

LYME-OLD LYME SCHOOLS

Regional School District #18

A Private School Experience



in a Public School Setting

Regular Board of Education Meeting

June 1, 2022

Board Present: Steven Wilson, Chair; Martha Shoemaker, Vice Chair; Mary Powell St. Louis, Treasurer; Suzanne Thompson, Secretary; Laura Dean-Frazier; Anna James; Jason Kemp; Jennifer Miller (remote) Christopher Staab

Administration Present: Ian Neviaser, Superintendent of Schools; Mark Ambruso, Principal of Lyme-Old Lyme Middle School; James Cavalieri, Principal of Lyme Consolidated School; Michelle Dean, Director of Curriculum; Melissa Dougherty, Director of Special Services; Kelly Enoch, Principal of Mile Creek School; Jeanne Manfredi, Assistant Principal of Lyme-Old Lyme High School; Ron Turner, Director of Facilities & Technology; Noah Ventola, Assistant Principal of Lyme-Old Lyme Middle School; James Wygonik, Principal of Lyme-Old Lyme High School

Others Present: Elise DeBernardo and Andrew Hedberg, High School Student Representatives; 35 community members from Lyme-Old Lyme

I. Call to Order

The meeting was called to order at 6:30 p.m. by Chair Steven Wilson. The Pledge of Allegiance was recited.

II. Approval of Minutes

MOTION: Mr. Kemp made a motion, which was seconded by Dr. Powell St. Louis, to approve the minutes of District Budget Meeting of May 2, 2022 as presented.

VOTE: the motion passed unanimously.

MOTION: Mr. Staab made a motion, which was seconded by Mrs. Shoemaker, to approve the minutes of Regular Meeting of May 4, 2022 as presented.

49 Lyme Street, Old Lyme, Connecticut 06371

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VOTE: the motion passed unanimously.

MOTION: Dr. Powell St. Louis made a motion, which was seconded by Mrs. James, to approve the minutes of Executive Session of May 4, 2022 as presented.

VOTE: the Board voted unanimously in favor of the motion.

MOTION: Mrs. Shoemaker made a motion, which was seconded by Mrs. Thompson, to approve the minutes of Special Meeting of May 18, 2022 as presented.

VOTE the Board voted unanimously in favor of the motion.

MOTION: Dr. Powell St. Louis made a motion, which was seconded by Mr. Kemp, to approve the minutes of Executive Session of May 18, 2022 as presented.

VOTE: the Board voted unanimously in favor of the motion.

III. Visitors

1. LOL Lions Club Presentation of Scholarships

Beverly Lewis and Phil Parcak, representing the Lyme-Old Lyme Lion's Club, recognized five LOLHS students for their academic prowess, athleticism and community service accomplishments. The following students were presented with \$1,500 scholarships: Elle Myers, Victoria Stout, Andrew Hedberg, Samuel Mullaney and Frank Sablone.

2. CABA Student Leadership Awards

Each year, CABA invites its member Boards to recognize outstanding student leaders at the middle and high school levels. The principals of each school are asked to facilitate the selection of the students based on a given set of criteria. Jim Wygonik and Mark Ambruso, Principals of LOLHS and LOLMS, recognized the award winners and spoke to their many accomplishments.

From Lyme-Old Lyme Middle School: Elise Marchant and Carson St. Louis

From Lyme-Old Lyme High School: Abby Speckhals and Alexander Roth

3. Recognition of Retirees

The following staff members, who are retiring in June, were recognized by the Board for their years of service to the district:

Steve Bushnell, Social Studies Teacher at LOLMS, 33 years of service

Jim Cavalieri, Principal of Lyme School, 20 years of service

Juliette Evans-Case, Tutor at LOLMS, 20 years of service

Peg Hotchkiss, 1st Grade Teacher at Mile Creek School, 37 years of service

Ellen Maus, Nurse Coordinator for the District, 26 years of service

Mindy Pollack-Pope, Secretary at Mile Creek School, 16 years of service

Kathryn Tretter, Special Education Teacher at Mile Creek School, 33 years of service
Carrie Wind, Band Director at LOLMS, 34 years of service

The administration and superintendent spoke to the many accomplishments of the retirees, and each was presented with a gift from the Board of Education.

4. Recognition of Mark Ambruso, CAS Middle School Principal of the Year

Mark Ambruso, Principal of Lyme-Old Lyme Middle School, was honored for being named the Connecticut Middle School Principal of the Year by the Connecticut Association of Schools. The Board presented him with a framed certificate and congratulated Mr. Ambruso for this recognition. Mr. Ambruso thanked his staff for all their support.

5. Report from Student Representatives

Elise DeBernardo and Andrew Hedberg reported on the following activities taking place at the schools:

At LOLHS: May was another busy month for LOLHS. AP exams were administered throughout the month of May. The junior prom was held on May 20 at Lake of Isles. On May 26, field day was held and all high school students enjoyed a cookout, fun games and activities outside LOLHS and inside the gymnasium and commons. The senior banquet was also held on May 26 at Langley's Restaurant in Waterford. It was a great event and was a celebration of the Class of 2022 as the seniors prepare to step on the stage for their diplomas and into the next steps in life. Spring sports at LOLHS are coming to an end; congrats to all spring sports athletes for successful seasons. Eighth Grade Orientation (EGO) Day was held on May 31 at LOLHS. The 8th graders visited the high school and enjoyed going to a club fair and on a bus tour and asking questions of current high school students. The senior trip was held on June 1 at Six Flags New England. It was a great day filled with excitement. With the school year coming to a close, finals will begin shortly. LOLHS will be holding two separate exam weeks: June 3-10 for seniors and June 13-15 for underclassmen. Graduation for seniors is set for June 10 at 6:00 p.m., and the last day of school for freshmen, sophomores and juniors is June 17.

