



BLOOMFIELD BOARD OF EDUCATION - BOARD OF EDUCATION SPECIAL MEETING

Board of Education Special Meeting AT Tuesday, September 4, 2018

Bloomfield Board of Education 1133 Blue Hills Avenue Board Room, 1133 Blue Hills Avenue ,
Bloomfield, CT 06002

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D. Harris
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D. Bolton
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BLOOMFIELD BOARD OF EDUCATION – REGULAR MEETING

Tuesday, June 12, 2018 at 7:00 p.m.

Bloomfield Board of Education

1133 Blue Hills Avenue

Board Room

Attendance:	D. Harris, Chair	Present
	M. R. Walters, Vice Chair	Present
	D. Bolton, Secretary	Present
	R. Ike	Present
	H. Frydman	Present
	P. Davis	Present
	T. Moore	Absent

Also Present: J. Thompson, Jr., Superintendent of Schools
B. Silver, Assistant Superintendent of Accountability and Performance
W. Guzman, Chief Operations Officer
W. Joslyn, Human Resource Specialist
S. Simpson, Director of Strategic Communication and Planning
E. Pierce, District Grant Specialist
W. Casper, Director of Facilities
S. Williams, Principal Carmen Arace Intermediate School
T. Ellis, Principal, Carmen Arace Middle School
N. Poplin, Interim Principal, Global Experience Magnet School
D. Moleti, Principal, Bloomfield High School

1. Establishment of a Quorum and Call to Order

D. Harris determined a quorum was present and the Bloomfield Board of Education Regular Meeting was called to order at 7:00 p.m.

2. Pledge of Allegiance

All rose to recite the Pledge of Allegiance.

3. Opening Statement

D. Bolton, Secretary, welcomed all attendees. The purpose and process of the Board of Education meeting was stated.

4. Consent Agenda

A. Approval of Minutes – Regular Meeting – May 8, 2018

A motion was made by M. Walters and seconded by R. Ike for the Bloomfield Board of Education to approve the minutes from the May 8, 2018 regular Board meeting, as presented.

The motion was passed unanimously.



B. Approval of Minutes – Special Meeting – June 4, 2018

A motion was made by M. Walters and seconded by R. Ike for the Bloomfield Board of Education to approve the minutes from the June 4, 2018 special Board meeting, as presented.

The motion was passed unanimously.

5. Presentations

A. Connecticut Association of Public School Superintendents' Awards

Annually students from Bloomfield High School, Global Magnet Experience School, Carmen Arace Middle School and Carmen Arace Intermediate School are presented with the CAPSS awards on behalf of the Superintendent of Schools. All of the nominated students demonstrate academic prowess, citizenship and leadership qualities. Dr. Thompson stated that these students represent the best of Bloomfield schools and the community. A brief statement about the achievements of each student was read. Carmen Arace Middle School and Carmen Arace Intermediate School recognized four students from each school. Global Experience Magnet School recognized eight students in grades 6 through 12 and Bloomfield High School recognized eight students in grade 9 through 12. Each recipient received an award certificate.

Mr. Harris called for five minute recess at 7:29 p.m. Meeting resumed at 7:34 p.m.

B. Student Representative Report – Bloomfield High School

The student representatives from Bloomfield High School shared a presentation with members of the Board of Education.

The Senior Prom was held on May 11, 2018 at the Glastonbury Country Club. The State Scholar Athlete Dinner hosted by CAS recognized two Bloomfield seniors. Other recent events at the high school including Senior Signing Day, Q3 Honor Roll Dinner, and the French and Spanish National Honor Society Induction ceremony.

The girls outdoor Track Team won their 11th consecutive Class "S" championship. Bloomfield received two first place titles and one fourth place title at the New England Track Championship.

The Senior Citizen luncheon was held on May 31, 2018. The Agri-Science center hosted students from Laurel and Metacomet to attend the annual Field Day on June 7 and 8, 2018.

The Annual Scholastic Awards ceremony was held on Wednesday, June 6, 2018.

Upcoming events include the national track meet which will be held June 15-17, 2018 and the senior class breakfast on June 20th at 7:30 a.m. Bloomfield High School graduation will be held on June 20, 2018 at 7:00 p.m. at the Bushnell.



6. Public/PTO Comment

Tymina Follins, 1067 Blue Hills Avenue

Ms. Follins stated that she is very concerned over the letter she and the other parents received from Mr. Harris and Dr. Thompson regarding future meetings. She feels the parents are being shut out. The letter mentioned the development of a plan and she stated she has yet to see the plan. Ms. Follins noted that this is a systemic issue and the majority of students are not performing to level as demonstrated by the state website. At the meeting on May 14, 2018, Ms. Follins stated it was clear to the parents that there are funds available.

