoing support of NBU, professional learning cycles, the academic acceleration period and climate/culture initiatives.

SREB/HSTW in the amount of \$64,306.00 for ongoing professional development and job-embedded content coaching to improve overall instruction in CTE classrooms.

Math Concepts, LLC in the amount of \$39,000.00 for providing professional development and coaching for math instruction to support implementation of Powerful Math Practices.

The total is \$208,299.92 and the funding source is Commissioner's Network Grant 234506110001-53320.

Mr. Mercier motioned to approve Engaging Schools, SREB/HSTW, and Math Concepts, LLC Contracts through Commissioner's Network, seconded by Ms. Cheney. Motion carried unanimously.

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Partnerships: Approve Contract between New Britain Public Schools and Capital Workforce Partners

Submitted by Ms. Sondra Sanford | No Subcommittee Review

The MET Academy and Advanced Manufacturing Pre-Apprenticeship holds a partnership funded through CT Department of Labor. The partnership between Capital Workforce Partners, New Britain Schools, CT Center for Advanced Technology and CT Office of Apprenticeship is to establish a pre-apprenticeship program at New Britain High School Academy of MET.

The total is in-kind and the funding source is Capital Workforce Partners.

Mr. Mercier motioned to postpone the approval of the Contract between New Britain Public Schools and Capital Workforce Partners to a future meeting, seconded by Ms. Sanders-Connolly. Motion carried unanimously.

Partnerships: Approve Contract between Consolidated School District of New Britain and The Opportunities Industrialization Center of New Britain, Inc., (OICNB) (\$57,000)

Submitted by Ms. Sondra Sanford | No Subcommittee Review

The Opportunities Industrialization Center of New Britain, Inc. (OICNB) has been operating youth initiatives for the past 30 years in partnership with the Consolidated School District of New Britain. OIC will collaborate with Brookside School to provide a program called Healthy Living for youth in middle and high school. Youth will earn a credit for the program. Healthy Living is not a stand-alone program but an enhancement to the school day at Brookside. Healthy Living will be designed to have youth exposed to three areas of academic enrichment for four days: Mondays, Tuesdays, Wednesdays, and Thursdays from 11:00 am to 1:00 pm on site at the OIC facility. The areas of focus are: Cooking with Cultural Diversity, Fitness in Training/Media Smart and Social Emotional Learning.

The total is \$57,000 and the funding source is Title IV Part A 22854-2019-82079-170002.

Mr. Mercier motioned to approve the Contract between Consolidated School District of New Britain and The Opportunities Industrialization Center of New Britain, Inc., seconded by Ms. Sanders-Connolly. Motion carried unanimously.

Partnerships: Approve Contracts/Affiliation Agreements:

Submitted by Ms. Tricia Putnam | No Subcommittee Review

- Affiliation Agreement by and between Quinnipiac University and Consolidated School District of New Britain
- Contract/Agreement by and between Central Connecticut State University and Consolidated School District of New Britain
- Affiliation Agreement by and between the University of Connecticut, School of Social Work and New Britain Public Schools
- Affiliation Agreement by and between Sacred Heart University, Inc. and Consolidated School District of New Britain

As part of our talent pillar strategic plan, establishing and maintaining strong higher education partnerships will increase CDSNB's recruitment pipeline.

Mr. Mercier motioned to approve Contracts/Affiliation Agreements between CSDNB and Quinnipiac University, Central Connecticut State University, University of Connecticut School of Social Work and Sacred Heart University, Inc., seconded by Ms. Sanders-Connolly. Motion carried unanimously.

Academics: Approve Curriculum Support Proposal and Costs by EdAdvance (\$723,817)

Submitted by Ms. Lara Bohlke | No Subcommittee Review

To assist the New Britain Public Schools in the development of a high quality PreK-12 curriculum that will support New Britain's instructional staff in the consistent delivery of inclusive, comprehensive core curriculum units. These units to all include

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research-based effective instructional strategies, aligned assessments and research-based interventions that will ultimately improve students' mastery of the essential standards of the selected subject areas.

The total is \$723,817 and the funding source is SIG Funds, Alliance Funds, Commissioner's Network Funds Alliance: Line 300, Purchased Professional and Technical Services – 234196910001-53320 Commissioner's Network: In service 23450610001-53320 SIG: In service – 53320 (for SIG, dollars are coming out of 4 school's funds).