At LOLMS: The month of May brought the end of the spring sport season. Congrats were extended to all track, baseball and softball athletes on a successful season. The students worked diligently on SBAC testing and the NGSS testing. May 13 brought the one and only dance of the year with a record number of students in attendance. Kevin Johnson from the Connecticut State Library joined us to present to the seventh grade students about the Witness Stones Project, which our students are in the process of completing. On May 31, the 8th graders went to the high school for Eighth Grade Orientation (EGO) Day, and the 5th graders came to visit the middle school for their transition day. The students are looking forward to field day, a variety of field trips and a series of 8th grade celebrations, which will culminate in their promotion ceremony being held on June 17 at 9:00 a.m. on the grass field.

At Lyme Consolidated School: The Lyme staff would like to thank the PTO for providing a fabulous lunch on May 18 in honor of staff appreciation day. Orientation for the incoming kindergarten parents

was held last week. Parents were introduced to the new Lyme School Principal, Mrs. Allison Hine. Last Wednesday, the fifth graders performed their musical, *The Making of the Band*. They had two outstanding performances thanks to drama directors Melissa Rostkoski and Mercedes Alger. The Scholastic Book Fair is happening this week with buy one book and get one free being offered. We want to wish Lillian Reynolds and Griffin Karpinski the best of luck this week as they head to Detroit, Michigan for the Nationals of the Invention Convention. Thanks to Nila Kaczor and the group of volunteers that help prepare the young inventors. The 3rd and 4th grade students will hold their chorus concert on June 2. The next PTO meeting will be held on June 7 at 5:00 p.m. On June 8, the 5th grade band will hold their concert with Mile Creek 5th graders at LOLMS beginning at 6:30 p.m. On June 9, all students will participate in field day. The 5th grade promotion ceremony will be held on June 16 at 9:30 a.m.

At Mile Creek School: The Mile Creek staff would like to thank the PTO for providing a fabulous lunch on May 18 in honor of staff appreciation day. Orientation for the incoming kindergarten parents and the Scholastic Book Fair took place last week. Many thanks to the PTO for buying every child a book. We want to wish Kyle Grethel, Victoria Glaras and Annie Gingras the best of luck this week as they head to Detroit, Michigan for the Invention Convention Nationals. Thanks were extended to TAG Teacher Nila Kaczor and the group of volunteers that help prepare all of the young inventors. The 3rd and 4th grade students will perform at their chorus concert on June 3. The next PTO meeting will be held on June 6 at 6:30 p.m. in the library media center. On June 8, the 5th grade band will hold their concert with Lyme School 5th graders at LOLMS beginning at 6:30 p.m. On June 9, all students will participate in field day. On June 2, fifth grade students will visit the Connecticut Science Center in Hartford for their class trip. The fifth grade picnic will take place on June 13 at Town Woods Field. The 5th grade promotion ceremony will take place on June 16 at 9:30 a.m.

In the Preschool Program: The Center School preschoolers finished the month of May with Pirate Day with students and staff dressing up as pirates, making hats and flags, and playing in a giant cardboard pirate ship that they built. This month the students are learning about the lifecycle of the butterfly and are continuing the study of plants and planting. Among lots of other books, the preschoolers will read the classic story, *The Very Hungry Caterpillar* by Eric Carle. Math instruction includes finishing the school year with the summer countdown, and science instruction centers on metamorphosis. We are looking forward to the Audubon Society visiting on June 2 when they will present a program about birds. We are very excited about the upcoming promotion ceremony, which will be held on June 14.

Steve Wilson presented Elise DeBernardo and Andrew Hedberg, the student representatives to the Board of Education, with gift cards for their services on the Board this past year. They both voiced their appreciation for the education they received at the Lyme-Old Lyme Schools.

6. Public Comment

Thomas Kelo, a resident of Old Lyme, voiced his support for increased school security and arming the current security personnel, noting that history of school violence reflects these events are over in 5-10 minutes and end when the aggressor is stopped by force. Mr. Kelo recommended that the district give the security team the tools they need. He also voiced his appreciation of the work of the Board of Ed.

IV. Correspondence

Mr. Wilson reviewed a summary of the correspondence that the Board received over the last month. The correspondence is attached to the minutes for informational purposes. *The opinions expressed in the attached correspondence are solely those of the authors. They do not purport to reflect the position of the Regional School District #18 Board of Education or its employees.*

V. Administrative Reports

1. Superintendent's Report

Mr. Neviasser reviewed the June personnel report which reflected the hiring of several new employees for the 2022-2023 school year. Mr. Neviasser also reported on the vacancies yet to be filled. Of note: the resignation of Betsy Flanagan, 4th grade teacher at Lyme School, and Morgan Bau, Speech Pathologist at Mile Creek and Lyme School, effective at the end of the school year.

