

Southington Board of Education Meeting

Thursday, September 9, 2021 6:30 PM
JFK Middle School Auditorium, 1071 South Main Street, Plantsville, CT
06479
200 North Main Street
Southington, CT 06489



SOUTHINGTON BOARD OF EDUCATION MEETING

1. CALL TO ORDER
2. Executive Session
 - a. Contract Negotiations NIPSEU, Secretaries & Food Service
 - b. Contract Negotiations SEA
3. Reconvene Meeting - Regular Session - 7:00 p.m.
4. Pledge of Allegiance - Moment of Silence
5. Celebration of Excellence - Sandra Chavez, Teacher of the Year
6. Approval of Minutes - August 12, 2021
7. Public Communications
 - a. Communications from Public
 - b. Communications from Board of Education
 - c. Communications from Administration
 - d. Communications from Student Board Representatives
8. Committee Reports
 - a. Finance Committee Meeting - September 2, 2021
9. Superintendent's Report
 - a. Personnel Report
10. Old Business
 - a. Town Government Communications
11. New Business
 - a. Bid Award - Bid 2022-05 Snow Removal & Sanding Services

The minutes presented within this document provide a summary of the discussion that took place at the Board of Education meeting. For the complete discussion of the agenda items, please view the video of the Board meeting on our website at www.southingtonschools.org. These minutes are considered a draft until approved at the following regular Board of Education meeting.

SOUTHINGTON BOARD OF EDUCATION

SOUTHINGTON, CONNECTICUT

REGULAR MEETING

AUGUST 12, 2021

The regular meeting of the Southington Board of Education was held on Thursday, August 12, 2021, at 7:00 p.m. as a public meeting in the John Weichsel Municipal Center Public Assembly Room, 200 North Main Street, Southington, Connecticut with an Executive Session preceding at 5:45 p.m.

1. CALL TO ORDER

Mrs. Terri Carmody, Chairperson, called the meeting to order at 5:45 p.m.

Board members present were Mr. Joseph Baczewski (Vice-Chairperson), Mr. Robert Brown, Mrs. Terri Carmody, Mr. James Chrzanowski, Mrs. Missy Cipriano, Mrs. Colleen Clark (Secretary), Mr. David Derynoski, and Mr. Zaya Oshana. Absent was Mr. David Falvo.

Cabinet administrators present were Mr. Steven Madancy, Superintendent of Schools and Mr. Frank Pepe, Assistant Superintendent.

2. EXECUTIVE SESSION – Student Matter, SEA Contract Negotiations, and Discussion of Attorney/Client Privileged Communication Concerning Reopening Protocols ~ 5:45 P.M.

MOTION: by Mr. Derynoski, second by Mr. Oshana:

“Move to go into Executive Session, excluding the public and the press, for the purpose of discussing a Student Matter, SEA Contract Negotiations, and Attorney/Client Privileged Communication concerning Reopening Protocols, and upon conclusion reconvene to public session.”

Motion carried unanimously by voice vote.

Board of Education Attorney Rich Mills from Shipman & Goodwin joined the meeting at 5:55 p.m.

Mrs. Carmody recessed Executive Session at 7:05 p.m.

The Regular Board Meeting was reconvened at 7:06 p.m.

3. RECONVENE MEETING – REGULAR SESSION

Board members present were Mr. Joseph Baczewski, Mr. Robert Brown, Mrs. Terri Carmody, Mr. James Chrzanowski, Mrs. Missy Cipriano, Mrs. Colleen Clark, Mr. David Derynoski, and Mr. Zaya Oshana. Absent was Mr. David Falvo.

Cabinet administrators present were Mr. Steven Madancy, Superintendent of Schools; Mr. Frank Pepe, Assistant Superintendent; and Mrs. Jennifer Mellitt, Director of Business & Finance.

4. PLEDGE OF ALLEGIANCE / MOMENT OF SILENCE

Mrs. Carmody asked Mr. Michael Crocco, new Principal at Southington High School to lead in reciting of the Pledge of Allegiance.

Mrs. Carmody requested a Moment of Silence in memory of Judy Roberge who was a former Paraeducator for the Southington Public Schools for 30 years and passed away on June 24, 2021.

5. INTRODUCTION OF MICHAEL CROCCO – NEW PRINCIPAL OF SOUTHINGTON HIGH SCHOOL

Mr. Madancy introduced Mr. Crocco and gave a brief outline of Mr. Crocco's achievements and qualifications to be chosen as the new Principal of Southington High School. Mr. Crocco thanked the Board of Education and administrative team and staff at the high school for welcoming him into the district.

6. APPROVAL OF MINUTES

- **June 24, 2021 – Regular Board Meeting**

MOTION: by Mr. Derynoski, second by Mr. Brown:

“Move to approve the Regular Board of Education meeting minutes of June 24, 2021, as submitted.”

Motion carried unanimously by voice vote.

- **July 22, 2021 – Special Board Meeting**

MOTION: by Mr. Derynoski, second by Mr. Chrzanowski:

“Move to approve the Special Board of Education meeting minutes of July 22, 2021, as submitted.”

Motion carried unanimously by voice vote.

At 7:10 p.m., Mrs. Carmody called for a short recess to congratulate Mr. Crocco and meet his family.

Mrs. Carmody reconvened the regular meeting at 7:19 p.m.

MOTION: by Mr. Oshana, second by Mrs. Clark:

“Move to move Agenda Item 10.e ‘Board Discussion: Mask Wearing’ to Agenda Item 7.b.”

Motion carried unanimously by voice vote.

MOTION: by Mr. Oshana, second by Mrs. Clark:

“Move to move Agenda Item 10.c ‘Approval of Out of State / Overnight Field Trips’ to Agenda Item 6.a.”

Motion carried unanimously by voice vote.

MOTION: by Mrs. Clark, second by Mr. Baczewski:

“Move to add Student Expulsion 2020-2021-10 to the agenda.”

Motion carried by voice vote with Mr. Chrzanowski abstaining.

Mrs. Carmody asked Mrs. Clark, Board Secretary, to read the Rules and Procedures for Public Communication (*Attachment #1*). One of the rules was that three (3) minutes would be allotted to each speaker, including emails that were received by the Board members from people who could not attend the meeting in person and requested that their email be read into the record.

7. PUBLIC COMMUNICATIONS

a. Communications from Public

Mrs. Carmody requested that Southington residents who approached the podium to speak complete a sign-in sheet with their name and address (*Attachment #2*). She noted that Mrs. Clark would start a 3-minute timer for each speaker. There were 31 residents that came to the podium who voiced their opinions about mask mandates (unmasking), effectiveness of masks, physical and psychological / emotional harm, statistics, safety, Flu versus Covid, politics of masking, and requesting Mr. Shane Lockwood, Regional Health Director, to attend a Board of Education meeting to discuss town data, studies, and mask wearing. Many participants were against their children wearing masks and some thought that mask wearing should be voluntary and up to the parents. Critical Race Theory (CRT) being taught in the public schools as well as the definition of CRT was also a topic of discussion. CRT is not approved Southington Public Schools curriculum. Some participants yielded their 3-minutes to people already speaking so they could finish their speech. Please see the YouTube video link of the meeting and over two-hours of public communication below that can be found on both the Town of Southington and Southington Board of Education websites:

<https://www.youtube.com/channel/UC59RScd50ReAqz-PnbXUSSQ/playlists>

The Board members took turns reading numerous emails into the record regarding extending universal masking, unmasking of students, vaccinations, and Critical Race Theory (CRT) that the Board received (*Attachment #3*).

b. Communications from Board Members

On behalf of the Board, Mrs. Carmody thanked everyone who spoke regarding masking in the schools. She read the following statement, *“As we all grapple with the ongoing pandemic, and as we prepare to open the school year, we understand that people’s views regarding the wearing of masks varies significantly. There has been considerable discussion regarding the current rules concerning masks in schools as well as confusion regarding what authority the Board does and does not have regarding the wearing of masks. We think it is important that everyone understands that there is currently a state-wide mandate that all individuals, regardless of vaccination status, wear masks in school buildings for grades Pre-K through 12 unless a medical exemption is in place. In accordance with an Executive Order, the Commissioner of Public Health for the state of Connecticut issued that mandate on May 19, 2021. Unless modified by the State, the mandate remains in effect through September 30, 2021. Last week, in Executive Order 13-A, Governor Lamont reaffirmed the authority of the Commissioner of Public Health to issue binding rules in certain settings, including schools, for the duration of the public health emergency, which currently extends through September 30, 2021. Given the current state mandate, the Board and the administration do not have any discretion to implement a mask policy or rule that is contrary to the state mandate. As we strive to provide for the health, safety, and well-being of all those in our school community, we will continue to monitor all the developments regarding the wearing of masks and other health and safety protocols for our schools. The district will continue to engage in frequent communication with students, parents, and employees as the situation evolves. In the meantime, we look forward to welcoming students, parents, and staff to a new school year.”*

Mr. Baczewski thanked the people who came to the Board meeting to speak. He noted that he has young children in the school system and thought that last year the Board did a great job with the information that was available. As someone in the medical field, he had a problem with the refusal to sign any medical exemptions for adults or students. As far as trusting the scientists, he thought some of the things done was overzealous. He thought that it was disingenuous of the CDC how they belabored certain issues and kept moving the goalposts. As far as the mask mandates and the psychological effects, he did not think they would see the impact for a couple of years. He thought that what the Board was doing now by allowing Governor Lamont and the lead person for the Department of Public Health to make the decisions what is right for Southington should be made by the Board of Education for the people they represent. Unfortunately, they run into the issues of the mandates and that the people who spoke at the meeting should push the issue of mask mandates up to the Governor Lamont’s office.

Mrs. Cipriano thanked everyone who spoke and exercised their freedom for fighting for their children, neighbors, and grandchildren. As a citizen, she was very proud of the town and school district. As a parent of high school graduates, she would want the freedom to choose for her children like the parents who just spoke. As a Board of Education member, appointed by the people to serve the people, she pleaded for the parents to give the Board the time to do their job to make sure that they are looking out for the 6,000+ students in the district so they could take the time to look over all the Executive Orders, scientific data, and talk to the Public Health Director. She stated that the Board will work diligently to ensure that the education of the children is paramount. She stated that the Board did not have the power to supersede what the Governor has put into place, but they have the power and the passion to make sure going forward they will keep the students and their education at the heart of this issue.

Mr. Brown thanked the people who showed up to speak and those who contacted Board members. He stated that the safety of the students and staff was the Board’s first priority. He noted that it was a complicated issue. They all agree that the students should be in-person in

school as much as safely possible. Last year, the school system did a great job in keeping most students in school and safe. Last year's success was due to several factors such as social distancing, cleaning the buildings, and wearing masks. This is a decision that the Governor and State will make and is not up to the Board of Education. The consequences of the Board not following the Governor's orders were too serious to consider. He believed that those making the decision would consider evidence and facts from medical, health, and science experts. He totally agreed that everyone was better off not wearing a mask if the health experts told them that it was safe, and if the state allowed it.

Mrs. Carmody explained that she forgot to move up on the agenda the "Approval of the Out of State / Overnight Field Trips" when a motion was made to move it from Agenda Item 10.c to Agenda Item 6.a.