Mr. Mercier motioned to approve the Curriculum Support Proposal and Costs by EdAdvance, seconded by Ms. Sanders-Connolly. Motion carried unanimously.

Personnel: Approve Contract/Agreement for Educational Services between Kelly Services, Inc. and Consolidated School District of New Britain

Submitted by Dr. Shuana Tucker | No Subcommittee Review

This Pricing Exhibit A (Pricing for Kelly Educational Staffing) is incorporated and made part of the Agreement for Educational Services between Kelly Services, Inc. and Consolidated School District of New Britain dated March 17, 2003. This pricing is for the 2019-2020 School Year.

Mr. Mercier motioned to approve the Contract/Agreement for Educational Services between Kelly Services, Inc. and Consolidated School District of New Britain, seconded by Ms. Sanders-Connolly. Motion carried unanimously.

Academics: Approve Contract/Agreement between Consolidated School District of New Britain and Arts for Learning Connecticut (AFLCT) (\$18,000)

Submitted by Ms. Leona Clerkin | No Subcommittee Review

This agreement will provide The New Britain Transitional Center students Arts Enrichment on a weekly basis. The proposed agreement will enlist teaching artists to deliver creative arts programming over 36 weeks on Fridays over a broad variety of activities including movement, singing, drumming and more. The goal of this enrichment opportunity is to expose students to various Arts Enrichment in order to build confidence in their skills and abilities.

The total is \$18,000.00 and the funding source is Local 10109022320053340.

Mr. Mercier motioned to approve the Contract/Agreement between Consolidated School District of New Britain and Arts for Learning Connecticut (AFLCT), seconded by Ms. Sanders-Connolly. Motion carried unanimously.

Operations: Approve Student Transfer

Submitted by Ms. Nancy Sarra | No Subcommittee Review

During the 2018-2019 school year it was recommended that a preschool student at Lincoln Elementary School be granted early admission to kindergarten prior to being age eligible. This recommendation was supported by observations and record review by an administrator from the Pupil Services Department which showed the student to be performing above grade level. This early admission must be approved by the Board of Education.

Mr. Mercier motioned to approve student transfer, seconded by Ms. Sanders-Connolly. Motion carried unanimously.

Personnel: Approve New Position Request for (1.0 FTE) Behavior Support Assistant for Special Education Bridges Program at New Britain High School

Submitted by Ms. Amy Anderson and Mr. Damon Pearce | No Subcommittee Review

Redesign of the current self-contained Special Education classrooms to a more inclusive approach to educating students. This new model requires a BSA to follow students and ensure success in inclusion. This is a full-time, 10 month position. The estimated cost is \$55,000.00 and the funding source is the IDEA Grant.

Mr. Mercier motioned to approve the new position request for (1.0) Behavior Support Assistant for Special Education Bridges Program at New Britain High School, seconded by Ms. Sanders-Connolly. Motion carried unanimously.

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Personnel: Approve New Position Request for (1.0 FTE) Behavior Support Assistant for New Britain High School

Submitted by Ms. Amy Anderson and Mr. Damon Pearce | No Subcommittee Review

This position will ensure students are following through with consequences and communicating to families. This is a full-time, 10 month position. The estimated cost is \$55,000.00 and the funding source is NBHS Commissioner's Network Grant.

Mr. Mercier motioned to approve the new position request for (1.0) Behavior Support Assistant at New Britain High School, seconded by Ms. Sanders-Connolly. Motion carried unanimously.

Personnel: Approve New Position Request for (1.0 FTE) Family School Liaison for Partnership Office

Submitted by Ms. Sondra Sanford | No Subcommittee Review

By adding an additional FSL position to the Partnership Family School Liaison Team, we will be able to provide equitable resources to more schools while reaching additional students, families and communities. This is a full-time, 12 month position. The estimated cost is \$50,000.00 and the funding source is local.

Mr. Mercier motioned to approve the new position request for (1.0) Family School Liaison for Partnership Office, seconded by Ms. Sanders-Connolly. Motion carried unanimously.

Mr. Mercier motioned to approve the following new position requests for (5.0) Paraeducators in the schools of Gaffney (KEY), Chamberlain, and Gaffney, seconded by Ms. Sanders-Connolly:

Personnel: Approve New Position Request for (3.0 FTE) Paraeducators for Gaffney KEY Program

Submitted by Mr. Mark Spalding and Ms. Danielle Singleton | No Subcommittee Review

Three paraeducators are needed for the newly added KEY class at Gaffney. The three positions are necessary for service delivery for students on the Autism Spectrum. This is a full-time, 10 month position. The estimated cost is \$49,000 x 3 positions and the funding source is local.