Vundonzi Graham-Days, 89 Wintonbury Avenue

Ms. Vundonzi Graham-Days also expressed concerns about the letter received. She said that working together started to give her hope. She would like to work together for the kids and there is a consensus that there are failures. Ms. Graham-Days stated she is dismayed the school district does not want to work with parents.

Angelique Croasdale, 18 Greenbrier Drive

Ms. Angelique Croasdale shared her frustration and concern with the Board regarding children making it to the next level. She noted frustration that we (administration and parents) would not progress together as a team. Every time parents speak up, the administration shuts us down. She stated she is here for the children because she does not want to see them in prison. She further noted there are needs at every school and is disappointed that parents are being dismissed.

Angelene Croasdale, 6 Andrea Lane

Angelene Croasdale noted her name as Dr. Angelene Croasdale. She stated the Board cannot kick the can down the street. You need to think about the children's future. She further stated there are gaps with human bodies and all of you agreed students are not performing at grade level. Angelene Croasdale spoke to larger class sizes with 27-30 students per class in Bloomfield with magnet schools having 18-20 per class.

Patrene Davis, 84 Englewood Avenue

Ms. Patrene Davis stated that the COO noted four million dollars in a reserve account. She also stated that for 15 teachers and Instructional Assistants it would cost \$500,000. She stated performance scores are on the state website. She inquired why there is money sitting there and this is about the success of the kids and doing what is right.

Emmeline Stewart, 20 Ivory Road

Ms. Emmeline Stewart stated that the letter received was a slap in the face. She is advocating for every child and there are 15 staff members that they have to fill. She does not understand how the Superintendent of the Year award is received when our kids are failing.

7. Superintendent's Report

A. Financial Report – May 2018



Mr. William Guzman distributed the one-page and six-page financial reports. He noted the district has one month remaining in the current fiscal year. The remaining funds that have not been spent or encumbered are \$1,124,758, or about 2.73% of the budget.

On the Six-Page report there are several accounts which are at a negative balance. These include account number 1290 – Overtime Support and 5100 – Transportation. The deficit in these accounts were also noted and discussed at the May regular meeting.

The district is required to submit an end of the year fiscal report to the State Department of Education called the ED001. This report is due by September 1, 2018 for the 2017-2018 school year.

Mr. Ike requested clarification on the four million dollars in reserve as previously mentioned. Mr. Guzman stated that the four million dollars is actually the reserve monies for our insurance. The Board of Education is self-insured which means the reserves money is needed to pay for medical claims. A “healthy” reserve amount is having about six months of payments for medical claims available.

The Town Council reduced the Board budget by \$823,000 and the employee benefits line will be used to absorb this reduction. Mr. Guzman clarified that there may be additional funds to cover the cost of some additional staffing out of this line; however as he noted at the meeting this will not be certain until the new fiscal year. Recent trends suggested our health insurance claims going down, however he noted that the April claims came in higher than expected.

In addition, Mr. Guzman noted that if they Town chooses to go to bid for a new auditor for the OPEB (other post employee benefits) costs they could potentially get a number less than current firm.

Mr. Guzman further stated that he was very clear at the May 14, 2018 meeting that they had to prioritize the requested list of positions and that funds for allocation could not be entertained until the new fiscal year (July 1, 2018).

8. Old Business

A. Policies for a Second Reading

1. Transgender and Gender Non-Conforming Youth Students – 5145.53

Dr. Bethany Silver, Assistant Superintendent of Accountability and Performance, presented a second reading of the policy. She noted that this policy is in compliance with federal and state law and ensures we do not discriminate based on sexual orientation or gender identity. The policy provides definitions and guidelines for schools and district staff.

Mr. Ike noted for record that he is in support of complying with the law and not discriminating against others; however he does have some personal concerns with the policy.



A motion was made M. Walters and seconded by R. Ike for the Board of Education to approve the adoption of policy 5145.53 Transgender and Gender Non-Conforming Youth Students.

The motion was passed unanimously.

9. New Business

A. Vote to approve the tentative agreement between the Bloomfield Board of Education and Bloomfield Nurses Association

Mr. William Joslyn, Human Resource Specialist presented the tentative agreement for the Bloomfield Nurses Association. The Nurses Association has seven registered nurses within the district. This contract is for three years and gives a yearly 2% annual increase. The new contract eliminated the more expensive preferred health care plan and will save the district over the lifetime of this contract. In addition, Mr. Joslyn noted that severance pay (sick time) was eliminated with any new hire after July 1, 2018.

Ms. Davis inquired why the agenda items says “tentative” and Mr. Joslyn noted it is tentative until approved by the Board of Education.

A motion was made by M. Walters and seconded by R. Ike to approve the agreement between Bloomfield Board of Education and the Bloomfield Nurses Association for the period July 1, 2018 through June 30, 2021.