Approval of Out of State / Overnight Field Trips (*formerly Agenda Item 10.c*)

- **SHS Boys and Girls Cross Country**

MOTION: by Mr. Oshana, second by Mr. Baczewski:

"Move to approve the Out of State / Overnight SHS Boys and Girls Cross Country Field Trip request, as presented by administration."

Mrs. Clark questioned what assurances were in place if the health situation changes. Mr. Madancy stated that in conjunction with discussion with Mr. Steve Risser, Athletic Director, they advised the groups to purchase trip insurance and that they have the right to cancel in the event it is not safe to travel, per Board policy.

Motion carried unanimously by voice vote.

- **SHS Agriculture Science & Technology National FFA Convention**

MOTION: by Mr. Oshana, second by Mr. Baczewski:

"Move to approve the Out of State / Overnight SHS Agriculture Science & Technology National FAA Convention Field Trip request, as presented by administration."

Motion carried unanimously by voice vote.

Mr. Madancy thanked the Cross Country Coach and Ag-Sci Advisor for staying late to get the field trips approved on behalf of the students.

Mr. Brown reported that he attended a CREC (Capitol Region Education Council) meeting on July 20 on Critical Race Theory (CRT) as the Southington Board of Education's CREC representative. CREC is one of six regional education service centers formed by statute that permits local Boards of Education to join together for the purpose of cooperative action and to furnish programs and services. The meeting consisted of two CREC personnel, Elsie Gonzalez and Amy Karwan, who presented the factual explanation of what CRT is about to a number of BOE representatives. He summarized what was stated at the CREC meeting and noted that the Southington Board of Education had not discussed it and below were solely the opinions of CREC.

- CRT is an academic framework that studies how racism and inequity is present in our social, political, and economic structures or institutions. It seeks to view history in the lens of race and is not the only lens used to view history, economic, social change, cultural, politics, etc. There are other lenses.
- CRT is not about blaming people, white people, for anything. It is about structures and institutions and how racism influences them. An example is laws restricting certain races from living in certain places.
- CRT is not telling people how to think, nor is it teaching a point of view.
- CRT seeks to include a wider range of points of view and historical facts in the teaching of history. This wider amount of information aides in having more productive conversations about race and that could possibly benefit our understanding of history and how history, including racial factors, impacts the present.
- CRT is not teaching white students that they are racist or to blame for any of this. Any racist institutions in our country were created by people from the past.
- The ideas in CRT started in 1980's and is a work in progress with no one narrow curriculum, or book, or single idea.

Mr. Brown stated that Ms. Fran Rabinowitz, Executive Director of the Connecticut Association of Public Schools Superintendents (CAPSS), and a former Superintendent, indicated at the CREC meeting that school administrators and educators were being discredited for teaching something that they were not teaching. It was also pointed out at the CREC meeting that to limit or ban conversations about race or racism in the public schools would be censorship and only limit conversations in understanding of history.

Mr. Brown stated that he was the Chair of the Southington Board of Education Curriculum Committee, which he has served on for six years, Mrs. Cipriano for two years, and Mrs. Carmody for 14 years. They continue to monitor and approve curriculum in the schools and at no point has Critical Race Theory (CRT) been brought to that committee to be discussed or placed into the curriculum.

c. Communication from Administration

Administration reported on the following:

1. Summer Work: Mr. Madancy thanked the custodial and maintenance crews for their due diligence over the summer in getting the schools ready for the new school year. He thanked Mr. Romano, Director of Operations, Mr. Lombardo, Maintenance Foreman, and staff for all the projects that they did this summer.
2. Summer School Update: Mr. Madancy reported that he would have a more comprehensive report and a presentation from Mr. David DeStefano, Summer School Director, at a future Board meeting. Normally, Summer School would have approximately 200 students; however, this year they had 900 students. Transportation and meals were also provided to students.
3. School Opening Plans: Mr. Madancy announced that the teachers would be returning on August 26 for Professional Development (PD) Days and the students will return on September 2, 2021. These Professional Development Days replace November and February PD Days.
4. Staffing Update: Mr. Madancy stated that this is a busy time of year for filling vacant positions and thanked Mrs. Passamano, Human Resources Manager, and her staff for all their hard work.

5. Convocation: Mr. Madancy announced that Convocation would be held on August 26, 2021 at 1:00 p.m. outside on the football field with a rain date of August 27.

Mr. Derynoski questioned if there was a list of openings that needed to be filled before the start of school. Mr. Madancy stated that they were in a good position with certified teaching staff.

Mr. Chrzanowski stated that his daughter attended Summer School at DePaolo Middle School for the first time and loved it. He thanked the Summer School staff for doing a fantastic job.

8. SUPERINTENDENT'S REPORT

a. Personnel Report

MOTION: by Mr. Derynoski, second by Mr. Brown:

“Move to approve the Personnel Report, as submitted.”

Motion carried unanimously by voice vote.

9. OLD BUSINESS

a. Town Government Communications

There was no communication.

10. NEW BUSINESS

a. Approval of Teacher Evaluation and Support Plan – 2021-2022

Mr. Madancy explained that approval of the Teacher Evaluation and Support Plan was a statutory requirement.

MOTION: by Mrs. Clark, second by Mr. Baczewski:

“Move that the Board of Education approve the 2021-2022 Teacher Evaluation and Support Plan.”

Motion carried unanimously by voice vote.

b. Ratification of AFSCME Custodial and Maintenance Contract

MOTION: by Mr. Oshana, seconded by Mr. Derynoski:

“Move that the Board of Education ratify the agreement between the Southington Board of Education and the AFSCME Custodial and Maintenance Employees Union.”

Motion carried unanimously by voice vote.

c. Approval of Out of State / Overnight Field Trips (*Moved to Agenda Item 6.a*)

d. Class Size Report

Mr. Madancy stated that this information was provided for the Board's information and that no motion was needed. This information will be changing as it gets closer to the start of school. More accurate information will be provided at the next meeting. Mr. Derynoski noted that this was the first time in many years that he did not see any "hot spots" at this time. He noted that the next Board meeting is September 9 after school starts and questioned receiving an update before school starts. Mr. Madancy acknowledged that they were in a safe place because they had added FTEs in the spring with the ESSR grant funds. An updated Enrollment Report will be sent to the Board members.

e. Board Discussion: Mask Wearing (*Moved to Agenda Item 7.d*)

f. Student Expulsion

MOTION: by Mrs. Clark, second by Mr. Baczewski:

"Move to expel Student #2020-2021-10, as stipulated by administration."

Motion carried by voice vote with Mr. Chrzanowski abstaining.

MOTION: by Mr. Derynoski second by Mr. Oshana:

"Move to go back into Executive Session for discussion of negotiations, excluding the public and press, and upon conclusion return to Open Session."

The Board members returned to Executive Session at 10:18 p.m.

The Board members returned to Open Session at 10:45 p.m.

11. ADJOURNMENT

MOTION: by Mr. Derynoski, seconded by Mr. Oshana:

"Move to adjourn."

Motion carried unanimously by voice vote.

The meeting adjourned at 10:45 p.m.

Respectfully submitted,
Linda Blanchard
Recording Secretary

ATTACHMENT #1

RULES & PROCEDURES OF PUBLIC COMMUNICATIONS

As read by Mrs. Colleen Clark, Board Secretary

The conduct of meetings shall, to the fullest extent possible, enable members of the Board to:

1. Consider problems to be solved, weigh evidence related thereto, and make wise decisions intending to solve the problems.
2. Receive, consider, and take any needed action with respect to reports of accomplishment both as to the students and to the school system operations. Provision for permitting any individual or group to address the Board concerning any subject that lies within its jurisdiction shall be as follows:
 1. Three (3) minutes will be allotted to each speaker. That includes letters / emails that were submitted to the Board for people who were not able to attend. Those letters would be read and the three-minute timer will be engaged.
 2. No boisterous conduct shall be permitted at any Board of Education meeting. Persistence in boisterous conduct shall be grounds for summary termination by the Chair of that persons' privilege to address. If necessary, the chairperson may direct those who are acting in a boisterous manner to leave the premises.
 3. No oral presentation shall include charges or complaints against any employee of the Board of Education regardless of whether or not the employee is identified in the presentation by name or by another reference that tends to identify an individual. All charges or complaints against employees should be submitted to the Board of Education under the provision of the Board of Education policy.

ATTACHMENT #2PUBLIC COMMUNICATIONS SIGN-IN SHEET

Southington Board of Education
PUBLIC COMMUNICATION
99425+070X23 ionstone Coula vs. Flu

Patricia Tavalozzi

	NAME	ADDRESS	TOPIC
1	Angelica Espada	550 Darling Street	mask mandates
2	Samantha Colley	Werkling St	mask
3	Jennifer Couture	181 Broad St	mask
4	Gina Kaminski	333 Berlin St	mask
5	Michael Kuzanski	271 Lakeside Dr.	mask (CR)
6	Leila Colton	20 W. Necanic Ridge	mask, CRT
7	Brett Lynch	12 S. Miller Rd	mask
8	Wesley Lee	116 Penn St	mask
9	Tyler Yarr	42 Berkley Ave	mask
10	Shawn Irwin	32 Vermont Ave	CRT
11	Riley Irwin	32 Vermont Ave	CRT
12	Philly Henson	108 Dayton Dr	mask
13	Nancy Carpenter	1316 School St	mask, CRT
14	Steven Baranski	191 Quaker Street	CRT
15	Kevin Humble	107 Oakmont Way	mask
16	Nathan Wright	1070 Marion Ave	mask (No)
17	Suzanne Guida	114 Woodfield Rd	unmask
18	John M. Smith	Berkley	mask
19	Red Payne	102 West St	mask
20	Bob Karnecki	385 Park St	mask
21	Eric Moore Magrini	25 W. Erie St Dr	mask
22	Eric Moore	55 Malabar Dr	mask
23	Valerie Regueiro	102 West St	mask
24	Wesley R. Hulse	070 Chatterbox Ter	mask
25	Thomas Castaldi	224 Stuyvesant Rd	mask
26	Sara Alvarado	35 Church St	mask
27	Colleen Dubrowski	363 Mulberry St	CRT + Unmask
28	Wesley R. Hulse	169 Berkley Ave	mask
29	Tom Galvin	40 Richmond Ct	CRT
30	Susan Zabonietki	28 Werkling St	mask + handouts
31	Joan Hurley	123 Curtis St	CRT
32			

ATTACHMENT #3
EMAILS / LETTERS RECEIVED

1.

From: Crystal McKeever <crystalmckeever@ymail.com>

Sent: Saturday, August 7, 2021 1:32 PM

To: SBOE <SBOE@southingtonschools.org>

Cc: Rob Sampson <mail@robertcsampson.com>; Susan Zabo <sz.happytails@gmail.com>

Subject: Upcoming BOE meeting, August 12

I am an educator, and am submitting this letter to be read in to the record at the next BOE meeting on August 12.

To the elected members on our Board of Education,

Thank you for your hard work and dedication to the education of our children. Your positions carry great responsibility and your efforts are appreciated.

I would like to address two very important and “hot button” topics facing you this evening.

First, our children are precious, and their health and well being is something that is not to be taken lightly. While I realize that the idea behind masks being worn all day is the protection of students’ health, I do not support the idea of a school mandate for students to wear masks all day at school. The data does not support a need for schools to mandate that children wear them. I believe that decision should be left to the parents, as it should be their right to choose.

