

**DECEMBER 19, 2024 BOARD OF MEETING**

**CALL TO ORDER**

Called meeting to order at 6:31 p.m.

Mr. Gildea: Good evening, everyone. Welcome to tonight's Board of Education meeting. We appreciate you spending a little bit of time with us. Six days before Christmas. Thank you you're your commitment.

**OPENING CEREMONIES**

Pledge of Allegiance.

**ROLL CALL**

Ms. Harris: Jim Gildea; Melissa Mongillo; Laura Harris; Dan Foley; Erica Nuzzo; Kim Tovar; Karla Malerba, online; Rebecca O'Hara, absent and Ken Marcucio, absent. We have a quorum.

Mr. Gildea: Let the record reflect we have 7 of 9 members. We can conduct business.

**Also Present:**

**Dr. Matthew Conway, Superintendent of Schools**

**ADDITIONS/DELETIONS OR CORRECTIONS TO THE AGENDA**

Mr. Gildea: Any additions, deletions or corrections to the agenda. Hearing none. Move on to public portion.

**PUBLIC PORTION**

Mr. Gildea: There is no one from the public is present in person.

Anyone from the public online who wishes to speak before the Derby Board of Education Anyone from the public online going twice. Anyone from the public online going three times. Public portion is closed.

Mr. Gildea: All right. Anyone from the public, once. Anyone from the public, twice. Anyone from the public who wishes to speak before the Board of Education, actually six times. Okay. Public portion is closed.

**BIRTHDAYS**

Brigitta Abakumova and Dr. Conway.

Happy birthday.

**EXECUTIVE SESSION**

**Motion that the Board of Education enter into Executive Session to review the Appointment List of New Hires and the Superintendent of Schools is invited to attend. Passed with a motion made by Ms. Laura Harris and a second by Mr. Dan Foley.**

<b>Jim Gildea</b>	<b>Yes</b>
<b>Melissa Mongillo</b>	<b>Yes</b>
<b>Laura Harris</b>	<b>Yes</b>
<b>Dan Foley</b>	<b>Yes</b>
<b>Erica Nuzzo</b>	<b>Yes</b>
<b>Kim Tovar</b>	<b>Yes</b>
<b>Karla Malerba</b>	<b>Yes</b>
<b>Rebecca O'Hara</b>	<b>Absent</b>
<b>Ken Marcucio</b>	<b>Absent</b>

Ms. Harris: Making motion. At 6:33.

Mr. Foley: Second.

Mr. Gildea: Motion carries.

Welcome back to regular portion back at 6:40.

#### **APPOINTMENT LIST OF NEW HIRES**

**Motion that the Board of Education approve the Appointment List of New Hires as recommended by the Superintendent of Schools. Passed with a motion made by Ms. Laura Harris and a second by Ms. Karla Malerba.**

<b>Jim Gildea</b>	<b>Yes</b>
<b>Melissa Mongillo</b>	<b>Yes</b>
<b>Laura Harris</b>	<b>Yes</b>
<b>Dan Foley</b>	<b>Yes</b>
<b>Erica Nuzzo</b>	<b>Yes</b>
<b>Kim Tovar</b>	<b>Yes</b>
<b>Karla Malerba</b>	<b>Yes</b>
<b>Rebecca O'Hara</b>	<b>Absent</b>
<b>Ken Marcucio</b>	<b>Absent</b>

Ms. Harris: Making motion.

Ms. Malerba: Second.

Mr. Gildea: Motion carries. We have one candidate online.

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Dr. Conway: Ask Principal Olson and Dr. Rafferty to introduce Molly, who is currently our teacher and math coach. And now take on the additional role of assessment coordinator at Derby High School.

Ms. Olson: Welcoming and introducing Molly Sullivan, who is online.

Mr. Gildea: Good luck in your new role. Congratulations.

### **SUBCOMMITTEE REPORTS**

**Finance Committee:** Ms. Harris: We did meet at Superintendent's Office a week and a half ago. You're going to see the new software Robbie is working on. Very interesting and a little more user friendly.

Mr. Gildea: New software and budget presentation.