The motion was passed unanimously.

B. Adoption of the 2018-2019 District Budget

Mr. William Guzman, Chief Operations Office shared with the Board of Education an updated on the 2018-2019 District Budget. On May 8, 2018, the Town Council approved a reduction of \$823,318 to the Board of Education 2018-2019 proposed budget. This was reviewed by the Finance Committee on May 22, 2018.

The Board of Education will need to make adjustments to reflect the reduction and the Town Council recommended the medical insurance account. The district is self-insured and the amount in the insurance budget line has sufficient reserves to absorb this recommended reduction.

A motion was made by M. Walters and seconded by R. Ike to approve the 2018-2019 Board of Education Budget be reduced by \$823,318 within the Board of Education Major Account #3 Employee Benefits and adopt the 2018-2019 School District Budget in the amount of \$42,162,165.

The motion was passed unanimously.

C. Telephone System Upgrade – Bid Award

Mr. Wayne Casper, Director of Facilities shared with the Board of Education the bid information for upgrading the telephone systems across the district. The funds for this



project will be paid through the Alliance Districts' School Buildings Grant Program. This grant will cover the costs for the district schools excluding Global Experience Magnet School, Wintonbury Early Childhood Magnet School and Central Office. Mr. Casper added the operating budget will cover the cost of the three locations not reimbursed by the grant, totaling \$21,795.

Mr. Casper noted that the voiceover IP systems will replace the outdated, stand-alone systems the district currently has.

Mr. Frydman inquired what the new system entails and what will happen to the old system. Mr. Casper stated it will include all new hardware and software. CT Communications come in lower as they will send back the old phones for a credit, which will be applied to the cost of the project.

A motion was made by M. Walters and seconded by R. Ike for the Board of Education to award the Telephone System Upgrade bid to CT Communications in the amount of \$99,975.00.

The motion was passed unanimously.

D. Board of Education Roof Project – Educational Specifications

Mr. Wayne Casper shared the educational specifications for the partial roof project. This roof project will be for the Business Office and Facilities sections which have damaged due to leaking. The first step in this multi-step process is to have the Educational Specifications approved by the Board of Education.

Those areas have been tested for mold and are negative. The Board filed an insurance claim and had the carpets removed and replaced.

The grant reimbursement will be approximately 49% of the total cost.

A motion was made by M. Walters and seconded by R. Ike to approve the Educational Specifications as presented for the Bloomfield Board of Education partial roof project.

The motion was passed unanimously.

E. Policy for an Initial Reading

1. Nepotism Policy

William Guzman, Chief Operations Officer, presented an initial reading of the policy.

He noted that a Nepotism policy does not currently exist in the Board's Policies. This policy was drafted from the Connecticut Association of Boards of Education (CABE) and was presented to the Policy Committee on May 22, 2018.

The Nepotism policy prohibits a supervisor/employee relationship within any one



department between two individuals who are related by blood, marriage, civil union or law. This includes full-time, part-time or temporary positions.

Mr. Guzman received clarification from the Board attorney on the language in the last paragraph regarding any supervisor/employee relationship established prior to the adoption of the policy. The language, as advised by the attorney, has been included in this version of the policy for the review from the Board of Education.

10. CABA Updates

Mr. Donald Harris, Jr. informed the Board of Education members that he will be representing CABA at the National School Boards Association Leadership Conference in August in Chicago.

He also the Board members to attend the CABA Leadership workshop on August 13, 2018 at the Water's Edge.

11. Board Comments

R. Ike stated he wanted to make it very clear that does not draw a salary as a Board of Education member as insinuated by a public comment statement, as that would be against the law. He also commented that he would not support an educational system that was sub-par. He attended the Scholastic Awards Ceremony and he said it is apparent that the district is doing their very best. Mr. Ike stated, we are not where we want to be, but we are moving forward.

H. Frydman also reiterated that Board members are volunteers and he has the greatest respect for Dr. Thompson. He has encountered many families who have been very pleased with their educational experience here in Bloomfield. He attended many wonderful student events including the Memorial Day Parade, the Sport Awards banquet and the BHS Scholastic Awards ceremony.

P. Davis congratulated the student award recipients. She stated that if parents have concerns we need to hear them out and not make them feel dismissed. If money is available then we should use it. We do not want to appear less than truthful and want to keep putting our best effort forward. The Superintendent of the Year award is well deserved. We have a long way to go but so does every district. Ms. Davis said being on the Board is exactly where she wants to be and be more involved. She added that we have to do better as a district to hear parents even if that means holding their hands for little while.

D. Bolton stated she is delighted to see our students receiving awards and it is wonderful to witness student achievement. She thanked Krista for her work behind the scenes. She also recognized those parents who voiced their concerns and recognized the administration for their hard work as well.