I would also like to address the matter of including the Critical Race Theory in our school curriculums. The premise of this philosophy is that there was a deliberate and planned discrimination against people of other race, ethnicities, and religion, at the founding of our country, and that this forced discrimination carries in to our society today. This is quite simply not true. While I do agree that there are problems and inequalities that we understand should be corrected, the wide-spreading idea that is presented in this theory of promoting other races and changing the narrative of history to fit the biased opinions of others works against itself, as it is then discriminating against people who are white.

Our Declaration of Independence states “We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness.” If the intent of our founding fathers to declare all people equal - regardless of race and religion- is not clear enough, I don’t know how it could be made more so. America was not perfect when it was founded, and that was recognized by those who fought to make it free. It is why down through history, efforts were made to make America better, including the abolishing of slavery with the 13th Amendment, the Emancipation Proclamation, and the 15th and 19th Amendments to the Constitution to grant all American citizens the right to vote. These are just a few of the efforts made that were supporting the belief that “all men are created equal”.

As an educator myself, I believe the truth should be taught to our children without bias- the facts presented, good and bad, and the students should be allowed to form their own beliefs and opinions based on the truth that they hear. Educators should be passionate about what they teach, but the personal opinions , feelings, or perspectives of educators on matters such as these do not belong in the classroom as part of a curriculum to be taught as fact. They are personal and should be kept and made clear as such.

Thank you for the opportunity to express my thoughts on these matters.

Sincerely,
Crystal McKeever
West Street, Southington, CT

2.

Dear Board of Education Members,

My name is Todd Ritchie and I live at 270 Chesterwood Terrace. I am requesting that you read this letter into the record of the August 12th, 2021 meeting since I cannot attend the meeting. My wife and I have a 5 year old son beginning kindergarten in the Fall. Our son, who is a young outdoor enthusiast, cannot understand why he and his friends must continue to wear masks during school, when they are no longer required for anyone at any of the places we go to in town, indoor or outdoor. Yet, at school masks are mandatory, supposedly because children aren't vaccinated, and these masks are going to protect them all and their vaccinated teachers from a virus that is only a threat inside schools. Are you aware of the scientific effectiveness of typical cloth masks that our kids are wearing against the transmission of the Covid-19 virus? Do you know the actual effectiveness of these cloth masks' removal of exhaled particles which can transmit Covid-19? If not, then how do you know our children are protected at all? (Other than just parroting that the CDC says so).

I am licensed professional civil engineer and board certified environmental engineer and often rely on guidance from the Environmental Protection Agency (EPA), one of the federal government's largest scientific organizations. The EPA's statement on April 20, 2021 is quoted as follows: (reference: <https://www.epa.gov/covid19-research/evaluating-effectiveness-facial-coverings-and-masks>):

“Despite widespread adoption of face mask use for personal protection and to help stop the spread of COVID-19, there is little or no public information available on the performance and efficacy of different types of masks or modifications on existing face coverings. Important questions, such as which type of mask to buy or make, what modifications can be made to disposable medical-grade surgical masks and other face coverings, or the compatibility of facial hair with protective face coverings, remain. EPA researchers are working to answer these and other questions.”

This is the preface to a series of targeted studies the EPA is just now starting regarding the scientific performance and effectiveness of masking. A year and a half into a lingering pandemic, the EPA acknowledges that there isn't any information available regarding what masks measurably do to protect us and our children from Covid-19. This is following initial studies reported by the EPA in early April 2021 where EPA researchers rigorously tested masks and other PPE in EPA's laboratories (reference:

<https://www.epa.gov/sciencematters/epa-researchers-test-effectiveness-face-masks-disinfection-methodsagainst-covid-19>). The EPA sought out to determine how effectively different materials

can filter out virus particles from the air, whether popular do-it-yourself mask modifications work, and which disinfection methods work well for masks and other types of PPE, like face shields and protective suits. From their consumer grade mask filtration studies, the researchers examined the filtration ability of a variety of cloth masks recommended for the public. They found that the effectiveness of the masks varied widely. Only 26.5% of particles are blocked on average from a common knitted cotton mask worn by most of our children.

So if a significant majority [73.5%] of potentially virus-carrying particles are not blocked by common masks in a room full of school children breathing the same air, what exactly is the real benefit to student mask wearing, other than being a false panacea at a detriment to our kids' physical and emotional health and wellbeing?

Furthermore, there must be consideration for the proper use, storage and cleaning of masks in arriving at their efficacy. The MayoClinic lists the following steps for putting on and taking off a mask for full effectiveness (reference: <https://www.mayoclinic.org/diseases-conditions/coronavirus/indepth/coronavirus-mask/art-20485449>).

- Wash or sanitize your hands before and after putting on your mask.
- Place your mask over your mouth and nose and chin.
- Tie it behind your head or use ear loops. Make sure it's snug.
- Don't touch your mask while wearing it.
- If you accidentally touch your mask, wash or sanitize your hands.
- If your mask becomes wet or dirty, switch to a clean one. Put the used mask in a sealable bag until you can get rid of it or wash it.
- Remove the mask by untying it or lifting off the ear loops without touching the front of the mask or your face.
- Wash your hands immediately after removing your mask.
- Regularly wash cloth masks in the washing machine or by hand.

Please tell me how these mask wearing steps, which are critical to achieving an average of only 26.5% exhaled particle removal, will be implemented in our schools this Fall? Parents of young children especially are likely laughing listening to this. Do you really think any aged child is capable of complying with all of these steps to achieve their full 26.5% effective level of protection?

Now that you are informed by the EPA regarding the actual ineffectiveness of masks, when you see or think about our kids with their masks on for 7+ hours a day, is it worth it for children to endure all of the adverse physical, social, emotional and developmental impacts (presented to you by other parents at the meeting) to protect them at not even a level of 25% from a virus with

an approximate 99.7-99.9% survival rate (depending on the source) in school-age children per the CDC?

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Todd Ritchie", with a long, sweeping horizontal stroke extending to the right.

Todd Ritchie, PE, BCEE

3.

From: Nolan Ritchie <ndritchie2016@gmail.com>

Sent: Monday, August 9, 2021 10:06 PM

To: DAVID J. DERYNOSKI <dderynoski@southingtonschools.org>; JOSEPH BACZEWSKI <JBACZEWSKI@southingtonschools.org>; JAMES CHRZANOWSKI <JCHRZANOWSKI@southingtonschools.org>; MISSY CIPRIANO <MCIPRIANO@southingtonschools.org>; SBOE <SBOE@southingtonschools.org>; TERRI C. CARMODY <tcarmody@southingtonschools.org>; ZAYA OSHANA <zoshana@southingtonschools.org>; BOB BROWN <bobbrown@southingtonschools.org>; COLLEEN W. CLARK <cwclark@southingtonschools.org>

Subject: Letter to be read into the record during public comment at the 8/12/21 meeting

My name is Nolan Ritchie, and I am 5. I love preschool, but I don't know why the government makes us wear masks there. It's hot outside: there aren't big germs anymore. Wearing masks make us feel sweaty and our noses run. But I thought masks make us not catch germs that give us runny noses. I feel confused.

My favorite time at school is playing outside with my friends. We don't wear masks because the wind takes away our germs outside, even when we hug and hold hands with friends.

My mommy said doctors' rules are bigger than the government's rules. Please can you listen to our doctors and let us put the masks in the garbage? They get dirty and wet. They feel icky and my face gets bumps like bug bites.

I am so excited to see my teachers smiles soon in the Fall, and they are going to teach me all the letter sounds so I can read by myself soon if masks aren't still hiding us.

Nolan Ritchie
270 Chesterwood Terrace

4.

From: Jenna Giacomi <jennagiacom@yahoo.com>
Sent: Wednesday, August 11, 2021 11:38 AM
To: COLLEEN W. CLARK <cwclark@southingtonschools.org>
Subject: Re: Unmask Our Kids- To be read into BOE Record 8/12/2021

Hi Colleen,

My address is 51 Arrowhead Lane, Plantsville.

Thank you very much,
- Jenna

Sent from my iPhone

On Aug 11, 2021, at 11:23 AM, COLLEEN W. CLARK <cwclark@southingtonschools.org> wrote:

Hello Jenna,
I've received your email and I will have it read into the record.
Could I please have your home address? It's required for our records.
Thank you,
Colleen Clark
Secretary
SBOE

From: Jenna Giacomi <jennagiacom@yahoo.com>
Sent: Wednesday, August 11, 2021 10:46 AM
To: JOSEPH BACZEWSKI <JBACZEWSKI@southingtonschools.org>; BOB BROWN <bobbrown@southingtonschools.org>; TERRI C. CARMODY <tcarmody@southingtonschools.org>; JAMES CHRZANOWSKI <JCHRZANOWSKI@southingtonschools.org>; MISSY CIPRIANO <MCIPRIANO@southingtonschools.org>; COLLEEN W. CLARK <cwclark@southingtonschools.org>; DAVID J. DERYNOSKI <dderynoski@southingtonschools.org>; DAVID FALVO <DFALVO@southingtonschools.org>; ZAYA OSHANA <zoshana@southingtonschools.org>
Subject: Unmask Our Kids- To be read into BOE Record 8/12/2021

Hello,

Today I am writing to you in hopes that you have a better understanding as to why there *should not* be a mask mandate for children enrolled in Southington Public Schools.

Currently it seems that everyone is concerned about increased hospitalizations among young children testing positive with COVID-19. If you only watch the news, you would be led to believe that children are the driving force for the increase in hospitalizations, however, data straight from the CDC indicates otherwise.

The CDC website has a "New Admissions of Patients with confirmed COVID-19 per 100,000 Population by Age Group, Connecticut" data set.

Specifically looking at CT, the data shows that children between the ages of 0-17 have a total of 1 hospital admission between August 1, 2020- August 8, 2021, with a Current 7- Day average of 1 between August 2, 2021- August 8, 2021. Prior 7-Day Average of 1 between July 26, 2021- August 1, 2021. Additionally, as of 8/8/2021, the data shows that children in CT between ages 0-17 make up 0.2 of the population for New Admission per 100,000 population. Whereas, ages 70+ still make up the majority of 2.13.

The CDC also continues to state, even with these other variants, that most children with COVID-19 have mild or no symptoms at all, and cases of severe disease and death are rare.

As a State we have surpassed many others in regards to vaccination efforts. CT has managed to fully vaccinate 64% of its population, with over 80% of individuals ages 55+, who are considered high risk. We should not generalize what is happening in other states to ours. I am afraid this is happening and what decisions will be based on regarding mask mandates.

I do not want to downplay anyone's experience with COVID-19. I feel at this point we have all had some experience directly or indirectly with COVID-19, but the data just doesn't support these universal restrictions on our CT children. I believe we should leave it up to each individual parent/ guardian whether or not to mask our children in school and be respectful of each other's choices.

Below is a link to the CDC website where I received the information, as well as, a screen shot of the data.

Thank you for your time.

-Jenna Giacomi

https://covid.cdc.gov/covid-data-tracker/?fbclid=IwAR1_IP8sU7AbP1V_qyfJCwnfT9mGst3TSER1eVpQ4a3HvNH8FO1156v9U#new-hospital-admissions

<image.jpg>

5.