**Negotiations and Personnel Committee:** Ms. Mongillo: We have not met since last reported.

**School Community Relations and Policy:** Ms. Harris: As you can see on the agenda, we have a few policies for second read and adoption. Continuing to work on cell phone policy. January 14<sup>th</sup> school policy meeting. We'll review and discussed.

**Plant and Facilities:** Mr. Foley: Jim Hoffman gave us a run down and Doctor on the heating system here. One bid in already that is quite high, 458,000. Things are progressing. The last bid is coming in in 2027. That's the deadline. We also talked about the budget, which seems to be in good shape.

**Academic and Curriculum Committee:** Ms. O'Hara not present.

**Athletic Committee:** Ms. Tovar: We met on Monday and we did discuss the proposed budget. Robbie and Jen Moffat did verse us on the '25, '26 budget that they worked pretty hard on. It does look pretty good. That will be coming before the full Board. We also discussed new baseball uniforms for the high school baseball team.

**Student Health and Safety:** Mr. Gildea: Committee met in the beginning of December with Sal regarding the food service. Just a few quick updates. Start to upgrade some of the menu items. We do have a significant surplus. They are going to establish a food service committee comprised of staff, students and parents with each school. They are going to implement a more frequent survey process that will collect live feedback. Just a couple things they added so far, a yogurt bar at the high school. Eggs at the grammar schools. Different types of pizza, waffle fries, pancake bites, holiday chicken nuggets. Fried dough and onion rings. They did say fried dough was a big hit. They're going to switch to carbonated water. They're going to have different soups, tomato, cheddar, broccoli, hard shell tacos, French toast, not the sticks. Turkey, bacon, cheeseburger and breakfast smoothies. So, we also have a meeting coming up on January 19<sup>th</sup> doing the process. We're just doing the work to keep moving forward.

### **SUPERINTENDENT OF SCHOOLS REPORT**

Dr. Conway: I did highlight a couple of things that are exciting this morning. In addition to the report itself. The entire Admin Team and Central Office come together and they surprised me with

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a nice luncheon. But I think even more moving was the gift. So, this is a binder, we talk about feedback and how much I love getting feedback and introducing different ways to get feedback. This is beyond anything I probably could have imagined. But it's a binder full of feedback from the kids and their assignment was not only for my birthday. It's a gift. But to share their most memorable memory about Derby Public Schools. And it's just unbelievable to read. It's pretty emotional. I had to read it in my office the first time through. And it's an unbelievable story. That's what it really is. I want to make it a book because it tells you so much about Derby Public Schools from a kid's voice which is most important. So, I will cherish this gift forever. And thank you to my team for it but thank you so much for the kids. Because it's pretty special.

Mr. Gildea: It's really cool stuff. As many of you know I'm Vice President of the Derby Historical Society. A few of the letters talked about the 1762 class trip that was really cool. But we also appreciated the feedback because one of the students apparently, we need to season the supermarket. But I got to see a few of the letters that were very moving.

Dr. Conway: Other things, getting to visit every single classroom twice this month, the holiday concerts. Dr. Rafferty will go through the data after.

Mr. Gildea: Any questions.

## **ADMINISTRATORS REPORTS**

### **FACILITIES REPORT**

Mr. Hoffman: I did change the format a little bit on that attachment.

Dr. Conway: Yeah, I saw that.

Mr. Hoffman: It's a little easier to read. Bradley School, rooftop number one, we had to replace the return air motor. We did it in-house. It did seem to help a little bit with overheating. It saved us about \$2,500. We completed that on the 10<sup>th</sup>. We installed a 43-inch monitor in the Main Office cameras views at all times now. That's actually up and running.

Irving school, we had our three-year boiler inspection. It's mandated by the State of Connecticut. Harvesting Boiler does the inspection. As of right now, there are no deficiencies identified. So, we're good for the next three years there. We had the oil tank inspection annual protection test completed. On the other report, there's a link, you guys can see the results but everything passed. So, we're good there.

At the middle school, we are out again for the chiller replacement. Originally, we had the due date on the RFP for the 20<sup>th</sup>. We did get pushed back from a few contractors, so we made it December 27<sup>th</sup>. We did start getting bids in. they are about 110,000 more than this year's price. Gym floor repairs, I did start speaking to our insurance company. There is a \$25,000 deductible. So, we're liable for the first 25,000 for repairs, so we're going to be out of pocket \$15,000 grand to repair it. It's going to take a little longer. So, I don't recommend doing it during basketball season. I would say we can push it until April break or summertime would be the best time to do it.