Mr. Neviasser reviewed the June enrollment report which reflected a total of 1,326 students in-house, a decrease of four students from last month this time.

Mr. Neviasser gave an update on the progress towards the district goals.

Curriculum. Use multiple points of data to evaluate academic and social emotional progress over the last 18 months in order to inform instruction, supports, interventions, and, when necessary, development of supplemental programming.

- Approving summer curriculum work.
- End of year assessments - compare to earlier data.

Human Resources. Continue to provide ongoing support for staff to ensure existing and new employees have the resources necessary to perform the duties of their jobs at the highest level possible.

- Staff recognition banquet.
- Professional Development day on Friday - transition meetings.
- Staff gift – blanket.

Community. Invite community involvement and feedback in preparation for upcoming renovations and strategic planning.

- Many end of year activities.
- Memorial Day parade – performance of school bands.

Facilities. Monitor and evaluate facility, safety, and technology plans to ensure appropriate use, improvements, and maintenance of buildings, grounds, and infrastructure.

- Preparing for summer projects - three bid openings.
- Securing staff laptops.
- Investigating further security upgrades.

Sustainability. Continue to explore and adopt processes and programs that support the district's vision and mission of sustainability.

- Karen Taylor – presented with Friend of Education Award at the Staff Recognition Dinner for her numerous sustainability initiatives.
- Investigating energy performance contracting.

Board of Education. Through professional development and training, transition new members into their roles and share processes and procedures that support the high standards and expectations of Lyme-Old Lyme.

- Summer retreat on August 11.
- Special Meeting on June 15...approval of educational specifications for grant submission.
- Formation of Building Committee for PK-8 Facilities Project (normally comprised of community members with construction experience along with Board of Ed members).

2. Business Manager's Report

Mrs. McCalla reviewed the Executive Budget Summary as of May 31, 2022. Fluctuations of note:

Special Education: due to encumbrances for settlement agreements.

Support Services: due to increased library media guidance purchases (supplies/books).

Administrative Services: purchases made for wellness and marketing that will be reimbursed from Anthem/ECHMC. Price of cyber insurance higher than previous. Timeclock purchase. Employment and bid notice newspaper advertisements.

Transportation: down due to reduced runs as a result of the nationwide bus driver shortage and consolidation of routes and stops.

Year To Date Revenue Report

	2020-2021 Received	2021-2022 Received YTD
Town of Old Lyme	\$27,556,679	\$23,918,917
Town of Lyme	\$6,376,133	\$5,310,600

Mrs. McCalla reviewed the Contingency Maintenance Report. New spending totaled \$1,912 for emergency call for underground fuel tank alarm activation. Balance of account now stands at \$120,400.

VI. Educational Presentation

There was no educational presentation scheduled.

VII. Chairman & Committee Reports:

- a. Facilities.* No report.
- b. Finance.* No report.
- c. Communications.* Mrs. Thompson referred to the minutes of the May 10 meeting of this committee. She noted the new communication initiatives being spearheaded by Bridget Compagno, Director of Communications and Marketing, such as the Board of Education newsletter and staff profiles appearing on the district website. Mrs. Compagno also attended a workshop of the New England Schools Public Relations Association on May 16.
- d. Policy.* Mr. Kemp reported on the first reading of Policy 5132 *Dress and Grooming* which would take place later in the meeting under New Business. The recommended changes were per a request by several students who believed the policy was not gender neutral.
- e. LEARN.* No report.
- f. LOL Prevention Coalition.* No report.

VIII. New Business

1. LOLHS Field Trip Requests

James Wygonik, Principal of LOLHS, presented two field trip requests for the 2022-2023 school year:
Music Department trip to Ireland (February 17-23, 2023)
French and Humanities trip to France and Germany (April 6-13, 2023)

Mr. Wygonik answered several questions posed to him regarding the trips which are being coordinated through professional travel companies who provide guides that are local to the areas being visited. It was noted that monies are available to help fund this trip for students in need, and fundraising would begin immediately if these trips are approved by the Board.

MOTION: Mr. Staab made a motion, which was seconded by Mrs. Shoemaker, to approve the LOLHS field trip to Ireland, France and Germany as presented.

VOTE: the Board voted unanimously in favor of the motion.

2. Teacher Evaluation

The Connecticut State Board of Education has approved flexibilities for educator evaluation for 2022-2023 recognizing the challenges for transition back to school. Michelle Dean, Director of Curriculum, reviewed these flexibilities. A copy of her presentation is attached to these minutes for informational purposes.

MOTION: Mrs. Shoemaker made a motion, which was seconded by Mrs. Thompson, to adopt the state approved teacher evaluation flexibility as the state continues to develop and provide professional learning on a newly developed evaluation system for the 2023-2024 school year.

The main discussion centered on the four tier holistic evaluation and how parent feedback was being replaced by the state accountability report.

VOTE: the Board voted unanimously in favor of the motion.

3. Policy 5132 *Dress and Grooming* – 1st Reading

Mr. Neviasser reviewed Policy 5132 *Dress and Grooming*, and the Board discussed the changes recommended by the Policy Committee. As this was a first read of this policy, no Board action was required, but the Board decided to move forward with the changes.

MOTION: Mrs. Shoemaker made a motion, which was seconded by Dr. Powell St. Louis, to waive the first reading of Policy 5132 *Dress and Grooming*.