From: Jennifer Florian <florianjen@gmail.com>
Sent: Monday, August 9, 2021 10:01 AM
To: SBOE <SBOE@southingtonschools.org>; TERRI C. CARMODY <tcarmody@southingtonschools.org>; JOSEPH BACZEWSKI <JBACZEWSKI@southingtonschools.org>; COLLEEN W. CLARK <cwclark@southingtonschools.org>; JAMES CHRZANOWSKI <JCHRZANOWSKI@southingtonschools.org>; MISSY CIPRIANO <MCIPRIANO@southingtonschools.org>; DAVID J. DERYNOSKI <dderynoski@southingtonschools.org>; ZAYA OSHANA <zoshana@southingtonschools.org>; BOB BROWN <bobbrown@southingtonschools.org>
Subject: Letter for BOE Meeting 8/12

Hello BOE Members,
 We hope you are all well and enjoying your summers!

My husband and I are not able to attend Thursday's BOE meeting, so we are asking for the following letter to be read into the record during the scheduled public comments.

Thank you all!

Sincerely,
 Louis and Jennifer Ritucci
 409 Mulberry Street
 Plantsville

Letter for Public Comments

To the Southington Board of Education,
 First and foremost, we would like to thank you all for your hard work and service to our town. This past school year has been an unprecedented one, but a successful one thanks to your efforts.

We have a 5-year-old daughter who is entering Kindergarten and a 4-year-old son going to his first year of Preschool. We respectfully ask that masks will be optional for students in the upcoming school year. We ask that the decision for a child to wear a mask, or not, be left to parents and families.

At the time this letter was written, Southington had a weekly report of 28 covid case, out of a population of 43,300 people. (7/24-7/31). That is a positivity rate of .064% in our community. This extremely low rate does not support the continued masking of our kids. Precautions could still be taken such as: students being cohorted, brought outside when possible, encouraged to wash their hands frequently, and school materials to be sanitized.

Thank you for your time and consideration. We are looking forward to our school year.

Sincerely,
 Louis and Jennifer Ritucci
 Source: <https://portal.ct.gov/Coronavirus/COVID-19-Data-Tracker>

6.

From: Megan L Mele <meganlmele@gmail.com>
Sent: Thursday, August 12, 2021 9:00 AM
To: SBOE <SBOE@southingtonschools.org>
Subject: Letter for the Record- BOE Meeting on 8/12/2021

To the Members of the Southington Board of Education:

Attached is a letter regarding universal masking in our schools. It is signed by 37 families who were part of the Southington's Remote Learning Academy last school year. Please read the letter (in its entirety) as well as the names of all signers, into the official record of the 8/12/2021 meeting.

Thank you for your time!
Megan Mele
545 West Street

Sent from [Mail](#) for Windows

Dear members of the Southington Board of Education,

We are parents of students who attended the Remote Learning Academy during the 2020-2021 school year. First, we would like to thank the administrators, teachers, and staff who supported our students throughout the school year and kept them safe and learning.

As we send our children back into their school buildings in a few weeks, we wanted to express our strong support for universal masking in schools.

In addition to the data presented below, we are keenly aware that our students' physical absence from the school buildings allowed for additional physical distancing. With no virtual option, our children will be adding to the overall number of bodies in the building, making physical distancing necessarily more challenging. We made sacrifices to protect our kids in the last school year AND made schools safer for the children who could not learn virtually - **we expect our children to be kept safe now that they have no option but to return.**

The [American Academy of Pediatrics recommends](#) that all students older than 2 years and all school staff should wear face masks at school (unless medical or developmental conditions prohibit use) for the following reasons:

- a significant portion of the student population is not eligible for vaccination - none of our elementary school students are eligible and only half of middle school students.
- protection of unvaccinated students from COVID-19 and to reduce transmission
- potential difficulty in monitoring or enforcing mask policies for those who are not vaccinated; in the absence of schools being able to conduct this monitoring, **universal masking is the best and most effective strategy to create consistent messages, expectations, enforcement, and compliance without the added burden of needing to monitor vaccination status**
- continued concerns for variants that are more easily spread among children, adolescents, and adults

[There is also no scientific evidence that mask-wearing is harmful to children and it does not expose children to harmful levels of carbon dioxide.](#) Also, [research from the University of Wisconsin on children ages seven to 13](#) shows that there “while there may be some loss of emotional information due to mask wearing, children can still infer emotions from faces, and likely use many other cues to make these inferences.” [This article](#) from CT News Junkie that cites the study includes comments from local parents on how their kids have handled mask wearing successfully.

[Finally, the Delta variant - and potential new variants - are presenting all of us with significant unknowns.](#) Last month, the CDC recommended masks for all students. Since then, Connecticut’s COVID transmission rates have risen to the point where the agency is recommending everyone wear masks in indoor public settings, regardless of their vaccination status.

From the [Hartford Courant](#) (August 8) : When asked about school mask requirements, Dr. Ulysses Wu, system director for infectious diseases at Hartford HealthCare said: “I know it’s a touchy subject — somehow it’s become political; somehow it’s also become a social flashpoint — but the reality is that masking for children in schools probably makes sense if they’re not vaccinated.

“Let’s take a step back and let’s look at what our lines of defense are. Our first line of defense is vaccinations. That is still our pathway out. When vaccinations either stop happening or we think that cases are going to be rising, the next two steps are social distancing and masking. Social distancing is going to be difficult, especially in schools, and so masking I think is going to be the way out of this.”

Until vaccination is available to children under the age of 12, universal masking is the only way to keep our kids safe.

Sincerely,

1) Megan & Brian Mele
545 West Street
Kelley Elementary School

2) Carey & Grant Campbell
142 Laurelwood Drive
Oshana Elementary School

3) Danielle Reinhart
26 Taunton Street
Hatton Elementary School

4) Kristyn Formeister
1054 Old Turnpike Road
South End Elementary School
Kennedy Middle School

5) Sabine Goodrich
434 Pleasant Street
Flanders Elementary School

6) Dan & Kat Brunetto
79 Oak Street
Hatton Elementary School

7) Shannon & Patrick Hubeny
36 Hubeny Drive
Kelley Elementary School

8) Kristin Dobransky
PO Box 240
Oshana / Derynoski Elementary School
(in the process of moving, waiting on out-of-district request)
And Southington High School

9) Erin and Jose Perez
61 Webster Park Road
Kennedy Middle School

10) Bethany Melnick
12 Berkley Avenue
Derynoski Elementary School

11) Kathy Lush
34 Mount Caramel Street
Derynoski Elementary School

12) Tim Kostuk
58 Masters Drive
Thalberg Elementary School
DePaolo Middle School

13) Maggie Scampolino
22 Ciccio Road
Kelley Elementary School

14) Vania and Shaun Slight
50 Knowles Avenue
Derynoski Elementary School

15) Kathryn Carlson
58 Masters Drive
Thalberg Elementary School

16) Tina Hartley
61 Walkley Drive
Kelley Elementary School
Kennedy Middle School

17) Sharon Maher
13 Rosemont Avenue
DePaolo Middle School

18) Sarah and Steve Lewis
185 Brookwood Drive
Flanders Elementary School

19) Amber and Rick Knight
243 Meriden Avenue
Derynoski Elementary School

20) Christina Volpe
161 Oakland Road
Derynoski Elementary School

21) Laura & Colleen Bielitz
96 Silver Oak Circle
Derynoski Elementary School

22) Heather Johnston-Kidwell
258 Edgewood Circle
Oshana Elementary School

23) Elizabeth Pace
24 Thunderbird Drive
Thalberg Elementary School

24) Christen Cyr
63 Blueberry Lane
Derynoski Elementary School

25) Kate Leidy
381 East Street
Derynoski Elementary School

26) Erica and Dave Byrne
256 Bristol Street
Derynoski Elementary School

27) Noubar & Sarin Kevorkian
125 Woodberry Hill Drive
Thalberg Elementary School

28) Jennifer Lush
71 October Lane
Oshana Elementary School

29) Sabina Vance
74 Ferncliff Drive
Kennedy Middle School

30) Katie & Aaron Wade
39 Madalyn Lane
Derynoski Elementary School

31) Sarah & Mario Pires
110 Sunset Ridge Drive
Derynoski Elementary School

32) Lauren Johns
388 Pondview Drive
Derynoski Elementary School

33) Caitlin Grant
163 Prospect Street
Oshana Elementary School

34) Melissa Cybulski
24 Mountain Edge Drive
Derynoski Elementary School

35) Melinda & Jeremiah Welch
98 Norton Street
South End Elementary School

36) Noubar and Sarin Kevorkian
125 Woodberry Hill Drive
Thalberg Elementary School

37) Cyndi and Tim Roberts
54 Tridell Drive, Unit 42
South End Elementary School

7.

From: Bethany Rosin <bethanyrosin@gmail.com>

Sent: Thursday, August 12, 2021 11:59 AM

To: SBOE <SBOE@southingtonschools.org>; STEVEN MADANCY <smadancy@southingtonschools.org>

Subject: Email for Public Comment August 12 BOE meeting

****Please read this into public record****

I write this as a teacher and parent in the district. I urge the Board of Ed and the Office of the Superintendent to support universal masking in schools beyond the Governor's order ending September 30.

As the science clearly shows, along with the recommendations from the CDC and AAP, vaccines and masks are the best and second best ways to stop the spread of COVID-19. Since our elementary and roughly half of our middle school students are not eligible for the vaccine, masking is the best way we can protect all of our students, staff, and teachers.

While I understand masks are not ideal and may be uncomfortable, masks are what kept us safe and in school for in person instruction. Last year at this time I was very fearful and nervous not knowing if my family and I would be safe in schools. However the multiple layers of mitigation — especially universal masking — kept many of us safe and in school for the vast majority of the year.

Thank you for all you do to keep us safe and in school this year.

Bethany Rosin
93 October Lane
Plantsville

8.

From: Suzanne Nord <suzannenord@gmail.com>

Sent: Thursday, August 12, 2021 12:34 PM

To: STEVEN MADANCY <smadancy@southingtonschools.org>; SBOE <SBOE@southingtonschools.org>

Cc: Joe Nord <josephnord@yahoo.com>

Subject: Mask wearing during the 2021-2022 school year.

Good afternoon,

We are writing this letter as the parents of two children who will be attending Strong Elementary School this year. We ask that this letter be read into the public comment at the Board of Education meeting tonight, Thursday August 12.

We are writing to respectfully ask the Board of Education along with Mr. Madancy to please extend mandatory mask wearing for all students and staff beyond the Governor's order which expires September 30, 2021.

Here in Connecticut and specifically Southington, we were very lucky during the past school year that community transmission of the Covid 19 virus was not found to be occurring in the schools. This was due to the universal mitigation strategies used throughout the district, with the first line of defense being mask wearing. Our older daughter did not need to quarantine at all, and benefited from in person instruction for the entirety of the 2020-2021 school year. We believe it is crucial for students to be in person this year, particularly in the younger grades. Requiring masks, while unpleasant, will help us to keep children in school.

We understand that wearing masks is uncomfortable and not ideal. However, it is a small price to pay to keep our children safe and able to attend school in person. Given that elementary aged students are not yet eligible to receive the Covid vaccine and with the increase in transmission with the new Delta variant, we urge you require all students and staff to wear masks this year.

Respectfully submitted,
Suzanne and Joseph Nord
64 Roxbury Road, Plantsville

9.

