



CONSOLIDATED SCHOOL DISTRICT OF NEW BRITAIN

New Britain Board of Education Regular Meeting

July 13, 2020 - 6:00 PM | Virtual Meeting

Call to Order and Roll Call

Call to Order

Mr. Merrill Gay, President of the New Britain Board of Education, called the meeting to order at 6:02PM.

Board Members Present

Ms. Monica Dawkins, Mr. Merrill Gay, Mr. Anthony Kane, Ms. Diane Leja, Mr. Nicholas Mercier, Ms. Annie Parker, Ms. Diana Reyes, Ms. Gayle Sanders-Connolly, Dr. Violet Jiménez Sims

Board Members Absent

Ms. Nancy Rodriguez

Public Participation

Alderwoman Sharon Beloin-Saavedra

Ms. Beloin-Saavedra stated that as an Alderwoman, liaison to the Board of Education, and lifelong resident of New Britain, she acknowledges the difficulties the administration and Board of Education face as they plan to reopen schools and wishes them well. She also expressed concern for the kids and their families and the difficulties they face being isolated at home and returning to school as well. Ms. Beloin-Saavedra also expressed concern with regard to some personnel items on the last few Board agendas and specifically questioned proposed job descriptions and restructuring within the HR/Talent, Finance, and Facilities Departments. Alderwoman Beloin-Saavedra cautioned against the creation of a growing number of positions at Central Office in lieu of looking at front line staff who will be working directly with our children such as teachers and paraeducators.

Carla Cardoso

Ms. Cardoso spoke in support of removing SROs from the schools and reallocating their funds to school social workers and racial sensitivity training specifically for the majority of the white teachers who are not from New Britain. She also encouraged a commitment to the principles of restorative justice.

Robert Smedley

Mr. Smedley stated that he has been an employee in the school district since 2003 and worked in the Facilities Department for almost ten years. He explained that he has felt targeted, pushed aside, belittled and disrespected as an employee over the last several weeks. Mr. Smedley expressed concern with a presentation that was delivered to the Personnel and Finance Committees on June 22, 2020 regarding a restructure of the Facilities Department. He believes that the presentation created a “false narrative” that unfairly focused on the high school campus, its staff, and himself. Mr. Smedley stated that tunnel vision pictures were presented which portrayed the school building as dirty, uncared for, and dangerous. He believes that it was unfair that this comprehensive needs assessment took place during the COVID shutdown at the transition into summer cleaning. Mr. Smedley asked that the Board and committees ask for a reevaluation of what is actually needed to get the necessary work done. He also recommends a conversation with the unions regarding overtime and how an agreement can be reached to reduce it. In closing,

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Mr. Smedley asked that stakeholders and the school district community be involved with finding a solution to make our Facilities Department better.

Chasity Bermudez

Ms. Bermudez stated that as a city resident and parent of an 8-year-old Northend student, she supports removing School Resource Officers in order to reallocate funds to provide more training in schools to deal with mental health and other needs students may have. She also expressed her support of replacing Columbus Day with Indigenous Peoples Day.

Albert Pienkowski

Mr. Pienkowski stated that as an employee of CSDNB and a lifelong resident and tax payer of New Britain, he watched the previous Board Meeting with concern as it related to Facilities and the financial part at play. As a custodian and leader in union 1186, he is concerned with the portrayal of Facilities and the proposed restructuring of their top down management. Mr. Pienkowski stated that he and his fellow union members felt disrespected in the portrayal of how dirty and mismanaged the schools and particularly the high school appeared in the Facilities presentation. He further stated that pictures were taken during the pandemic shutdown making it appear that they are not doing their jobs effectively. Mr. Pienkowski supports getting more resources including proper staffing, training, and equipment to help custodians get done the jobs they need to do in the time they have. He believes that Mr. Smedley has been a fair, efficient, equitable, and compassionate manager to himself and others at the high school. Mr. Pienkowski stated that he does not support removing Mr. Smedley from his position at the high school as he has proven himself to be an effective leader in the building while still doing all the other aspects of his job as well. In closing, Mr. Pienkowski questioned whether or not it is necessary to keep creating jobs in administration and management.

Veronica Delandro

Ms. Delandro, a resident of New Britain, spoke in support of the Board of Education voting to approve changing October 12th from Columbus Day to Indigenous Peoples Day on the school calendar.

Meg Hourigan

Ms. Hourigan spoke in support of removing School Resource Officers from our schools and changing Columbus Day to Indigenous Peoples Day on the school calendar in order to honor the indigenous people in our country.