Dr. Conway: Maybe just for consideration, maybe summertime just because Little League might need use of it.

Mr. Hoffman: They do use it in there. So, I just think it's not affecting the usage, so I'd say summertime probably be the best.

At Derby High School we ran several additional cables for cameras that will be installed in interior. We did it in-house. IT is programming the cameras. Hopefully during school break, they will be up and functioning by the time everybody gets back.

District wide, JCI still plans on installing their TVs. They have not gotten back with a hard schedule yet. As soon as I get that I'll update you. Also, districtwide, we have our annual bleacher and overhead gym equipment inspection coming up on the 27<sup>th</sup>.

Mr. Gildea: Thank you very much. Always appreciate the amount of work you do in-house saving funds. Thank you, sir.

Ms. Malerba: I noticed this, the City doesn't plow the schools.

Mr. Hoffman: Ninety percent of the school is on us. If they got extra public work crews out, they will come and give us a hand. But the last few times we plowed, they've been short-handed, we completed 90 percent of it. They'll come in and they'll salt the parking lots.

## **STRATEGIC PLANNING**

Dr. Rafferty: Good evening. I basically have two things. One is math presentation. Last month we did ELA. And this month we'll do math. There's one other graphic up there. We started training on mentor. Developing a mentorship program. We hope to look to the new year to launch that. I just wanted to give you an update that that training is ongoing. Tomorrow I go to training on community engagement so we're trying to align all of that stuff together. But tonight's focus is really on giving some achievement updates especially related to math. Last month, like I said I did ELA and so tonight is math.

As I was reviewing it, it's kind of a good sign that Molly was presented tonight. I'll give you an example of how she as an assessment coordinator is helping us where we're trying to go as a district.

This story has three parts tonight. So, I want to take you to all three parts. So, you could really understand achievement data because unfortunately, most of the country falls in the same trap and just looks at one piece of data. And I'll show you the three parts. I want to highlight the first part is when everyone takes a look at smarter balance or SAT. There's a major research out there. Those tests are tests of motivation. And I think that's a theme that you'll see over and over tonight. So, I'm going to show you how to look at the smarter balance in SAT data. SAT is trickier to do this, but we do this in smarter balance. But I want you to keep that in mind the concept of motivation. Dr. Conway and I had an interesting conversation today about it. And we'll bring some ideas to the administrator's council in January. We had some ideas around this concept of motivation and kids showing how much they learned by challenging themselves. So, let's go through the things we usually look at. We put a big asterisk here because we don't encourage you comparing district to district. But if you just stayed in Derby you're comparing apples to oranges. They're different kids in different years and actually different tests. But you can draw any stories you want here. So, if you do just the performance index then likely the newspaper will report it. They'll say oh, things are

not going well in Derby. You'll see a dip in Derby. You can get into the statistical significance of that drop. So, that's not really worth our time because we really should be looking at it this way.

We want to talk about growth. There's two elements of growth we want you to pay attention to. So, the first is what they call a growth rate. So, the kids are measured against their performance year to year. So, now you're looking at apples to apples. So, you see here is that primarily our kids are going up. In the three schools that use the smarter balance, you can see their scores over the last two years. The next is look at the targets that kids achieve. Once again, the same story. You see that our kids are growing. You can look at school by school and there are the results from the last two years. And the story is it's trending upward.

If you want to look at it globally, you look at it district wide. Ed site allows us to put all the scores together you can see as a district trending upward and on growth. That means year after year kids are growing. The other way to look at it is through targets achieved and you'll see the same stories being told. Now if you stopped at the first slide. They tested on the full grade standard even though they haven't finished the grade. So, that's where math is. If you see in high school, they only take it once. They're going up.

One of the things the motivation is we're talking about. We're getting better at looking at the curriculum-based measures. And we can see kids lingering on questions longer. We can't tell how long the kids spend on the SAT per question at a time because I think it would be illuminating. Most of the kids are benchmarked at a positive trend in math performance. Our curriculum-based measures are saying that. Our screeners are saying that. Molly was appointed tonight. Molly and I have talked a lot about the data that we're trying to get. This is a data set that she created in algebra class.