From: Christine Cristelli <christine.cristelli@gmail.com>
Sent: Thursday, August 12, 2021 12:58 PM
To: COLLEEN W. CLARK <cwclark@southingtonschools.org>
Subject: Re: Letter to be read into record tonight

Sure. We live at 157 Dayton Drive. Thanks for everything.

Christine

On Thu, Aug 12, 2021 at 12:57 PM COLLEEN W. CLARK <cwclark@southingtonschools.org> wrote:

Hello Christine,

We will have your letter read into the record but I do need to have your home address read in as well. Could you please provide it?

Thank you,

Colleen Clark

Secretary

From: Christine Cristelli <christine.cristelli@gmail.com>
Sent: Thursday, August 12, 2021 12:51 PM
To: SBOE <SBOE@southingtonschools.org>; TERRI C. CARMODY <tcarmody@southingtonschools.org>; JOSEPH BACZEWSKI <JBACZEWSKI@southingtonschools.org>; COLLEEN W. CLARK <cwclark@southingtonschools.org>; JAMES CHRZANOWSKI <JCHRZANOWSKI@southingtonschools.org>; MISSY CIPRIANO <MCIPRIANO@southingtonschools.org>; DAVID J. DERYNOSKI <dderynoski@southingtonschools.org>; ZAYA OSHANA <zoshana@southingtonschools.org>; BOB BROWN <bobbrown@southingtonschools.org>; DAVID FALVO <DFALVO@southingtonschools.org>; STEVEN MADANCY <smadancy@southingtonschools.org>; FRANK PEPE <fpepe@southingtonschools.org>
Subject: Letter to be read into record tonight

CAUTION: This message has originated from an External Source. Please use proper judgment and caution when opening attachments, clicking links, or responding to this email.

Good Afternoon Mr. Madancy, Mr. Pepe and Members of the Board of Education,

I have lost a lot of sleep over the past month about our upcoming school year, as both a teacher and a parent. I understand the difficult decisions you all have ahead of you. I wrote down a few of my thoughts which I would appreciate being read into the official record during tonight's meeting.

Thank you for your time and for all you do for the children of Southington.

Sincerely,
Christine Cristelli
157 Dayton Drive

10.

From: Heather Carreiro <heatherncarreiro@gmail.com>

Sent: Thursday, August 12, 2021 1:00 PM

To: SBOE <SBOE@southingtonschools.org>

Subject: Please keep our kids safe with masks

Good afternoon,

First of all, thank you all for the work you do to ensure our children have an exceptional education. I have a rising third grader at Thalberg School and our experience has been wonderful, particularly given the challenges of the past year and a half.

I am concerned, however, about the recent “Unmask our kids” trend. Last year we saw limited coronavirus spread in schools because teachers and students were masked. In fact, my child’s teacher had Covid-19 and not one of the students tested positive. I have no doubt that this would not have been the case had masks not been universally worn.

As parents, we must put our trust in the schools and teachers to keep our kids safe. Elementary students are too young to be vaccinated. They are vulnerable, as we are seeing with the rising cases of children in ICU care in Florida, Texas, and other states where politics has usurped common sense. I know of at least one teacher at Thalberg who has chosen not to be vaccinated. She cannot be the only one.

Starting the school year unmasked puts everyone at risk. By all means reassess as the year goes on! I would love for my kid not to have to wear a mask. But until the delta variant stops its wildfire spread, we have to err on the side of caution. For that reason I am also opposed to a “voluntary” masking policy. That is a recipe for failure and also risks children being singled out and bullied for decisions their parents have made for the family’s safety.

Thank you for your consideration,

Heather Carreiro

160 Curtiss St., Southington

11.

From: Michael Kryzanski <mkryzanski@yahoo.com>

Sent: Friday, August 6, 2021 6:11 AM

To: SBOE <SBOE@southingtonschools.org>

Subject: Letter to be read from my daughter Daria Kryzanski at upcoming Board of Ed meeting Thursday August 12th

I will be attending this meeting and my daughter Daria Kryzanski who is a Depaolo Middle School student has written a speech she wants read at the meeting. I would prefer to read it but if that is not allowed then I want someone from the Board of Ed to read it during the meeting. I also intend in speaking separately at the meeting. The letter is pasted below. Let me know what needs to be done and what the options are for my daughter's letter to be read at the meeting. If I should be emailing someone else about this, please let me know. Thank you!

Sincerely,

Michael Kryzanski

Town Resident 27 Hitching Post Drive

Letter below

Masks affect how you learn because they make you hot and tired. In gym we are made to wear masks over our noses and if they catch us with the mask down they take 10 points off your grade if the mask is below your nose. When we are in gym class we cannot fully workout because it is too hard to breathe. Also, our masks get sweaty and hot during gym class. One time around the middle of the school year I started to get a cough and I was coughing a lot when I had the mask on but I wasn't coughing when I was able to take the mask off. Kids get into arguments about masks in school and classmates are telling on each other when someone has the mask below their nose. It's really hard to breathe with the masks on. You are breathing in the same air when the mask is over your nose and it makes you sick. At school we are breathing the same air for 6 hours. We only get one mask break per day. Some teams get two mask breaks. Also, the mask breaks are not even that long. Sometimes we even miss our mask breaks if a class goes too long or the teacher forgets. In band class its hard to get your mouthpiece in your mouth with the mask on. We have to cut a small hole in our mask that our instrument can barely fit in. When you try to talk with your friends they can barely hear you because of the mask. You have to practically yell so your teachers can hear you. When you have a substitute teacher they ask for your name and you have to yell it multiple times and repeat things so they can hear you. The teachers have to interrupt class because someone isn't wearing their mask correctly and it interrupts learning. Also, parents have to spend a lot of money on masks. Teachers are encouraging mask even outside and encouraging the vaccine. During a fire drill which is outside we still need to wear masks even though the air is circulating and there is wind. Sometimes classes go outside during a nice day but we still need to wear our masks even if we are spread apart. It is so bad. I don't wear a mask anywhere else so why do I need to wear in school. Why if I am hanging out with my friend after school without a mask then if I am at school and see the same person or I am with the same person I need to wear a mask. I won't go to school if I have to wear a mask. Why do I need to wear a mask in this state and in other states they don't need to. Whenever I walk out of school and pull my mask down I am so relieved and I am still next to the same people but not wearing a mask. There is no difference. I used to wear glasses

and whenever I had to wear a mask my glasses would get all foggy. That is part of the reason I had to get contact lenses. If you use the same medical mask over a period of time it starts to get all fuzzy and it gets caught in your mouth and it gets very itchy and you have to pull your mask down to get the stuff out of your mouth and that defeats the purpose of wearing a mask. You might say to buy another mask but it costs money and at the end of the year it adds up to a lot. Also, my mouth always feels dry and my face gets itchy.

12.

From: Vanessa Hawke <vanessaehawke@gmail.com>

Sent: Thursday, August 12, 2021 2:15 PM

To: JOSEPH BACZEWSKI <JBACZEWSKI@southingtonschools.org>; BOB BROWN <bobbrown@southingtonschools.org>; tcarmody@southington.org <tcarmody@southington.org>; jchrzanowski@southington.org <jchrzanowski@southington.org>; mcpiriano@southington.org <mcpiriano@southington.org>; COLLEEN W. CLARK <cwclark@southingtonschools.org>; DAVID J. DERYNOSKI <dderynoski@southingtonschools.org>; DAVID FALVO <DFALVO@southingtonschools.org>; ZAYA OSHANA <zoshana@southingtonschools.org>

Subject: Keep our kids safe. Implement Universal Masking in schools.

Hello,

Please read these comments into the minutes for tonight's meeting.

I have elected not to attend the Board of Education meeting in person tonight because I feel it is unsafe to do so, and so do many others who support universal masking. Being in an enclosed space with masses of people who are there to protest the simplest, most effective way of controlling the spread of COVID, who may or may not be vaccinated and will likely not be wearing masks, feels too risky for me. Many of the people who are being invited to tonight's meeting don't live in Southington - and some that do, don't send their kids to our schools. Not only will their numbers at this meeting seem unbalanced compared to attendees who support universal masking, but their numbers are also inflated by people who have no personal stake in the outcome.

My older child will be attending South End in the fall and I am writing to demand that you act in her best interest, and by extension all children and residents of our community, and implement universal masking in our schools.

I gave birth to my son two days before we all went into quarantine. He's never been held by anyone outside our household. I've never been able to take him to Whippersnappers or to get a treat at the coffee shop while his sister is in school. He's never met his grandparents, aunts, or uncles because they all live out of state. He's never known a life besides quarantine. My sweet daughter, who loves people and has never met a stranger, has sacrificed so much to protect our community - school, birthday parties, Halloween, trips to the movies, dance classes. She has never once complained about having to wear a mask or missing out on fun things because we're safer at home. She knows it's most important to protect each other.

I am tired of forcing my kids to make sacrifices for everyone's safety because some grown-ups have politicized public health and basic decency. The only ones whose rights are being infringed upon by requiring masks in schools are the rights of our children to have something resembling a real childhood. There is an abundance of scientific data that is backed up by the CDC and the American Academy of Pediatrics which recommends universal masking in schools for students and teachers. It is the simplest, most effective, least invasive way to control the spread of this virus. It is the only thing that makes sense.

-- --

Vanessa Hawke (she/her)

860-287-6792

303 Mulberry Street

13.

From: Shaun Slight <slight.shaun.m@gmail.com>

Sent: Thursday, August 12, 2021 1:27 PM

To: SBOE <SBOE@southingtonschools.org>; Vania Slight <maldonadoshirley403@gmail.com>

Subject: Please read into the record for 8/12 Board of Education meeting

Dear Southington Board Members,

We are parents of a student here in Southington that was part of the Remote Learning Academy during the 2020-2021 school year. First, we would like to thank the staff, teachers, and everyone who made the Remote Learning Academy possible and such a success!

We would have liked to be there in person providing this statement, but we heard a sizeable group may be attending who are against mask mandates for students and staff at our schools. We can only assume that since these potential attendees are against the common sense and scientific consensus that masks help protect both vaccinated and unvaccinated individuals from potentially contracting and/or spreading COVID, that attending in person would risk exposure to COVID, which we could then bring home to our child who is too young to be vaccinated. For those who did attend the meeting tonight to protest a mask requirement in our schools and feel that a mask somehow inhibits their liberty and does not work to help prevent the spread of germs, I accept and respect your opinions and beliefs even though they are not based in science. I do wonder though, if the next time you need medical care or surgery will you insist that medical staff be unmasked?

Masks work, vaccines work, they don't guarantee someone will not get sick, but they do put protections in place so that fewer people will get sick and especially critically ill.

We do not want to potentially expose our child to covid more than is necessary. He is currently too young to be vaccinated. We encourage the school board to require all staff and students wear masks and that staff be vaccinated or submit to weekly Covid testing.

Links to articles regarding masking and Covid follow:

[There is also no scientific evidence that mask-wearing is harmful to children and it does not expose children to harmful levels of carbon dioxide.](#) Also, [research from the University of Wisconsin on children ages seven to 13](#) shows that there “while there may be some loss of emotional information due to mask wearing, children can still infer emotions from faces, and likely use many other cues to make these inferences.” [This article](#) from CT News Junkie that cites the study includes comments from local parents on how their kids have handled mask wearing successfully.

[Finally, the Delta variant - and potential new variants - are presenting all of us with significant unknowns.](#) Last month, the CDC recommended masks for all students. Since then, Connecticut's COVID transmission rates have risen to the point where the agency is recommending everyone wear masks in indoor public settings, regardless of their vaccination status.