Alicia Strong

Ms. Strong, a member of the New Britain Racial Justice Coalition and graduate of New Britain High School, expressed support for changing Columbus Day to Indigenous Peoples Day on the school calendar. She also supported the immediate removal of School Resource Officers and any police personnel from school buildings and reallocating those funds to restorative justice methods and social workers. Ms. Strong recalled negative personal experiences with SROs at the high school and saw many friends get funneled into the school-to-prison pipeline after being arrested for fights at school.

Erin Marcino

Ms. Marcino spoke in support of the New Britain Racial Justice Coalition and the removal of School Resource Officers from New Britain schools reallocating the funds to other non-punitive resources in the schools and anti-racism training for staff. She cited evidence that more punitive actions are taken against students of color in schools including arrests with SROs present. Ms. Marcino also spoke in support of renaming Columbus Day to Indigenous Peoples Day on the school calendar.

Reports

Superintendent's Report

Superintendent Sarra provided board members with an update on Reopening efforts and planning.

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Presentations

School Resource Officer Update

Dr. Nicole Sanders, Senior Equity and Talent Officer, shared information and recommendations from the meetings she has held with administrators at New Britain High School, Ms. Donnah Swaby, Superintendent Sarra, and Mr. Michael Foran regarding the Memorandum of Agreement by and between the New Britain Public Schools and the New Britain Police Department as well as the provisions of the Administrative Procedure regarding School Resource Officers. Dr. Sanders believes that the next steps that need to be taken include:

- Ensuring that everyone in the community is knowledgeable about what is in the MOA
- Ensuring that SROS are involved in more proactive steps to facilitate healthy relationships within our community and schools
- Reviewing the Administrative Procedure regarding SROs in Policy Committee specifically with regard to the serving of warrants in school
- Participation of the New Britain High School Leadership Team on the Juvenile Review Board
- Conducting monthly meetings to discuss arrest and discipline data
- Repurposing police officers who are currently conducting lunchroom duty to support the Student Assistance Center
- Presenting formal presentations to the Board regarding the roles, responsibilities, and functions of SROs in the schools and the data behind it

Mr. Damon Pearce, New Britain High School Principal, explained the functions of the Student Assistance Center at the high school with regard to conflict resolution.

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 June 1, 2020

Submitted by Ms. Kristin Salerni | No Committee Review

Operations: Approve Minutes from the Special Board of Education Meeting on June 15, 2020

Submitted by Ms. Kristin Salerni | No Committee Review

Personnel: Accept Report of Personnel Transactions

Submitted by Ms. Heather Barrett | No Committee Review

Policy: Reaffirm Policy 6141.32 – Access to Internet

Reviewed by the Policy Committee on June 15, 2020

Personnel: Approve New Position Request: 1.0 FTE Recruitment and Placement Specialist for Personnel and Talent Development

Submitted by Ms. Maryellen Manning | Reviewed by the Personnel & Finance Committees on June 22, 2020

This position will fulfill the responsibilities of the vacating Talent Officer, as they relate to university partnerships, placement, and recruitment (non-administrative; certified 871).

This is a full-time, 10 month position. The estimated cost is \$92,620 and the funding source is local.

Personnel: Approve New Position Request: 1.0 FTE Computer Repair Specialist for MIS

Submitted by Mr. Jeff Prokop | Reviewed by the Personnel and Finance Committees on June 22, 2020

As the school district moves to 1:1 student chromebooks and laptops, the need to maintain and support the devices requires additional staff as necessary.

This is a full-time, 12 month position. The estimated cost is \$44,129 and the funding source is local.

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New Business

Mr. Gay motioned to move item 5A (Approve Administrative Appointments) to the end of the agenda.

Policy: Policy Committee Moves to Approve Revised Policy 4118.51 – Use of Social Media

Reviewed by the Policy Committee on June 15, 2020

This policy was initially reviewed at the Policy Committee Meeting on April 20, 2020. At that time the Policy Committee recommended that this policy be referred to the Superintendent’s Cabinet for review in order to ensure that it is up to date. Mr. Matthew Cannata, Manager of Safety and Communications, brought forward multiple recommended revisions to the policy which were modeled after policies from CABE and Granby Public Schools.

Mr. Mercier motioned that the Policy Committee moves the Board approve revised Policy 4118.51 – Use of Social Media. Mr. Mercier motioned to postpone the approval of revised Policy 4118.51 – Use of Social Media for a second reading at the next regular Board of Education Meeting, seconded by Ms. Sanders-Connolly. Motion carried unanimously.