M. Walters shared his pride in Dr. Thompson for receiving the Superintendent of the Year award. He also noted that when giving a message you should be thoughtful in the



spirit in which you deliver it. Mr. Walters attended the Education Celebration and the BHS Scholastic Awards Ceremony. He acknowledged the award recipients and recognized the parents for supporting their children. He noted the district will continue to strive to higher achievement and the administration has the respect of the Board.

D. Harris echoed Mr. Ike and Ms. Davis. He encouraged families to be sure that what they are hearing is accurate and correct information. Mr. Harris stated just because students have not met or are approaching state standards does not mean they are failing. He stated he will continue to do his utmost for the children of Bloomfield. Mr. Harris recently attended the Senior Citizen Luncheon, the Education Celebration and the Awards Ceremony at Global Experience Magnet School.

He reminded Board members that graduation for Bloomfield High School is on June 20, 2018 at 7:00 p.m. at the Bushnell and graduation for Global Experience Magnet School is on June 22, 2018 at 3:00 p.m. at Goodwin College.

Mr. Harris also added that the Board is here to support the Superintendent.

12. Adjournment

At 8:48 p.m. a motion to adjourn was made by R. Ike and seconded by M. Walters.

The motion passed unanimously.

D. Bolton, Secretary

J. Thompson, Ed. D., Superintendent



BLOOMFIELD PUBLIC SCHOOLS – SPECIAL MEETING

Tuesday, June 12, 2018 at 6:00 PM

Bloomfield Board of Education

1133 Blue Hills Avenue

Board Room

Attendance:	D. Harris, Chair	Present
	M. R. Walters, Vice Chair	Absent
	D. Bolton, Secretary	Present
	R. Ike	Present
	H. Frydman	Present
	P. Davis	Absent
	T. Moore	Absent

Also Present: J. Thompson, Superintendent of Schools
C. Chinni, Attorney

1. Establishment of a Quorum and Call to Order

D. Harris determined a quorum was present and the Bloomfield Board of Education Special Meeting was called to order at 6:01 p.m.

2. Pledge of Allegiance

All rose to recite the Pledge of Allegiance.

3. New Business

A. Superintendent's Evaluation 2017-2018 (discussion proposed for Executive Session)

A motion was made by D. Bolton and seconded by R. Ike for the Bloomfield Board of Education enter into Executive Session for the purpose of the Superintendent's Evaluation. We further invite the Superintendent, Dr. James Thompson, Jr. and Attorney Chris Chinni to participate.

The motion was passed unanimously.

The Board members convened into Executive Session at 6:02 p.m. and returned to public session at 6:53 p.m.

A motion was made by D. Bolton and seconded by R. Ike for the Bloomfield Board of Education to extend the Superintendent's contract through the 2020-2021 school year with the performance bonus as discussed.

The motion was passed unanimously.



4. Adjournment

At 6:54 p.m., a motion was made by R. Ike and seconded by H. Frydman to adjourn.

The motion passed unanimously.

D. Bolton, Secretary

J. Thompson, Ed. D., Superintendent



BLOOMFIELD PUBLIC SCHOOLS – SPECIAL MEETING
Wednesday, June 27, 2018 at 6:00 PM
Bloomfield Board of Education
1133 Blue Hills Avenue
Board Room

Attendance:

D. Harris, Chair	Present
M. R. Walters, Vice Chair	Present
D. Bolton, Secretary	Present
R. Ike	Present
H. Frydman	Absent
P. Davis	Present
T. Moore	Present

Also Present:

- J. Thompson, Superintendent of Schools
- W. Guzman, Chief Operations Office
- W. Joslyn, Human Resource Specialist
- J. Ritter, Attorney

1. Establishment of a Quorum and Call to Order

D. Harris determined a quorum was present and the Bloomfield Board of Education Special Meeting was called to order at 6:00 p.m.

2. Pledge of Allegiance

All rose to recite the Pledge of Allegiance.

3. New Business

A. Discussion of an attorney client communication regarding steps taken to address a personnel matter (discussion proposed for Executive Session)

A motion was made by M. Walters and seconded by R. Ike for the Bloomfield Board of Education enter into Executive Session for the purpose of discussing an attorney client communication regarding steps taken to address a personnel matter. We further invite the Superintendent, Dr. James Thompson, Jr., William Guzman, Chief Operations Officer, William Joslyn, Human Resource Specialist and Attorney Jessica Ritter to participate.

The motion was passed unanimously.

The Board members convened into Executive Session at 6:01 p.m. and returned to public session at 7:13 p.m.

4. Adjournment

At 7:14 p.m., a motion was made by R. Ike and seconded by M. Walters to adjourn.

The motion passed unanimously.



D. Bolton, Secretary

J. Thompson, Ed. D., Superintendent