From the [Hartford Courant](#) (August 8) : When asked about school mask requirements, Dr. Ulysses Wu, system director for infectious diseases at Hartford HealthCare said: “I know it’s a touchy subject — somehow it’s become political; somehow it’s also become a social flashpoint — but the reality is that masking for children in schools probably makes sense if they’re not vaccinated.

Best Regards,
Shaun and Vania Slight
50 Knowles Avenue Plantsville, CT 06479

14.

I am submitting this letter to be read into the record at the August 12th Board of Education meeting.

As Southington residents, we write to express our strong opposition to mask mandates in schools, and to any teaching in any way related to critical race theory.

The young people of our city and state have already been harmed greatly by actions taken in regard to Covid-19. The behavioral health crisis and mental toll on our children have been incalculable. Children are at almost no risk to serious harm by Covid personally and face greater risks from other dangers every day. Adults that may be at risk of harm by Covid have had opportunity to be vaccinated. We would certainly not seek to prevent any child from wearing a mask, but with what we know now, mandating masks in our schools under the guise of protection of adults in great cowardice. We strongly oppose any mask mandates in our schools and ask you to have the bravery and wisdom to refuse to do so.

As for critical race theory, we understand that critical race theory may not be taught in the Southington schools by that name. But to deny the influence that the principles are having in our education system bury one's head in the sand. Everyone with any common sense abhors racism, but critical race theory principles sow division and teach racism of a different kind. It does not judge people as individuals or on the "content of their character," but instead chooses solely to judge people on the color of their skin. This is clear, unambiguous racism. It condemns our country and is rooted solely in Marxism. This teaching is not based on truth, and is harmful to children of every race and to society as a whole. We would ask the Southington School Board to oppose any teaching related to critical race theory or that would attempt to condemn or criticize someone solely on race, and which would sow division rather than unity.

Thank you for your service to your community and we ask now simply that you have the courage to take stands against these 2 issues that would harm the children of our city.

Scott, Sarah, Jack and Abby Matney
120 Welch Road
Southington, CT 06489

15.

From: Meredith Bandish <meredithbandishslp@gmail.com>
Sent: Thursday, August 12, 2021 1:10 PM
To: STEVEN MADANCY <smadancy@southingtonschools.org>; SBOE <SBOE@southingtonschools.org>
Subject: For Public record at BOE meeting 8/12/2021

Good afternoon Mr. Madancy, and Board of Education Members,
I ask that you please read the following into public record at tonight's 8/12/2021 Board of Education Meeting:

We would like to begin by thanking you all for your efforts to keep our children and teachers safe during this past school year, and for this upcoming year; both unprecedented in nature. As parents in the district, with children at Kelley Elementary and JFK middle schools, we urge the Board of Education and the Office of the Superintendent to **implement universal masking** in schools, beyond the Governor's order ending September 30.

The recommendations from both the CDC and AAP are that vaccines and masks are the best, and second best ways to stop the spread of COVID-19, respectively. These recommendations are grounded in, and supported by science that is based on evidence. As you know, our elementary school students are not currently age-eligible to receive a vaccine, as well as a portion of our middle-school-aged students. Since vaccination is not an option to ensure their safety, masking is the next best way we can protect them. Masking, as a mitigation strategy, was successful in significantly limiting the spread of COVID-19 within our school communities during the past school year. Wearing masks kept our students and staff safe.

Current research shows that the Delta variant is more communicable among those who are unvaccinated. Additionally, the 7-day average number of cases one year ago was 69. At that point in time, our district had an option for "Full Remote Learning", a hybrid instructional model for the highschool, and a plan for universal masking. Data from August 10, 2021 shows a 7-day average number of cases at 496- that is 7 times higher than a year ago.

We hope that our math and science teachers across the district would agree that while data can often be interpreted differently, it is based on empirical evidence and is rooted in fact. The data in this case is quite clear; the number of cases is exponentially higher than a year ago, while the number of planned mitigation strategies is far less. The decision to implement universal masking is not one of personal preference but rather a matter of public health and safety for our students and school communities.

Thank you for all you do to keep us safe and in school this year.

Meredith & Chris Bandish
41 Verderame Court
Southington CT 06489

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Meredith Bandish, MA/CCC-SLP
Speech & Language Pathologist/Owner
Communication Foundations, LLC
www.communicationfoundations.com
(860) 853-0205
[963 Queen Street, Suite C](http://963%20Queen%20Street,%20Suite%20C%20Southington%20CT,%2006489)
[Southington CT, 06489](http://Southington%20CT,%2006489)

16.

From: Early Childhood Collaborative of Southington <southingtonearlychildhood@gmail.com>

Date: August 12, 2021 at 6:49:34 PM EDT

To: "COLLEEN W. CLARK" <cwclark@southingtonschools.org>

Subject: Re: Back to school mask requirements and testing

861 Savage St, Southington, CT 06489

On Aug 12, 2021, at 5:14 PM, Early Childhood Collaborative of Southington <southingtonearlychildhood@gmail.com> wrote:

Dear Southington BoE members, Mr. Madancy and Mr. Pepe,

I cannot attend tonight's Board of Education meeting and wanted to submit my testimony via email.

Part of the mission of the Early Childhood Collaborative of Southington is to ensure that all children are healthy.

We support the American Academy of Pediatric and CDC recommendations that all school staff and students over age 2 wear masks when they return to school this fall, regardless of vaccination status. Since a Covid-19 vaccine is not available for children under 12, making mask wearing a requirement is especially important at the middle and elementary school levels. Exceptions should be allowed for medical and developmental situations.

There is currently a school mask mandate through the Governor's executive order that expires on September 30th. If this State mandate is allowed to expire then we hope that Southington continues to require masks in schools.

We are already seeing an increase in the number of children catching Covid-19.
[More Children Are Catching COVID-19, But It's Unclear If They're Getting Sicker : Coronavirus Updates : NPR](#)

By the time a decision needs to be made at the town level, we will have the benefit of access to new data about children's infection rates and the Delta variant in other states that have already returned to school, and so far it doesn't look positive.

Please also consider taking advantage of the offer of State-funded weekly Covid testing in the schools for unvaccinated staff and students (with parent permission).

As always, let me know if there is anything the Early Childhood Collaborative can do to support ensuring all Southington's children are healthy and ready to learn.

Joanne C. Kelleher

she/her/hers

Director

Early Childhood Collaborative of Southington

P.O. Box 210, Southington, CT 06489

www.southingtonearlychildhood.org

17.

From: Jillian Echard <jillian.echard@gmail.com>

Date: August 16, 2021 at 7:42:20 AM EDT

To: SBOE <SBOE@southingtonschools.org>, "TERRI C. CARMODY" <tcarmody@southingtonschools.org>, JOSEPH BACZEWSKI <JBACZEWSKI@southingtonschools.org>, "COLLEEN W. CLARK" <cwclark@southingtonschools.org>, JAMES CHRZANOWSKI <JCHRZANOWSKI@southingtonschools.org>, MISSY CIPRIANO <MCIPRIANO@southingtonschools.org>, "DAVID J. DERYNOSKI" <dderynoski@southingtonschools.org>, ZAYA OSHANA <zoshana@southingtonschools.org>, BOB BROWN <bobbrown@southingtonschools.org>, DAVID FALVO <DFALVO@southingtonschools.org>, STEVEN MADANCY <smadancy@southingtonschools.org>

Subject: Re: Letter to be read into record tonight

Good Morning,

I am extremely disappointed in the handling of my letter. After reading my first two paragraphs, the second paragraph was skipped completely. The next paragraph was cut off after two sentences, with the reader simply saying "then there's several charts, here, I'm not going to read this, this is one that wants to unmask the children". I've highlighted below the only parts that were read, which, even as slowly as it was being read, only took 1 minute and 24 seconds. This disparity was brought up to you by people present in the meeting. While the reader was denying this, she was told by board members the timer did not go off during my letter and that I wasn't given the proper amount of time. Yet, the board still refused to rectify the situation.

I worked extremely hard on my statement. I work full time and have two children, so I had to spend many lunch breaks and nights finalizing my statement. I was dismissed with such disdain, so blatantly and obviously, it was hurtful.

I am asking for this to be rectified, and for me to read my entire letter at the start of public comment period in the next board meeting. I am no doubt due 6 minutes, due to the actions of this past meeting.

Please let me know if this will be granted, or if I have to address my complaint in other manners.

Sincerely,
Jillian Echard

On Thu, Aug 12, 2021 at 9:21 AM Jillian Echard <jillian.echard@gmail.com> wrote:
Good Morning, I hope you are all enjoying your summer.

I have attached a letter to be read into public record at this evening's Board of Education Meeting. I appreciate your attention to this. I have attached a word document, PDF document, as well as text in this email, for your ease. If you'd please acknowledge receipt, I would appreciate it.

Sadly, I won't be attending tonight's meeting, for I will be picking my in-laws up at the airport, who we haven't seen in 3 years.

Best of luck in this most difficult decision,

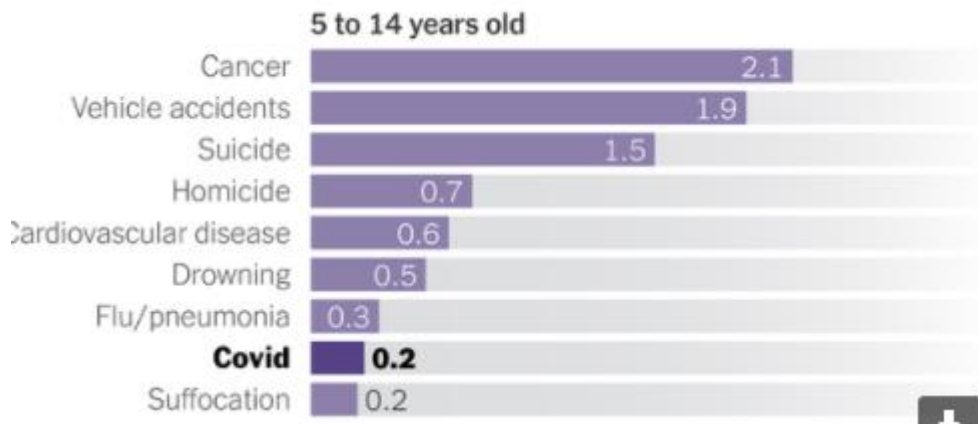
Jillian Echard

To the Board of Education, Mr. Madancy, and fellow Southington Citizens,

First, let me thank you for doing an amazing job in keeping our schools open last year. Both of my children were able to attend school in person every day, and for that, I couldn't be more grateful.