Policy: Discussion of Suspending Policy 5132.10 – School Attire

Reviewed by the Policy Committee on June 15, 2020

Mr. Mercier motioned to suspend Policy 5132.10 – School Attire for the fall term of 2020-2021 school year, seconded by Ms. Sanders-Connolly.

Roll call vote:

	Aye	Nay
Gay	X	
Mercier	X	
Sims	X	
Dawkins	X	
Kane	X	
Leja	X	
Parker	X	
Reyes	X	
Sanders-Connolly		X

The motion carried by 8-1 vote.

Operations: Approve Edit to 2020-2021 School Calendar Naming October 12, 2020 “Indigenous Peoples Day,” replacing Columbus Day

Submitted by Dr. Violet Jiménez Sims | No Committee Review

Dr. Jiménez Sims motioned to approve edit to 2020-2021 school calendar naming October 12, 2020 “Indigenous Peoples Day” replacing Columbus Day, seconded by Mr. Mercier.

Roll call vote:

	Aye	Nay
Gay	X	
Mercier	X	
Sims	X	
Dawkins	X	
Kane		X
Leja	X	

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<i>Parker</i>	<i>X</i>	
<i>Reyes</i>	<i>X</i>	
<i>Sanders-Connolly</i>		<i>X</i>

The motion carried by 7-2 vote.

Personnel: Approve New Job Description: Arts Integration Enrichment Teacher

Submitted by Ms. Maryellen Manning | Reviewed by the Personnel and Finance Committees on June 22, 2020

This position will report to the Building Principal.

The primary functions are as follows:

- Implement arts integrated curriculum.
- Collaborate with teachers on integrating the Arts into the core curriculum.
- Model, deliver, and craft rich, student-centered learning experiences that integrate the arts.
- Create and implement strategies for weaving arts experiences into multi-disciplinary curricula.
- Design, develop, assess and manage Arts Integration learning experiences.
- Guide and facilitate project-based learning.
- Model and teach digital citizenship.

The person in this position will follow school procedures and work schedule as established by the principal in accordance with the agreement with the New Britain Federation of Teachers. Salary and benefits are as set forth in the Local 871 collective bargaining agreement. This position is affiliated with Local 871 New Britain Federation of Teachers and the funding source is local or grant funded.

Mr. Gay motioned to approve the new job description for Arts Integration Enrichment Teacher, seconded by Mr. Mercier. Motion carried unanimously.

Personnel: Approve New Job Description: Junior ROTC

Submitted by Ms. Maryellen Manning | Reviewed by the Personnel and Finance Committees on June 22, 2020

The primary function of this position will be to serve as a Senior Army Instructor (SAI) and will report to the High School Principal. The person in this position will follow the standard teacher work schedule. Salary and benefits are as set forth in the applicable individual employment agreement. This position has no union affiliation and the funding source is 50% local budget and 50% JROTC Fund.

Mr. Gay motioned to approve the new job description for Junior ROTC, seconded by Mr. Mercier. Motion carried unanimously.

Personnel: Approve New Job Description: Recruitment and Placement Specialist

Submitted by Ms. Maryellen Manning | Reviewed by the Personnel and Finance Committees on June 22, 2020

This position will report to the Director of Personnel and Talent Development.

The primary functions are as follows:

- Works with the Personnel and Talent Development Office:
 - Primary liaison between local institutions of higher education and the Personnel and Talent Development Office and State Department of Education.
 - Collaborates with local institutions of higher education to enhance the candidacy of potential CSDNB teachers and administrators.
 - Coordinates the higher education institution initiatives on the CSDNB Diversification of the Educator initiatives:
 - ❖ Coordinates EdRising, RELAY, Troops for Teachers programming
 - ❖ Takes a lead in career fair events
 - Supports the CSDNB Diversification of the Educator initiatives.
 - Ability to give actionable mentoring feedback to university students and share with staff and teachers.

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This person's work schedule will include attendance at Board meetings and other meetings as needed. Salary and benefits are as set forth in the Local 871 collective bargaining agreement. This position is affiliated with Local 871 New Britain Federation of Teachers and the funding source is local.

Ms. Parker motioned to approve the new job description for Recruitment and Placement Specialist, seconded by Mr. Mercier. Motion carried unanimously.