Dr. Rafferty: Further giving his update on the two subjects for the Board members. Data can be found on the school's website.

#### **APPROVAL OF MINUTES**

**Motion the Board of Education approve the minutes from the October 1, 2024 Committee of the Whole and October 17, 2024 Board of Education meeting. Passed with a motion made by Ms. Laura Harris and a second by Ms. Kim Tovar.**

Jim Gildea	Yes
Melissa Mongillo	Yes
Laura Harris	Yes
Dan Foley	Yes
Erica Nuzzo	Yes
Kim Tovar	Yes
Karla Malerba	Yes
Rebecca O'Hara	Absent

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**Ken Marcucio**                      **Absent**

Ms. Harris: Making motion.

Ms. Tovar: Second.

Mr. Gildea: Motion carries.

#### **FINANCIAL REPORT**

**Motion the Board of Education approve the Financial Report for the period through November 30<sup>th</sup>, 2024 as recommended by the Superintendent of Schools. Passed with a motion made by Ms. Laura Harris and a second by Ms. Melissa Mongillo.**

**Jim Gildea**                      **Yes**

**Melissa Mongillo**              **Yes**

**Laura Harris**                   **Yes**

**Dan Foley**                      **Yes**

**Erica Nuzzo**                   **Yes**

**Kim Tovar**                      **Yes**

**Karla Malerba**                **Yes**

**Rebecca O'Hara**              **Absent**

**Ken Marcucio**                **Absent**

Ms. Harris: Making motion.

Ms. Mongillo: Second.

Mr. Trainor: I've added a new column here of numbers what we spent year to date. So, not encumbered. This is what we've spent year to date when we ran this report. So, from September to June, you break them down over month. In the summer we do have expenses, the expenses are from September to June. Purchasing, we are revising purchase orders. We are in really good financial position at the moment.

#### **REVIEW DRAFT FY 26 BUDGET**

Ms. Harris: Just a review of the budget.

Mr. Gildea: Just a review, so we're not voting on it today.

Mr. Trainor: Going over FY '26 budget.

Mr. Gildea: Budget appropriately.

Dr. Conway: We've asked for an increase, but not every district does.

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Mr. Trainor: Going over budget to the Board. This year I did it by position. The documents that you're used to seeing in prior years, spreadsheet. I built the new budget template moving forward. For next year when we go to do it will take probably a week or two to upload the new information. Reduce the amount of time spent on this. I'm really happy how it came out. I hope you are as well. It's an interactive budget by school. I separated out Athletics. DHS budget and DHS athletics budget same with the middle school. We're currently at 26. We forecast for next year is 22 for kids. We ended the year with 30.

Dr. Conway: We did receive the increase in transportation costs for outplaced special ed students. It shows you day to day what could happen. We'll bring the data to you.

Mr. Gildea: And I just want to say that our Finance Committee meetings are posted and if anyone who's interested they should go. We welcome everyone.

#### **2025 -2026 DISTRICT CALENDAR**

**Motion that the Board of Education approve the 2025-2026 district calendar as recommended by the Superintendent of Schools. Passed with a motion made by Ms. Laura Harris and a second by Ms. Erica Nuzzo.**

<b>Jim Gildea</b>	<b>Yes</b>
<b>Melissa Mongillo</b>	<b>Yes</b>
<b>Laura Harris</b>	<b>Yes</b>
<b>Dan Foley</b>	<b>Yes</b>
<b>Erica Nuzzo</b>	<b>Yes</b>
<b>Kim Tovar</b>	<b>Yes</b>
<b>Karla Malerba</b>	<b>Yes</b>
<b>Rebecca O'Hara</b>	<b>Absent</b>
<b>Ken Marcucio</b>	<b>Absent</b>

Ms. Harris: Making motion.

Ms. Nuzzo: Second.

Mr. Gildea: We do start after Labor Day.

Dr. Conway: There's two calendars.

Ms. Harris: My opinion just start after Labor Day.