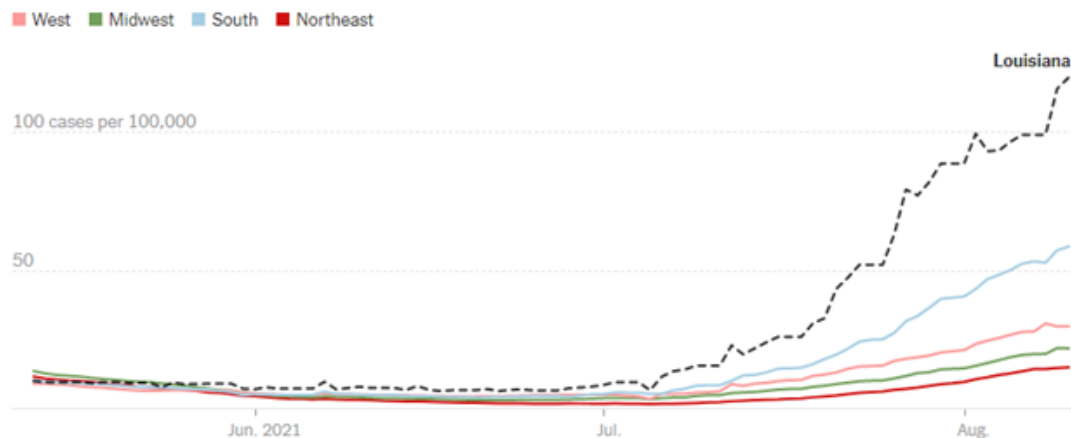
You may recall, I wrote several letters that you so beautifully read for me last summer, regarding keeping our schools open. For those who don't recall, let me introduce myself. My name is Jillian Echard, and my two children attend Kelley Elementary School. I am also a respected Forensic Scientist, and have spent the last 17 years doing DNA testing for our state's forensic laboratory. I have kept up with a great deal of published information that has been available to us regarding this pandemic, vaccines, and trends, and am fully aware of the benefits of mask wearing, having worn them throughout my career. That being said, I am writing this today as a concerned parent, worried about the social and educational impact masks are having on our elementary age students, and am against them being mandated in our schools.

This chart shows annual deaths among children in the United States, for a year-long period ending in April of 2021. The number is per 100,000. Deaths from the flu and pneumonia are slightly higher than those from Covid, and deaths for vehicle accidents are almost ten times as high. These risks though are ones we've learned to accept in our society, just like we need to learn to accept risks associated with Covid. Even in our worst flu seasons, our children did not wear masks.



Nor do I believe we should be blindly following CDC guidelines that speak for our country as a whole. In the Northeast, we are in a very different situation than most other parts of our country because of our higher vaccination rates. This chart shows over the past 90 days how different regions in the country have been affected by the Delta variant. You can clearly see that the Northeast is the lowest, boasting the highest vaccination rates, while the South has the highest daily changes per capita, due to their vaccination rates being the lowest. Even within our state, our vaccination rates vary wildly. While 64% of the total population of Connecticut is fully

vaccinated, some of our larger cities have much lower rates. For example, Hartford only has 41% of their residence fully vaccinated. Southington is 68% fully vaccinated, which even in one of the most vaccinated states, is above the average for that state. How can the CDC recommend that all people in schools, regardless of vaccination status, should wear masks as a blanket statement covering all towns in all states, when there are clearly differences in our country?



I have heard the argument that, yes, children aren't being affected by this virus that much, but they can still spread it to an adult who hasn't been vaccinated. With all due respect, that unvaccinated adult has made it their choice to not be vaccinated. Why, then, is it my child's responsibility, our children's burden, to wear a mask to protect them? Let me make my opinion on this clear: It is not my child's responsibility to protect an unvaccinated adult.

I have heard people say "it's the parents complaining, not the kids", but I know firsthand that not to be true. I kept a positive attitude in front of my children, not complaining or voicing my opinions, for fear they'd just emulate my behavior. But at the end of the school year, with no provocation, my children started to complain that the masks were harder to breathe in. Perhaps it was because their school lacks air conditioning, and this was a result of the rising temperatures in the building. And I have heard countless other parents speak to this as well.

At the beginning of last school year, my sister (also in the Southington School district) asked if my niece, who had just started kindergarten, could benefit from speech therapy. The teacher honestly said that she didn't know, because it's very hard for her to hear what her students are saying with the masks on. After testing occurred, she overwhelmingly qualified for services. However, through a year of speech therapy with both my niece and her therapist in masks, not a single gain was made in any area of concern. These are these children's formative years, and they're being hindered due to these mask policies. Are we really willing to have our children in masks for another school year where their teachers struggle to hear their little, developing voices?

Recently studies have emerged that U.S. elementary school students ended this school year 4-5 months behind where they should have been. No doubt because time and time again, it has been proven that children this age do not learn the way they were made to learn last year. They need interaction, and groups, and play. They need to be heard by their teachers.

A friend's son's teacher, in the Southington school district, with a background in psychology, noted during their parent teacher conference that the masks are affecting our children's ability to empathize, and learn basic social cues. Interested, I then researched this, and found published peer review papers to this point. If we can't tell if someone is sad, or hurt, or angry, how do we know to stop the actions causing these feelings? Masks are impacting our children's emotional development.

But it's not just masking I would like you to take into consideration. It's their entire school experience that has been modified for the better part of one and a half years. Our children missed out on playing with their friends at recess and sitting with their friends at lunch, making new friends, joining after school clubs, participating in a school drama production, attending field trips, browsing through book clubs, sharing their gifts in talent shows, and so much more. There was no Kindergarten readers showcase, no Valentines sing-a-long, no Mother's Day brunch, parents couldn't read books to their children on their birthdays, grandparents couldn't have lunch with their grandchildren, and no doubt countless other experiences I'm not aware of. Sure, missing something here and there isn't the end of the world, but if you add all these experiences up, it amounts to a great deal of the school experience being taken from our children. If this continues for another year, we're taking away half of their elementary school years to partake in these events, form these memories, and enjoy these experiences.

The economy is open. People are traveling, shopping, dining, and socializing with very limited Covid restrictions at this point. The way I see it, it is only our children who continue to suffer. And it's only our children in certain states, seeing that schools around the country, in states far worse than ours, have opened fully without masks. You have the ability to change that, and I beg of you, to consider it. Thank you.

Jillian Echard

18.

From: Marissa S <marissa.salvo@gmail.com>

Date: August 12, 2021 at 4:15:16 PM EDT

To: SBOE <SBOE@southingtonschools.org>, STEVEN MADANCY <smadancy@southingtonschools.org>

Cc: TERESA COLEGROVE <tcolegrove@southingtonschools.org>

Subject: Letter in support of universal mask wearing

Good afternoon Superintendent Madancy, Board of Education members, and Ms. Colegrove,

Please find attached my letter of support for universal mask wearing in the Southing Public Schools for the 2021-2022 school year. I'd appreciate this being read at tonight's Board of Education meeting.

I am more than happy to provide additional information or answer any questions you may have; you can contact me by e-mail.

Thank you for your time.

Sincerely,
Marissa Salvo

August 12, 2021

Dear Superintendent Madancy and Members of the Board of Education,

I am writing today, as a mom of two children under the age of six; one of whom will be starting Kindergarten at Urbin T. Kelley School in three weeks.

As decisions about this school year continue to unfold, I would like to remind you of **a key responsibility you have to our school community— ensuring the health of our students.** This year more than ever, **health needs to be a priority!** Remember, we are still in a [pandemic](#). (Please click on the links throughout my letter for references.)

The Centers for Disease Control and Prevention ([CDC](#)) and the American Academy of Pediatrics ([AAP](#)) recommends **universal indoor masking by all students (age 2 and older), staff, teachers, and visitors to K-12 schools, regardless of vaccination status.** Even vaccinated individuals can get and [spread](#) COVID-19, and while they will be well protected against getting seriously ill, they still may transmit the virus, particularly to those who are unvaccinated.

Recall that a large percent of our student population cannot receive the COVID-19 vaccine, as it is not indicated for individuals under the age of 12. Let's look at the numbers:

- According to the Connecticut State Department of Education, the total number of students in the Southington Public School system in the 2019-2020 school year (most recent data available) was 6171 (<http://edsight.ct.gov/>).
 - Of the 6171 students, 44% of students were enrolled in Pre-K through 5th grade.
 - This group is **not eligible** to receive the COVID-19 vaccine.
 - Of the 6171 students, 23% of students were enrolled in 6th through 8th grade.
 - Estimate that 1/3 (7%) of this middle school group is under the age of 12 and **not eligible** to receive the COVID-19 vaccine.

- **At least, 50% of our student population is NOT ELIGIBLE to receive the COVID-19 vaccine.**
 - They are at risk for contracting and spreading COVID-19 to each other and the Southington community.

Last school year proved that kids could go to school and remain safe, even during a global pandemic. Why was this possible? **MASKS**. Masks worked last school year, and most children adapted well. And part of the reason masks worked well is because all children and staff wore them inside diligently.

Please do what you can to keep not only our children, but also you and our larger community, as healthy and safe as possible. As the National Education Association ([NEA](#)), another organization supporting universal masking in schools, states, “**America’s public schools should be the safest place in every community.**” It is up to you to ensure that this holds true in Southington Public Schools today, and always!

Thank you for always prioritizing our children, focusing on their health and well-being, and ensuring that all students receive a high-quality education through the Southington Public School system.

Sincerely,

Marissa Salvo, 8 Yorktown Road, Southington

(Professionally, I’m a pharmacist who has administered the COVID-19 vaccine and trained other healthcare providers to administer the COVID-19 vaccine; all with the hope of improving public health in our community and state.)

19.

From: Ken Colson <kcolson77@gmail.com>

Sent: Tuesday, August 10, 2021 10:37 PM

To: STEVEN MADANCY <smadancy@southingtonschools.org>; SBOE <SBOE@southingtonschools.org>; TERRI C. CARMODY <tcarmody@southingtonschools.org>; JOSEPH BACZEWSKI <JBACZEWSKI@southingtonschools.org>; COLLEEN W. CLARK <cwclark@southingtonschools.org>; JAMES CHRZANOWSKI <JCHRZANOWSKI@southingtonschools.org>; MISSY CIPRIANO <MCIPRIANO@southingtonschools.org>; DAVID J. DERYNOSKI <dderynoski@southingtonschools.org>; ZAYA OSHANA <zoshana@southingtonschools.org>; BOB BROWN <bobbrown@southingtonschools.org>

Subject: 8/12/21 BOE meeting request

I request that this email be read into the record during scheduled public comments as I am unable to attend this Thursday's meeting (8/12/2021):

I am formally requesting that the mask mandate for children in schools be made OPTIONAL and at the discretion of parents. The consequences of masking children are manifold, and studies show that forced masking may result in physical, behavioral, and psychological symptoms along with social-emotional, developmental, and academic challenges. I strongly believe that masking children is regulated child abuse and also infringes on a parent's choice to make health decisions for their own children. Not only are masks proven to be ineffective in preventing the spread of viruses in children, but rather they reduce oxygen levels and expose users to high levels of dangerous chemicals used in the manufacturing and packaging processes. Even if masks could provide any material benefit, that benefit would be completely eradicated as the result of children wearing them improperly and pulling masks on and off their faces all day long. When coupled with the futility of masking in general, the rational decision should be to eliminate masks completely. Data has shown that 100% of healthy children who do test positive all recover completely. We do not mask for the seasonal flu, and that virus is far more deadly to children than COVID-19. In addition, there is zero evidence anywhere that schools (or any large gathering of children) have acted as super spreaders for this virus. If the parent of a child believes a mask will protect their child, I strongly support the right to allow their child to wear one. All I ask in return is that you don't force my child to wear one if I do not believe it is in their best interest. The mask mandate has become more impactful to children's health than any potential and unproven health benefits. Some of these impacts will have lasting and possibly irreversible consequences. Children in our communities have been **together all summer without masks** - playing, smiling, laughing - being kids. I am yet to see a child get sick as a result of interacting with other children. Please do not mandate masking our healthy children and causing them the undue suffering and repercussions that accompany this decision. If we do not end this insanity now it will never end, and I fear this will cause a massive retardation on the learning and development of our most prized possessions, our children. I implore you to give parents the choice, and make masks optional for the upcoming and all future school years.