VOTE: the Board voted unanimously in favor of the motion.

MOTION: Mrs. Shoemaker made a motion, which was seconded by Mrs. James, to approve Policy 5132 *Dress and Grooming* as presented.

VOTE: the Board voted unanimously in favor of the motion.

4. Tuition Student Requests for 2022-2023

Mr. Neviasser reviewed requests for tuition students for the 2022-2023 school year (kindergarten and 10th grade students).

MOTON: Mrs. Thompson made a motion, which was seconded by Mrs. James, to approve the tuition student requests as presented.

VOTE: the Board voted unanimously in favor of the motion.

5. Approval of Track Renovation Contract

Ron Turner, Director of Facilities and Technology, provided the following background information on this agenda item: the District solicited proposals from qualified firms utilizing a public bid process to address resurfacing the high school track. The existing track was installed in 2009 and will have all cracks filled and the surface recoated with structural spray. The color will remain red to match the existing track, and all lines will be repainted to meet current NHFS rules and regulations. The District received only one bid which is as follows:

Classic Turf Company, LLC for \$170,000.

The bid was evaluated, and references were checked. Classic Turf has successfully completed several recent projects in the District including the LOLHS and Lyme School tennis courts. This project is a part of the District's five-year facilities plan and included in the 2022-2023 fiscal year budget.

MOTION: Mr. Staab made a motion, which was seconded by Mrs. Thompson, to award Classic Turf Company, LLC, the contract to resurface the Lyme-Old Lyme High School track for \$170,000.00.

VOTE: the Board voted unanimously in favor of the motion.

6. Approval of LOLHS Stage Lighting Contract

Ron Turner provided the following background information on this agenda item: the District solicited proposals from qualified firms utilizing a public bid process to address upgrading the high school theatrical lighting system. The existing conventional lighting fixtures will be replaced with LED technology to provide the District the ability to create professional productions in the multi-use space. LED technology will also serve to reduce heat, electricity impact, and the need for bulb replacement. The District received only one bid which is as follows: Sound Stage Productions, Inc., for \$154,311.

The bid was evaluated, and references were checked. Sound Stage has successfully completed several recent projects in the District including the stage lighting and sound system in the Mile Creek cafeteria and the sound system in the Mile Creek gym. This project is part of the District's five-year facilities plan and included in the 2022-2023 fiscal year budget.

MOTION: Mr. Kemp made a motion, which was seconded by Dr. Powell St. Louis, to award Sound Stage Productions Inc., the contract to upgrade the Lyme-Old Lyme High School theater lighting system for \$154,311.00.

VOTE: the Board voted unanimously in favor of the motion.

7. Approval of Grounds Maintenance Contract

Ron Turner provided the following background information on this agenda item: through a publicly advertised competitive bid process, Mystic Lawn Care was the only qualified bidder. The scope of the contract includes lawn mowing and trimming, mulching, sand removal and leaf pickup for all three Lyme Street properties. Mystic Lawn Care was the district's grounds upkeep and maintenance contractor from 2007–2016 and from 2019 to the present day. We are very satisfied with their level of service and are confident that they will continue to be a successful provider. Below is a summary list of bids received.

Mystic Lawn Care for \$246,360.00. This contracted value is included in the 2022-2023 fiscal year approved budget.

MOTION: Mr. Staab made a motion, which was seconded by Mrs. Thompson, to award Mystic Lawn Care the grounds upkeep and maintenance three-year contract for \$246,360.00.

VOTE: the Board voted unanimously in favor of the motion.

8. Approval of Ventrac Tractor Purchase

Ron Turner provided the following background information on this agenda item: this new piece of universal grounds equipment will be utilized for a number of tasks on campus including snow removal, mowing, and athletic field maintenance. The unit will be purchased utilizing the Sourcewell Federal Cooperative purchasing agreement, of which Region 18 is a member. This lease purchase value is in the anticipated range for the 2022-2023 fiscal year budget.

MOTION: Mr. Staab made a motion, which was seconded by Mr. Kemp, to award Turf Products LLC of Enfield, Connecticut a contract to supply a VENTRAC model 4520 tractor for \$60,970.22 including associated financing costs. This purchase will be distributed over four years at \$16,944 with a lease to own contract.

VOTE: the Board voted unanimously in favor of the motion.

9. Security Discussion

In light of the recent tragedy in Texas, Mr. Neviasser discussed the idea of arming the currently employed security guards. Mr. Neviasser reported on the following background information on this subject which was provided by Ron Turner, Director of Facilities and Technology on this subject:

The arming of school security personnel is covered by Connecticut State Statute 10-244a. Employment of persons to provide security services in a public school while in possession of a firearm.

This legislation has been in effect since June of 2013, and I have included a copy of the statute (below) which allows for retired law enforcement members who retired in good standing to provide armed security services in the school. The District guards, who all meet statutory requirements, would need to receive annual firearms training prior to, and during their employment as armed guards. They would not need any other credentials, such as pistol permits, security guard cards, or similar endorsements, to meet statute.

I suggest that the District purchase the firearms, ammunition, and associated equipment (holsters) for secure deployment. I also propose a suitable safe for Central Office to serve as an armory. I would suggest the Glock 19 in 9mm cal. for the handgun, at an average cost of \$900 per guard. I reached out to our Resident Trooper, Matt Weber, who indicated that one of the Old Lyme police officers is a certified firearms trainer who would be able to provide the training listed above. I have requested availability and cost for the training, and there are many other vendors if the town did not work out.