Personnel: Approve Revised Job Description: School Readiness Liaison

Submitted by Ms. Maryellen Manning | Reviewed by the Personnel and Finance Committees on June 22, 2020

Numerous changes were made throughout the job description. This position will report to the Superintendent of Schools or designee.

The primary functions are as follows:

- The School Readiness Council is a collaborative network charged with planning to serve all 3- and 4- year old children in high quality early childhood programs. The School Readiness Liaison is responsible for the coordination, program evaluation and administration of the School Readiness Grant and serves as a Liaison between the local School Readiness Council, the mayor (or designee), the superintendent (or designee), the sub-grantees and the Connecticut Office of Early Childhood.
- In New Britain, this role also includes membership and participation in the Coalition for New Britain's Youth (the city's cradle to career continuum), Early Learning Strategy Group (ELSG) as the ELSG members additionally function as the School Readiness Council. The School Readiness Liaison will work closely with members of the Early Learning Strategy Group of the Coalition to assist in applying for and overseeing additional community grants as determined by the ELSG/SRC and Providers.

This is a full-time, 12 month position. Salary is \$70,000 and the salary and benefits are in alignment with the Local 1186 contract. This is an exempt position with no union affiliation and the funding source is School Readiness Grant.

Mr. Gay motioned to approve the revised job description for School Readiness Liaison, seconded by Mr. Mercier. Motion carried unanimously.

Personnel: Approve New Job Description and New Position Request for 1.0 FTE Manager of Technology and Special Projects

Submitted by Mr. Kevin Dion | No Committee Review

This position will report to the Director of Facilities.

The primary functions are as follows:

- Under the direct supervision of the Director of Facilities, the Technology and Special Project Manager will manage the technology, energy efficiency, and special project needs of the facilities department as they relate to the continuing operation and efficiency of the buildings.
- Oversee the implementation and execution of the work order and CMMS platforms for the district. Including but not limited to training, access, monitoring, notifications, upgrades, troubleshooting, and vendor relations.
- Under the direction of the Director of Facilities, oversee and manage the entry and fire alarms needs and process for the district. Including but not limited to: equipment and software needs, active monitoring, notifications, upgrades, panel troubleshooting, and vendor relations.
- Oversees and implements special projects as designated by the Director of Facilities.
- Promotes and implements energy efficient standards and savings for district buildings.

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- Management and training of districtwide video surveillance equipment and software.

This is a full-time, 12 month position. The person in this position must be able to work a flexible schedule to include irregular hours (nights, weekends, holidays and summer audits) and periodic attendance at energy education seminars as approved. Benefits, wage, and step increase are in alignment with paygrade 3a of the Local 818 contract:

2020-2021 Salary Range (Grade 3a):

1 st Step	2 nd Step	3 rd Step	4 th Step	5 th Step	6 th Step	7 th Step	8 th Step
\$80,800	\$82,820	\$84,891	\$87,013	\$89,188	\$91,418	\$93,703	\$97,967

This is an exempt position with no union affiliation and the funding source is local budget.

Mr. Gay motioned to approve the new job description and new position request for (1.0) Manager of Technology and Special Projects, seconded by Ms. Parker.

Roll call vote:

	Aye	Nay
Gay	X	
Mercier	X	
Sims	X	
Dawkins	X	
Kane		X
Leja	X	
Parker	X	
Reyes	X	
Sanders-Connolly		X

The motion carried by 7-2 vote.

Personnel: Approve New Job Description and New Position Request for 2.0 FTE Manager of Custodians

Submitted by Mr. Kevin Dion | No Committee Review

This position will report to the Director of Facilities.

The primary functions are as follows:

- Under the direct supervision of the Director of Facilities, the custodial manager will manage the daily custodial operations of all district buildings assigned and shall directly supervise the custodial staff in addition to substitute and temporary staff assigned to those buildings. Including but not limited to: staffing, performance, completion, work need scheduling, training, correction, communication, and documentation.
- Oversees and implements efficiencies and techniques related to custodial supplies, equipment, staffing, and training as directed by the Director of Facilities.
- Acts as a subject matter expert in custodial process, execution, and frequency needs.
- Works with the Supervisor of Maintenance and facilities administration to ensure facilities and operational needs throughout the district are continually met.