**Amend the motion that the Board of Education approve the 2025-2026 district calendar to begin September 2<sup>nd</sup>. Passed with a motion made by Ms. Laura Harris and a second by Ms. Erica Nuzzo.**

<b>Jim Gildea</b>	<b>Yes</b>
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<b>Melissa Mongillo</b>	<b>Yes</b>
<b>Laura Harris</b>	<b>Yes</b>
<b>Dan Foley</b>	<b>Yes</b>
<b>Erica Nuzzo</b>	<b>Yes</b>
<b>Kim Tovar</b>	<b>Yes</b>
<b>Karla Malerba</b>	<b>Yes</b>
<b>Rebecca O'Hara</b>	<b>Absent</b>
<b>Ken Marcucio</b>	<b>Absent</b>

Ms. Harris: Amending the motion to approve the 2025-2026 District Calendar

Ms. Nuzzo: Second. Amended motion.

Mr. Gildea: Motion carries.

#### **SCHEDULE OF REGULAR BOARD OF EDUCATION MEETINGS**

Mr. Gildea: Going over Board of Education meetings. This one follows the same pattern first Tuesday, third Thursday except for January which is nine days after the COW meeting. We would do a little separation there. And then on May 22<sup>nd</sup>, on May 15<sup>th</sup>, they had the Harvard Retreat, so they requested to push that out. So, with the exception of those two meetings that are highlighted in red, everything else follows first Tuesday and third Thursday model.

#### **DEGREE DEFINITIONS FOR DERBY EDUCATOR ASSOCIATION CONTRACT**

**Motion that the Board of Education approve the recommended changes, for Degree Definitions for the Derby Educator Association Contract as recommended by the Negotiations and Personnel Committee. Passed with a motion made by Ms. Laura Harris and a second by Mr. Dan Foley.**

<b>Jim Gildea</b>	<b>Yes</b>
<b>Melissa Mongillo</b>	<b>Yes</b>
<b>Laura Harris</b>	<b>Yes</b>
<b>Dan Foley</b>	<b>Yes</b>
<b>Erica Nuzzo</b>	<b>Yes</b>
<b>Kim Tovar</b>	<b>Yes</b>
<b>Karla Malerba</b>	<b>Yes</b>
<b>Rebecca O'Hara</b>	<b>Absent</b>
<b>Ken Marcucio</b>	<b>Absent</b>

Ms. Harris: Making motion.

Mr. Foley: Second.

Dr. Conway: MOA in our contract to give credit to those individuals whose master's program exceeds the number of credits for a sixth year program to get their masters. So, we just want to recognize that with the language. Going over their credits. Five or six people in the district tops. It won't take effect until next year.

Mr. Gildea: Motion carries.

### **PLAQUE FOR IRVING SCHOOL**

Dr. Conway: This is more of an FYI at this point until we get final information. Every time you work with Jack Walsh, it's neat. He's putting plaques around the City and he would like to put one at Irving School given its history. Giving further history on the property that used to be a mansion.

### **APPROVAL OF POLICIES**

#### **POLICY 5132 DRESS AND GROOMING – SECOND READ**

**Motion that the Board of Education review Policy 5132 Dress and Grooming as a second read and adoption as recommended by the joint School Community Relations and Policy and Student Health and Safety Committee. Passed with a motion made by Ms. Laura Harris and a second by Ms. Kim Tovar.**

Jim Gildea	Yes
Melissa Mongillo	Yes
Laura Harris	Yes
Dan Foley	Yes
Erica Nuzzo	Yes
Kim Tovar	Yes
Karla Malerba	Yes
Rebecca O'Hara	Absent
Ken Marcucio	Absent

Ms. Harris: Making motion.

Ms. Tovar: Second.

Dr. Conway: We did a stuff cruiser for Thanksgiving. So, it would be red, white, gray and black.

**Motion that the Board of Education amend the motion to add in black t-shirts and add in elementary under for exceptions physical education day elementary school students may wear designated gym uniform to school on physical education days effective September 2<sup>nd</sup>, 2025. Passed with an amended motion by Ms. Laura Harris and a second by Ms. Kim Tovar.**

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<b>Jim Gildea</b>	<b>Yes</b>
<b>Melissa Mongillo</b>	<b>Yes</b>
<b>Laura Harris</b>	<b>Yes</b>
<b>Dan Foley</b>	<b>Yes</b>
<b>Erica Nuzzo</b>	<b>Yes</b>
<b>Kim Tovar</b>	<b>Yes</b>
<b>Karla Malerba</b>	<b>Yes</b>
<b>Rebecca O'Hara</b>	<b>Absent</b>
<b>Ken Marcucio</b>	<b>Absent</b>

Ms. Harris: Amend that motion to add in red, white, gray and black t-shirts and add in elementary school students may wear designated sweat pants and t-shirts to school.