Along with the annual certification, I would complete and document monthly firearms inspections off all of the assigned weapons to ensure proper maintenance and functionality.

[Sec. 10-244a. Employment of persons to provide security services in a public school while in possession of a firearm](#)

Mr. Neviaser reviewed what he believed as beneficial to the district concerning this matter: current security staff are all prior law enforcement officers who are well educated in firearms; events of school violence have historically taken place in short periods of time and armed security would assist in reducing response time of local police. Mr. Neviaser also discussed the other significant measures that the district has incorporated to increase security around the district including locked entrances, visitor background checks for those entering buildings, shatter proof glass and/or hurricane force window installation, and shades on classroom doors for lockdown purposes.

The Board provided their thoughts on the matter. The majority of the Board was in favor of arming the security staff with the following input given:

- Consideration of funding a second security staff member for the main campus which houses three school buildings.
- Presence of trained staff members with a firearm will be a big deterrent.
- District fortunate to already have trained staff on campus.
- Annual firearms training requirement for security staff.
- Importance of educating those in the building on temporary basis (substitutes) on emergency protocols and inclusion of this information in every classroom.
- Possible need to change Director of Facilities title to include Head of Security.

Some concerns brought forward included support for arming the security staff but that overall the nation should be moving in the direction of stricter gun control. Other initiatives discussed included the mental health of students and staff coming out of the pandemic, the importance of social-emotional learning, and having a better sense of students and staff who are struggling (fostering solid relationships).

The Board discussed several ways to gather input from the community on this subject including a survey, a public forum, community discussions (smaller groups), and PTO-assistance.

Mr. Neviaser asked for authorization to continue to investigate arming security personnel so, if the Board wanted to move in that direction, they could have this in place for the 2022-2023 school year. There was Board consensus for this and to also add this topic to the June 15 Special Board of Education meeting.

IX. Old Business

1. Closing of LOLHS Project

The district is still waiting for the final change order from the State so there is no action required on this agenda item.

Mr. Neviaser reported that the State did respond to several of his emails on this subject, and Ron Turner is working with the State on the coordination of change orders.

X. Executive Session

1. Superintendent's Evaluation

Mrs. Shoemaker made a motion, which was seconded by Mrs. Dean-Frazier, to move into executive session for the purpose of discussing the Superintendent's evaluation and the central office administrative contracts. Mr. Neviasher was invited to attend the executive session. The Board voted unanimously in favor of the motion.

XI. Adjournment

The regular meeting adjourned at 9:13 p.m. upon a motion by Mrs. Shoemaker and a second by Mrs. Dean-Frazier.

Respectfully submitted,

Suzanne Thompson, Secretary

Summary of Communication to Board of Education
June 1, 2022

Sender	Date	Subject
Mona Colwell	05/24/22	Stop the path of expansion at Mile Creek and pursue other options.
Jim Miller	5/25/22	Look at reopening Center School for K-5 (or for kindergarten space) and move Central Office to LOLMS vs. adding on to Mile Creek School. Have not considered all options to maximize learning space and minimize costs with the existing facilities.
Brandy Campbell	May 31, 2022	Endorsement of Armed Security Personnel
Kim Thompson	June 1, 2022	Letter in support of HVAC upgrades, air conditioning and creating more space in elementary schools.

The opinions expressed in the attached correspondence are solely those of the authors. They do not purport to reflect the position of the Regional School District #18 Board of Education or its employees.

Delaura, Jeanne

Subject: FW: EXTERNAL: Hvac/Renovations/etc

From: Neviaser, Ian <neviaseri@region18.org>
Sent: Thursday, May 26, 2022 9:59 AM
To: Delaura, Jeanne <delauraj@region18.org>
Subject: FW: EXTERNAL: Hvac/Renovations/etc

For the minutes.

From: Shoemaker, Martha (BOE) <shoemakerm@region18.org>
Sent: Wednesday, May 25, 2022 9:32 AM
To: Neviaser, Ian <neviaseri@region18.org>
Subject: Fwd: EXTERNAL: Hvac/Renovations/etc

I am forwarding this as you are not on the thread.

Martha

Begin forwarded message:

From: "Dean-Frazier, Laura (BOE)" <deanfrazierl@region18.org>
Date: May 25, 2022 at 7:42:40 AM EDT
To: monacolwell@gmail.com, "James, Anna (BOE)" <jamesa@region18.org>, "Kemp, Jason (BOE)" <kempj@region18.org>, "Miller, Jennifer (BOE)" <millerj@region18.org>, "Powell-St Louis, Mary (BOE)" <powellstlouism@region18.org>, "Shoemaker, Martha (BOE)" <shoemakerm@region18.org>, "Staab, Christopher (BOE)" <staabc@region18.org>, "Thompson, Suzanne (BOE)" <thompsons@region18.org>, "Wilson, Steven (BOE)" <wilsons@region18.org>
Cc: Jim Miller <jim.miller105@gmail.com>, Gregory Stroud <gregory.stroud@ctexaminer.com>
Subject: Re: EXTERNAL: Hvac/Renovations/etc

Hello Mona, Thank you for your email and we will discuss this as a Board. We have not made any final decisions and are wanting feedback from our schools and community. I appreciate your time and feedback.