This is a full-time, 12 month position. The person in this position must be able to work a flexible schedule to include irregular hours (nights, weekends, holidays and summer audits) and periodic attendance at custodial training/seminars upon approval. Benefits, wage, and step increase are in alignment with paygrade 4a of the Local 818 contract:

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2020-2021 Salary Range (Grade 4a):

1 st Step	2 nd Step	3 rd Step	4 th Step	5 th Step	6 th Step	7 th Step	8 th Step
\$72,720	\$74,538	\$76,402	\$78,312	\$80,269	\$82,276	\$84,333	\$88,170

This is an exempt position with no union affiliation and the funding source is local budget.

Mr. Gay motioned to approve the new job description and new position request for (2.0) Manager of Custodians, seconded by Ms. Sanders-Connolly.

Roll call vote:

	Aye	Nay
Gay	X	
Mercier	X	
Sims	X	
Dawkins	X	
Kane		X
Leja	X	
Parker	X	
Reyes	X	
Sanders-Connolly		X

The motion carried by 7-2 vote.

Operations: Approve Budget Transfer for Facilities Restructure (\$283,638)

Submitted by Mr. Kevin Kane | No Committee Review

Proposed Budget Transfer

Budget Unit	Acct	Department	Description	From	To
101093126000	51122	Facilities	NBHS Facilities Liaison	84,345	
101093126000	51122	Facilities	Manager of Technology & Special Projects		89,188
101093126000	51122	Facilities	Manager of Custodians		72,720
101093126000	51122	Facilities	Manager of Custodians		72,720
101093126000	54300	Facilities	Repair & Maintenance	83,293	
101093126000	56101	Facilities	Custodial Supplies	16,000	
101096900010	51258	District Wide	Extra Earnings - Overtime	35,000	
101096900060	51258	District Wide	Extra Earnings – Temp/Sub Cover.	65,000	
101096929000	52101	District Wide	Health Insurance		20,198
101096929000	52104	District Wide	H.S.A. Contribution		2,000
101096929000	52220	District Wide	Medicare		2,180
101096929000	52230	District Wide	MERS Retirement		24,632
Total				283,638	283,638

Mr. Mercier motioned to approve the budget transfer for Facilities Restructure in the amount of \$283,638.00, seconded by Ms. Sanders-Connolly.

Roll call vote:

	Aye	Nay
Gay	X	
Mercier	X	
Sims	X	

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<i>Dawkins</i>	<i>X</i>	
<i>Kane</i>		<i>X</i>
<i>Leja</i>	<i>X</i>	
<i>Parker</i>	<i>X</i>	
<i>Reyes</i>	<i>X</i>	
<i>Sanders-Connolly</i>		<i>X</i>

The motion carried by 7-2 vote.

Personnel: Approve Tentative Agreement for One-Year Extension of 2018-2021 Collective Bargaining Agreement Between the New Britain Board of Education and the New Britain Federation of Teachers, Local 871

Submitted by Ms. Maryellen Manning | No Committee Review

Mr. Mercier motioned to approve Tentative Agreement for one-year extension of 2018-2021 Collective Bargaining Agreement between the New Britain Board of Education and the New Britain Federation of Teachers, Local 871, seconded by Ms. Sanders-Connolly. Motion carried unanimously.

Executive Session

Ms. Sanders-Connolly motioned to go into executive session at 9:11 PM to discuss item 5A (Approve Administrative Appointments), seconded by Mr. Mercier. Superintendent Sarra, Dr. Nicole Sanders (Senior Equity and Talent Officer), and Ms. Maryellen Manning (Director of Personnel and Talent Development) were invited into executive session. Motion carried unanimously.

Continuation of Meeting

The meeting resumed in open session at 9:38 PM.

New Business

Personnel: Approve Administrative Appointments

Submitted by Ms. Nancy Sarra | No Committee Review

- **Kristina DeNegre, Talent Officer at NBEAC, effective on or about July 14, 2020.**
The salary is \$145,000 and the funding source is grant funding.
- **Susane Hansley, Elementary School Assistant Principal at Vance Elementary School, effective on or about July 14, 2020.**
The salary is \$115,631 and the funding source is grant funding.
- **Michele Kushman, Elementary School Assistant Principal at Smith Elementary School, effective on or about July 14, 2020.**
The salary is \$115,631 and the funding source is grant funding.

Mr. Mercier motioned to approve the administrative appointments of Ms. Kristina DeNegre, Ms. Susane Hansley, and Ms. Michele Kushman, seconded by Mr. Kane. Motion carried unanimously.

Closing and Adjournment

Mr. Mercier motioned to adjourn at 9:45 PM, seconded by Ms. Sanders-Connolly. Motion carried unanimously.

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