Ms. Tovar: Second.

Mr. Gildea: Motion carries.

#### **POLICY 6146 – GRADUATION REQUIREMENTS – SECOND READ**

**Motion that the Board of Education review Policy 6146 – Graduation Requirements as a second read and adoption as recommended by the joint School Community Relations and Policy and Student Health and Safety Committees. Passed with a motion made by Ms. Laura Harris and a second by Ms. Erica Nuzzo.**

<b>Jim Gildea</b>	<b>Yes</b>
<b>Melissa Mongillo</b>	<b>Yes</b>
<b>Laura Harris</b>	<b>Yes</b>
<b>Dan Foley</b>	<b>Yes</b>
<b>Erica Nuzzo</b>	<b>Yes</b>
<b>Kim Tovar</b>	<b>Yes</b>
<b>Karla Malerba</b>	<b>Yes</b>
<b>Rebecca O'Hara</b>	<b>Absent</b>
<b>Ken Marcucio</b>	<b>Absent</b>

Ms. Harris: Making motion.

Ms. Nuzzo: Second.

Mr. Gildea: Motion carries.

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#### **POLICY 6148 – FAFSA COMPLETION PROGRAM – SECOND READ**

Motion that the Board of Education review Policy 6148-FAFSA Completion Program as a second read and adoption as recommended by the joint School Community Relations and Policy and Student Health and Safety Committees. Passed with a motion made by Ms. Laura Harris and a second by Ms. Melissa Mongillo.

Jim Gildea	Yes
Melissa Mongillo	Yes
Laura Harris	Yes
Dan Foley	Yes
Erica Nuzzo	Yes
Kim Tovar	Yes
Karla Malerba	Yes
Rebecca O'Hara	Absent
Ken Marcucio	Absent

Ms. Harris: Making motion.

Ms. Mongillo: Second.

Mr. Gildea: Motion carries.

#### **SUSPENSION OF POLICY 6145.44 – SUNDAY ACTIVITIES**

Motion that the Board of Education suspend Policy 6145.44 – Sunday Activities pending further review by the School Community Relations and Policy Committee. Passed with a motion made by Ms. Laura Harris and a second by Ms. Kim Tovar.

Jim Gildea	Yes
Melissa Mongillo	Yes
Laura Harris	Yes
Dan Foley	Yes
Erica Nuzzo	Yes
Kim Tovar	Yes
Karla Malerba	Yes
Rebecca O'Hara	Absent
Ken Marcucio	Absent

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Ms. Harris: Making motion.

Ms. Tovar: Second.

Dr. Conway: Allow basketball practice on Sunday for games on Monday events. Policy and Athletic Committee to review. It is within CIAC guidelines.

Ms. Tovar: We're not breaking any rules.

Dr. Conway: CIAC has no restrictions on practices.

Mr. Gildea: Motion carries.

### **ADJOURN**

**Motion that the Board of Education adjourn its meeting. Passed with a motion made by Ms. Kim Tovar and a second by Ms. Erica Nuzzo.**

<b>Jim Gildea</b>	<b>Yes</b>
<b>Melissa Mongillo</b>	<b>Yes</b>
<b>Laura Harris</b>	<b>Yes</b>
<b>Dan Foley</b>	<b>Yes</b>
<b>Erica Nuzzo</b>	<b>Yes</b>
<b>Kim Tovar</b>	<b>Yes</b>
<b>Karla Malerba</b>	<b>Yes</b>
<b>Rebecca O'Hara</b>	<b>Absent</b>
<b>Ken Marcucio</b>	<b>Absent</b>

Ms. Tovar: Making motion at 8:11.

Ms. Nuzzo: Second.

Mr. Gildea: Motion carries. At 8:11.

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Marianne Samokar

Recording Secretary

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