Best Regards, Laura Dean-Frazier

From: Mona Colwell <monacolwell@gmail.com>
Sent: Tuesday, May 24, 2022 8:13 AM
To: Dean-Frazier, Laura (BOE) <deanfrazierl@region18.org>; James, Anna (BOE) <jamesa@region18.org>; Kemp, Jason (BOE) <kempj@region18.org>; Miller, Jennifer (BOE) <millerj@region18.org>; Powell-St Louis, Mary (BOE) <powellstlouism@region18.org>; Shoemaker, Martha (BOE) <shoemakerm@region18.org>; Staab, Christopher (BOE) <staabc@region18.org>; Thompson, Suzanne (BOE) <thompsons@region18.org>; Wilson, Steven (BOE) <wilsons@region18.org>

Cc: Jim Miller <jim.miller105@gmail.com>; Gregory Stroud <gregory.stroud@ctexaminer.com>
Subject: EXTERNAL: Hvac/Renovations/etc

Hello Board of Education,

In these tough times for our nation, with rising costs in every area of our lives, it is prudent to utilize our existing resources and not rely on expensive government borrowing.

Why hasn't the BOE explored utilizing the existing space and classrooms at Center School, a school that was preserved for such a time as this, if excessive population at Mile Creek is an issue that must be addressed?

There has been no data evidence to support an expansion at Mile Creek Elementary School based on exceeding population numbers and pursuit of this theory seems irrelevant to the conversation as it has been proven false on several occasions.

Superintendent Ian Neviaser has said himself in at least one BOE meeting that any plans are not based on exceeding capacity. Yet the CT Examiner has reported that this is the path the BOE is taking now.

Why would the BOE move forward with exploring an unnecessary addition? When will we really dive into the actual repair costs?

On behalf of myself, my family and friends who all pay the taxes in Old Lyme, I respectfully ask the Board of Education to stop the path of expansion at Mile Creek and pursue any other option including Center School for the additional class space as needed while addressing upgrading equipment.

If you knew you only had about \$15 million to spend over the next four-eight years, what would be the priority? That money can be found in our existing tax supported budget as long term debt expires.

Your response to this email is requested.

Mona Colwell
401-286-2650

Delaura, Jeanne

From: Neviaser, Ian
Sent: Thursday, May 26, 2022 10:02 AM
To: Delaura, Jeanne
Subject: FW: EXTERNAL: Region 18 Facilities Plan - What is the cost of our Pre-K Program

For the minutes.

From: Jim Miller <jim.miller105@gmail.com>
Sent: Wednesday, May 25, 2022 12:21 PM
To: Wilson, Steven (BOE) <wilsons@region18.org>; Dean-Frazier, Laura (BOE) <deanfrazierl@region18.org>; James, Anna (BOE) <jamesa@region18.org>; Kemp, Jason (BOE) <kempj@region18.org>; Miller, Jennifer (BOE) <millerj@region18.org>; Powell-St Louis, Mary (BOE) <powellstlouism@region18.org>; Shoemaker, Martha (BOE) <shoemakerm@region18.org>; Staab, Christopher (BOE) <staabc@region18.org>; Thompson, Suzanne (BOE) <thompsons@region18.org>
Cc: Neviaser, Ian <neviaseri@region18.org>
Subject: EXTERNAL: Region 18 Facilities Plan - What is the cost of our Pre-K Program

Dear Region 18 Board of Education,

As you continue to consider the facilities plan, I (and I believe the community) have an important question - what is the impact of using Center school primarily for Administration and the Pre-K program?

Historical records show that, in 2010-2011, Center School accommodated 269 students. In fact, I have fond memories of my stepdaughter attending Center School. The May 4th presentation shows the difference in gross cost between plan 3 and 3a is \$13.3 million.

I think we should consider both the gross costs of the facilities plan, as well as the net costs to Region 18. All residents of Region 18 pay state taxes - on average about \$5,000 per year per resident (\$20,000 for a family of four). There is no free lunch with state funding.

In addition to considering plan 3a, we should carefully look at reopening Center school for K-5 (or simply additional Kindergarten space to free up room at Mile Creek). Pre-K could probably stay in Center school. If necessary, Administration could move into retrofitted space in the Middle School - which is massively oversized for its student population.

The cost of an additional principal pales in comparison to the \$13 million excess necessary to expand Mile Creek. The annual cost of bonding the incremental net costs of \$6.33 million will be approximately \$470,000 per year (assuming the simplified calculation of a 20-year level payment mortgage at 4%).

I do not believe we have considered all of our options to maximize learning space and minimize costs with the existing facilities.

Looking forward to further analysis before any proposal is put up for referendum.