Personnel: Approve New Position Request for (1.0 FTE) Paraeducator for Chamberlain Elementary School

Submitted by Mr. Mark Spalding and Ms. Donna Clark | No Subcommittee Review

Position required to meet the needs of a special education student's IEP. This is a full-time, 10 month position. The estimated cost is \$35,000.00 and the funding source is local.

Personnel: Approve New Position Request for (1.0 FTE) Paraeducator for Gaffney Elementary School

Submitted by Mr. Mark Spalding and Ms. Danielle Singleton | No Subcommittee Review

Paraeducator required to meet the needs of a special education student's IEP. This is a full-time, 10 month position. The estimated cost is \$35,000.00 and the funding source is local.

Motion carried unanimously.

Personnel: Approve New Position Request for (1.0 FTE) Board Certified Behavior Analyst for Districtwide

Submitted by Mr. Mark Spalding and Ms. Donna Clark | No Subcommittee Review

The district demand for behavioral services has increased beyond the capacity of our contracted BCBA (Board Certified Behavior Analyst). The hiring of a district employee to serve as a BCBA would ensure that appropriate staffing is available to meet the needs of students. The BCBA will provide support to students and staff through consultation, behavior analysis, development of behavior support plans and staff training. This is a full-time, 10 month position. The estimated cost is \$80,000.00 and the funding source is the IDEA Grant.

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Mr. Mercier motioned to approve the new position request for (1.0) Board Certified Behavior Analyst for Districtwide, seconded by Ms. Cheney. Motion carried unanimously.

Personnel: Approve New Job Description for Registered Behavioral Technician

Submitted by Ms. Donna Clark | No Subcommittee Review

This position will report to the Board Certified Behavior Analyst (BCBA).

Under the direct supervision of a BCBA, this person will implement a positive behavior management system in order to increase student behavior and academic skills. The management of the behavior system includes but is not limited to: collecting and tracking of data pertaining to student and school wide patterns, the training of staff in de-escalation, implementation of positive behavior plans and climate improvement. Certified Registered Behavior Technician license required.

The person in this position will work the student year plus two days prior to the school year (excluding Saturday and Sunday). The work schedule follows the Local 1186 contract for Health Care Workers. The salary and benefits are linked to pay grade 9C of the Local 1186 contract. This is a non-union position and the funding will be local or grant, depending upon position.

Mr. Mercier motioned to approve the new job description for Registered Behavioral Technician, seconded by Ms. Sanders-Connolly. Motion carried unanimously.

Personnel: Approve New Position Request for (1.0 FTE) Registered Behavioral Technician for Districtwide

Submitted by Mr. Mark Spalding and Ms. Donna Clark | No Subcommittee Review

The district demand for behavioral services has increased beyond the capacity of our contracted Board Certified Behavior Analyst (BCBA). The hiring of a district employee to serve as a Registered Behavioral Technician (RBT) would ensure that appropriate staffing is available to meet the needs of students. Under the direct supervision of the BCBA, the RBT will implement a positive behavior management system in order to increase student behavior and academic success. This is a full-time, 10 month position. The estimated cost is \$50,000.00 and the funding source is the IDEA Grant.

Mr. Mercier motioned to approve the new position request for (1.0) Registered Behavioral Technician for Districtwide, seconded by Ms. Sanders-Connolly. Motion carried unanimously.

Personnel: Approve New Position Request for (0.6 FTE) Pupil Services Specialist Out of District Liaison for Brookside School and Roosevelt Campus (RELC/HALS/SCA)

Submitted by Mr. Mark Spalding and Ms. Donna Clark | No Subcommittee Review

The current Pupil Services Specialist staffing is not able to manage the volume of PPT meetings that occur on an annual basis at Brookside and the Roosevelt Campus (RELC,HALS,SCA). A .6 FTE is required to manage this caseload. This is a part-time, 10 month position. The estimated cost is \$40,000.00 and the funding source is the IDEA Grant.

Mr. Mercier motioned to approve the new position request for (0.6) Pupil Services Specialist Out of District Liaison for Brookside School and Roosevelt Campus, seconded by Ms. Cheney. Motion carried unanimously.

Closing and Adjournment

Ms. Sanders-Connolly motioned to adjourn at 7:49 PM, seconded by Mr. Mercier. Motion carried unanimously.

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