Best,

Jim

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Delaura, Jeanne

From: Neviaser, Ian
Sent: Tuesday, May 31, 2022 11:40 AM
To: Delaura, Jeanne
Subject: FW: EXTERNAL: Re: Incident in Texas

For the minutes

From: Brandy Morenko Campbell <bmorenokcampbell2@gmail.com>
Sent: Tuesday, May 31, 2022 9:58 AM
To: Dean-Frazier, Laura (BOE) <deanfrazierl@region18.org>; James, Anna (BOE) <jamesa@region18.org>; Kemp, Jason (BOE) <kempj@region18.org>; Miller, Jennifer (BOE) <millerj@region18.org>; Neviaser, Ian <neviaseri@region18.org>; Powell-St Louis, Mary (BOE) <powellstlouism@region18.org>; Shoemaker, Martha (BOE) <shoemakerm@region18.org>; Staab, Christopher (BOE) <staabc@region18.org>; Thompson, Suzanne (BOE) <thompsons@region18.org>; Wilson, Steven (BOE) <wilsons@region18.org>
Subject: EXTERNAL: Re: Incident in Texas

Dear School Board Members,

I wanted to extend my deepest gratitude to you and the officers for providing a police presence at our schools this past week. I have two brothers (as well as my retired father) in law enforcement, so I know first-hand how valuable their time is and understand the sacrifice they are making for the rest of the community in order to protect our children and make them feel safe right now. I can't thank them (and you) enough! Please forward my thanks on to them if you get a chance.

I did also want to share with you that my 9 year old came home last week asking "Why were the police at our school today?". I replied "So you are safe". He then wisely asked, "What are we going to do when they don't come anymore, because our security guard does not have a gun?" He continued "If the bad guy has a gun, our security guard can't stop him with his hands!" I had no answer and it broke my heart.....and he's right!

I can also confirm that these young elementary-age children are all talking to each other, are very curious about this tragic event, and worried. My children came home with more knowledge of the event than I provided them with. They are very aware of the details even though I tried to limit their exposure.

I know there are no quick fixes, as we all struggle to figure out how to fix our broken systems, broken people, and cultural divides. However, in the interim I want you to know that I do endorse armed security being present 100% of the time (at least until our schools become the cockpits of 9/11). If our Lyme Schools security guards are not concealing (and I hope they are), how do we go about getting approvals, authorization, and finances to do so?

And, how can I help? I know this approach is controversial as well, but I'd be happy to help with any initiatives, committees, panels, or community conversations, etc. that arise out of this tragedy. I know we have already implemented many security layers in recent years, but feel free to reach out to me if I can be of any assistance, as the nation sadly begins these conversations again.

Kindly,

Brandy Campbell

734.417.6416

Delaura, Jeanne

From: Neviaser, Ian
Sent: Wednesday, June 1, 2022 12:37 PM
To: Delaura, Jeanne
Subject: FW: EXTERNAL: Letter in support of HVAC upgrades, Air Conditioning, and creating more space in Elementary schools
Attachments: BOE Letter 01Jun2022.docx

For the minutes

From: Kimberly Thompson <kimberly.dr.thompson@gmail.com>
Sent: Wednesday, June 1, 2022 12:36 PM
To: Neviaser, Ian <neviaseri@region18.org>; Wilson, Steven (BOE) <wilsons@region18.org>; Shoemaker, Martha (BOE) <shoemakerm@region18.org>; Kemp, Jason (BOE) <kempj@region18.org>; Thompson, Suzanne (BOE) <thompsons@region18.org>; James, Anna (BOE) <jamesa@region18.org>; Powell-St Louis, Mary (BOE) <powellstlouism@region18.org>; Dean-Frazier, Laura (BOE) <deanfrazierl@region18.org>; Staab, Christopher (BOE) <staabc@region18.org>; Miller, Jennifer (BOE) <millerj@region18.org>
Subject: EXTERNAL: Letter in support of HVAC upgrades, Air Conditioning, and creating more space in Elementary schools

Dear Ian and Members of the Board of Education,

Please find a letter with some thoughts on planned renovations and improvements to the HVAC systems at the schools. Thank you for inviting community input.

Thank you,

Kim

Kim Thompson | Cell: 860-287-2714

To connect with me as a Clinical Research Professional, please [connect with me on LinkedIn](#)

To: The Region 18 Board of Education and Mr. Neviaser,

I attended the Board of Education meeting on May 4th and found myself very confused by some of the discussion happening around the school renovation. As members of the Board of Education you were elected to make decisions on the behalf of the district that are in the best interests of the students the schools serve, you are empowered to be the decision makers. Members of the board reported that they toured the elementary schools and students are learning in the hallways, teachers are on mobile carts because they do not have classrooms, and teacher prep space is in a closet. Suzanne Thompson reminded you all that families move to our town because of the high quality of the schools and seeing learning in hallways and teachers on carts does not align with that vision. The residents of Lyme and Old Lyme expect you to be good stewards to maintain the high quality of education that increases the value of all our properties; Students learning in hallways, conference rooms, or temporary spaces doesn't seem to fit the definition of "high quality".

Earlier this year you were presented with half a dozen options to fix the HVAC systems and solve overcrowding to maintain the low class sizes that are attracting tax payers to Lyme and Old Lyme, The Board decided to move forward with the option to renovate Mile Creek, while this is not the option that I would have personally preferred, it is disheartening to see the board continue to see evidence that more space is needed and then to continue to question whether more space is actually needed.

I think it would be helpful to see a master plan for the district, it seems that renovation projects seem to pop up on relatively short notice and don't necessarily consider all long-term plans for the district. For example, the Pre-School was expanded 3 years ago, I recognize that there was unexpected growth in the population due to the pandemic after that expansion, it was short sighted not to use that renovation as an opportunity to build a robust early childhood learning center with PK3-K at Center School. Other districts are now offering universal PreK starting with 3-year-olds, is that part of Region 18's vision? Are we going to get 2-3 years down the road and be looking at needing more classrooms for PK3? I don't know the answers to those questions, but it seems that they might inform some decision making around this construction project.

I drive by the schools and see old window AC units hanging out the windows, clearly in use. My daughter comes home in May, June, August, and September complaining about it being hot in her classroom. I have also visited in the winter and found some classrooms to be freezing and others extremely warm because the current heating system is not working correctly. Window AC units are extremely inefficient, and a "high quality" school also means providing a "high quality" environment for learning.

As several members of the Board pointed out, AC is not just about comfort, even when buildings are not occupied, AC can be important in controlling indoor allergens. Anyone who has sought medical help from an Allergist will tell you that the first things they will advise new patients to do to control indoor allergies are to 1. Replace your carpets and 2. Install air conditioning. Apparently, at Mile Creek the hot water/heat gets circulated through the library in the summer to decrease the humidity and prevent mold/mildew growth, that is a complete waste of energy, and I can't imagine it makes for a very comfortable environment if anyone (custodial staff or the librarian) needs to use the space. COVID has also taught us that frequent exchange of air and the use of HEPA filtration can be important components of maintaining a healthy environment and decreasing the spread of disease.

Sadly, the tragedy in Uvalde, TX, has also taught us that maintaining a comfortable indoor environment can be a component of security as well, it seems that a propped open door that did not close properly played a part in the shooter accessing the school. While the reason the door was propped open hasn't been published, I've frequently heard about windows and doors in our schools and many other older school buildings being opened to increase air circulation. If HVAC systems are working properly, it would mean that there would be fewer reasons for exterior windows and doors to be opened.

Please do not cut the air conditioning component of this building project, it is vital to the health and safety of our students and teachers and important for maintaining the buildings and the school assets they house. I ask you to please consider putting expanding center school back on the table as a potential solution to reduce crowding in the schools and/or to prioritize building plans that will further enhance the learning experiences of our students by maintaining small class sizes and making sure students have an appropriate environment for all the educational services they receive. If there is a 5-year or 10-year master plan, I would like to see that maintained somewhere it is easy for the public to access so we can have perspective on how these building proposals fit into larger plans for the district. If there is not a master plan, I would like to see one developed.

Thank you for your time.

Respectfully,

Kim Thompson

Old Lyme Resident

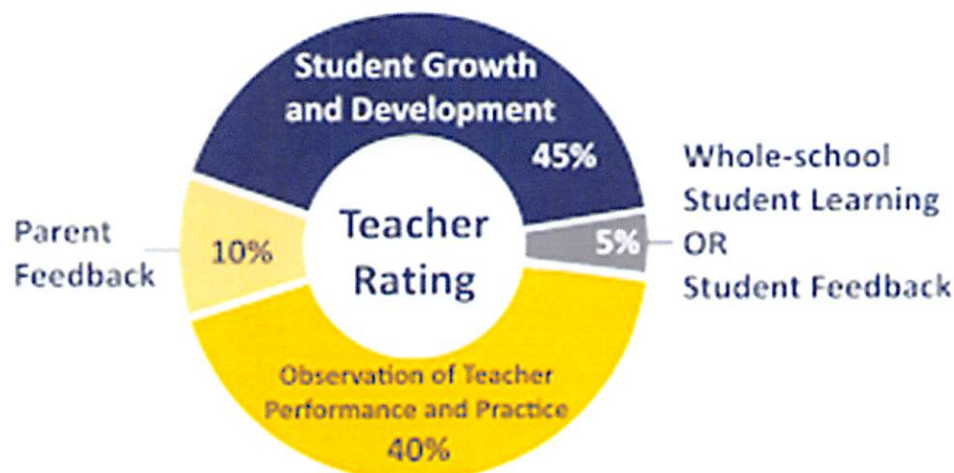
Parent to Students in the Class of 2033 and 2039

Flexibilities in Evaluation 2022- 2023

Overview

The CTSBOE has approved
flexibilities for educator
evaluation for 2022-2023
recognizing the challenges for
transition back to school.

Required Four Tier Holistic Evaluation



In Summary- Observations:

- Formal and informal reviews of practice will be conducted per R18 evaluation cycles

- Educator evaluation will facilitate support, feedback, and growth in order to best meet the needs of students

- End of year ratings will be given to all staff on the formal evaluation cycle and new teachers to the district. Teachers on the informal cycle will carry over ratings from 2021-2022.

Evaluation Definitions

Formal Evaluation Cycle

-*At least 20* minutes with written or verbal feedback based on the CCT Rubric

-End of year meeting with teacher self-evaluation using CCT Rubric

Informal Observation Cycle

-*Less than 20 minutes* with written or verbal feedback based on the CCT Rubric

-End of year meeting with teacher self-evaluation using CCT Rubric

Evaluation Cycles per Flexibility

New Teachers

Two formal and one informal observation, mid-year check and end of year meeting

Formal Cycle

One formal and one informal observation, mid-year check and end of year meeting

Informal Cycle

Three informal observations, mid-year check and end of year meeting

Links to Flexibility Cheat-Sheet And Pre-conference Paperwork

[CCT Rubric \(2017\)](#) (teaching)

[CCT Rubric](#) (related/support services)

[Pre-Obs. Paperwork](#)