Thank you for your consideration.

Kenneth Colson, loving parent of three beautiful school aged girls
20 Windermere Ridge Drive

Board of Education
Administrative Report
September 9, 2021



1. Opening of School Report
2. Professional Development
3. Amy Perry
4. Year End Fiscal Closeout



SOUTHINGTON BOARD OF EDUCATION
Southington, Connecticut

FINANCE COMMITTEE MEETING
Thursday, September 2, 2021, 6:00 p.m.
Video Conference

Board Members Present: Colleen Clark; Joseph Baczewski; James Chrzanowski;
Present from Administration: Jennifer Mellitt, Director of Business & Finance; Kaiya Hill,
Accounting Manager; Peter Romano, Director of Operations

The Finance Committee meeting was called to order at 6:00 p.m.

1. **BID AWARD #2022-05: SNOW REMOVAL & SANDING SERVICES:**

Ms. Hill reviewed the recommendation of awards for Snow Removal & Sanding Services for seven school sites and the Municipal Center. Two of the awardees are new vendors to Southington Public Schools. Mr. Romano shared that the Municipal Center has historically been plowed by the maintenance staff; however, they've requested to be relieved of this work.

Mr. Romano shared that Mrs. Mellitt had conversations with our legal representation. Our attorney questioned why we would relieve the maintenance staff of a task they have always handled in the past. The attorney also recommended a Memorandum of Understanding (MOU). Mr. Romano explained that although our staff is talented, having them perform plowing services is not part of their expertise and is usually performed overnight, leaving them tired for their regular workday.

Mr. Romano shared the administration's recommendation of award by site and vendor.

Mr. Baczewski felt that moving the Municipal Center work could be done string free with no MOU. Mr. Baczewski asked about the trucks and equipment owned by the low bidder at Flanders and if he could handle a fourth site. Mr. Romano said it would be difficult unless the vendor had a large reliable year-round staff and a storefront.

Mrs. Clark did not feel an MOU with the union would be needed and asked if the Town could plow for us at the Municipal Center. Mr. Romano had reached out to the Town, and they didn't have the resources to handle this location.

Mrs. Mellitt commented that although we usually split the costs associated with the Municipal Center 50/50 with the Town, this is an unbudgeted expense for the 2021/22 year. The Town may not agree to split the cost in year one. She also noted that the Town provides the lawn mowing services at the Municipal Center at no cost to the Board of Education.

The committee unanimously agreed that the Board of Education approve the bid award as recommended by the administration. The award is summarized as follows:

Thalberg Elementary School to Cheshire Concrete for three (3) years;
Oshana and Strong Elementary Schools to Green Meadow Landscaping for three (3) years;

South End Elementary School to JJS Tree & Lawn Service for three (3) years; Flanders Elementary School to Waypoint Property Solutions for three (3) years and; DePaolo Middle School, Hatton Elementary School and the Municipal Center to Father and Sons for three (3) years.

All awards are contingent on satisfactory performance in year one consistent with our normal practice.

2. **MISCELLANEOUS:**

a. Unexpended Funds 2020/21:

Mrs. Mellitt reviewed the memo and attachment distributed to the Finance Committee members earlier today. The memo included the closeout of the 2020/21 Operating Budget with an unexpended balance of \$1,035,226. Mrs. Mellitt also noted that five purchase orders remained unpaid at the close of our fiscal year. These five purchase orders were issued in May 2021 to Kaestle Boos to develop the project design, bid specifications, and to handle all aspects of the construction through completion of five athletic field/facility projects currently approved for funding in the FY20 non-lapsing account.

After the five unpaid purchase orders are reissued, there will be \$1,020,236 in the FY21 non-lapsing account. The administration will develop a recommended plan for the use of these funds and bring their recommendations back to the Finance Committee in the coming months.

The meeting adjourned at 6:30 p.m.

Respectfully submitted,



Jennifer Mellitt
Director of Business & Finance



SOUTHINGTON PUBLIC SCHOOLS



STEVEN G. MADANCY
SUPERINTENDENT OF SCHOOLS

FRANK M. PEPE
*ASSISTANT SUPERINTENDENT
OF SCHOOLS*

JENNIFER S. MELLITT
*DIRECTOR OF BUSINESS &
FINANCE*

PETER J. ROMANO, JR.
DIRECTOR OF OPERATIONS

REBECCA J. CAVALLARO
DIRECTOR OF PUPIL SERVICES

MICHELLE PASSAMANO
HUMAN RESOURCE MANAGER

KAIYA N. HILL
ACCOUNTING MANAGER

BOARD OF EDUCATION FINANCE COMMITTEE MEETING

Thursday, September 2, 2021, 6:00 p.m.

Video Conference

This meeting will convene as a combined video and teleconference. Instructions to access the BOE Finance Committee Meeting in real time via teleconference are noted below:

1. Call 1-646-558-8656
2. Follow the prompts.
3. The Meeting ID: 882 2647 6649
4. Passcode: 575141
5. Please mute your phone.
6. Refrain from using the "speaker phone".

AGENDA

1. Bid Award #2022-05: Snow Removal & Sanding Services
2. Miscellaneous

200 NORTH MAIN ST.
SOUTHINGTON, CT
06489

WWW.SOUTHINGTONSCHOOLS.ORG

OFFICE TELEPHONE
(860) 628-3200

HUMAN RESOURCE FAX
(860) 628-3211

GENERAL FAX
(860) 621-8056

ITEM 1

**BID AWARD #2022-05:
SNOW REMOVAL &
SANDING SERVICES**



SOUTHTON PUBLIC SCHOOLS

KAIYA N. HILL
ACCOUNTING MANAGER
PURCHASING DEPARTMENT

MEMO

TO: Board of Education Finance Committee

Date: August 30, 2021

RE: **Recommendation for Bid Award for BID 2022-05**
Snow Removal and Sanding Services

BID 2022-05 sought pricing for snow removal services at seven schools and the Municipal Center. The bids were opened on August 23, 2021. Seven vendors submitted timely bids; however, three of the vendors did not bid on all eight sites.

Several factors need to be considered when awarding the bid for Snow Removal Services, including:

- Due to the firm school opening times, it is important for the award to consider the likelihood of the vendor(s) successfully being able to complete the work to our satisfaction in a timely fashion.
- Given the school opening time constraints, it is difficult for a vendor to perform services at more than three sites, particularly for elementary schools. This limits our ability to award based solely on the lowest bids.
- Our vendors are not willing to accept more work than they can responsibly handle.

One vendor was the low bidder at four sites; however, as previously noted, bidders are limited to three sites. The low bid vendor for Thalberg was also the low bidder at two other elementary schools. This award would be difficult due to geographic locations and firm opening times. Therefore, the recommendation at these two sites were awarded to the lowest qualified and capable vendor.

The Town's Preferred Bidder Ordinance was considered. However, the Southington vendor is already proposed to be awarded three sites.

Attached please find the following:

1. Recommendation Memo - Director of Operations
2. Bid Compilation for BID 2022-05
3. Summary of Recommended Snow Bid Award by Vendors for BID 2022-05



SOUTHINGTON PUBLIC SCHOOLS



MEMO

From the Operations Office
Peter J. Romano, Jr., Director of Operations

TO: Kaiya Hill
FROM: Pete Romano
DATE: August 30, 2021
RE: Recommendations for Snow Removal Awards

Attached are my recommendations for the snow removal awards based on the bids received August 23, 2021. Although the bids came in higher than anticipated, I am pleased with the number of bids received and the quality of the contractors that participated.

This is a unique year for the snow removal bids for a couple of reasons:

1. The maintenance staff has requested relief from snow removal at the Municipal Center (MC). This work has always been done on an overtime basis. We aren't getting the voluntary participation of maintenance staff any longer, so the work has had to be assigned for each storm. Although we are waiting for the opinion of our legal consultants whether we can require maintenance staff to do this work and what precedents we may be setting, we included the MC in the bid package.
2. There are two schools where I am not recommending the low bidder.
 - a. Father & Son is the low bidder for (4) sites. We have an unwritten policy to not award more than (3) schools to any one contractor. We prefer to award JAD, HES and the MC to Father and Son. This would give them an adequate timeframe to get the snow removal completed at all sites. They were also the low bidder on FES. We are recommending that this school be awarded to Waypoint Property Solutions. While they are the 3rd lowest bidder, the 2nd low bidder was already the low bidder on (3) other elementary schools (see b. for rational). The owner of Waypoint lives next to FES. They have never worked for SPS but their reputation is good so I would be eager to add a new reputable vendor to our team.
 - b. Green Meadow is the low bidder on (3) elementary schools. While the unwritten policy is to not award more than (3) schools, Jim Lombardo and I have reservations whether this contractor has the horsepower to get (3) elementary schools completely done prior to the school time start. We are specifically concerned that with one school (TES) being furthest north in the district and the other school (SES) being furthest south, travel time may be an issue. Our recommendation is that TES be awarded to Cheshire Concrete. They are willing to lower their bid to \$22,000 each year.

Please let me know if you have any additional questions or concerns. I am planning to attend the September 2nd Finance Committee meeting and would be glad to talk to any concerns. Thank you.

BID COMPILATION
Snow Removal and Sanding Services - BID-2022-05
Opened August 23, 2022 at 1:00pm

(Vendors shown in order of receipt)

Seasonal						
J.A. Depaolo Middle School	2021-22	2022-23	2023-24			
Vendor	Per Season Cost	Per Season Cost	Per Season Cost	LOW BID VENDOR	RECOMMENDED VENDOR	RECOMMENDED AWARD AMOUNT
Waypoint Property Solutions	No Bid	No Bid	No Bid			
Green Meadow landscaping, LLC	\$30,000	\$30,000	\$30,000			
Cheshire Concrete + Property Maintenance INC.	\$42,000	\$43,000	\$44,000			
Father & Son Services, LLC	\$22,500	\$23,400	\$24,000	Father & Son Services LLC	Father & Son Services LLC	\$22,500
JJS Tree & Lawn Service	\$42,000	\$43,260	\$44,560			
B&W Paving Landscaping	\$31,240	\$32,177	\$33,143			
Desmarais Property Maintenance LLC (DPM)	No Bid	No Bid	No Bid			

Seasonal						
Flanders Elementary School	2021-22	2022-23	2023-24			
Vendor	Per Season Cost	Per Season Cost	Per Season Cost	LOW BID VENDOR	RECOMMENDED VENDOR	RECOMMENDED AWARD AMOUNT
Waypoint Property Solutions	\$20,000	\$21,000	\$22,000		Waypoint Property Solutions	\$20,000
Green Meadow landscaping, LLC	\$18,750	\$18,750	\$18,750			
Cheshire Concrete + Property Maintenance INC.	\$23,000	\$23,000	\$23,000			
Father & Son Services, LLC	\$12,600	\$13,200	\$13,800	Father & Son Services LLC		
JJS Tree & Lawn Service	\$21,400	\$22,100	\$22,750			
B&W Paving Landscaping	\$20,720	\$21,342	\$21,982			
Desmarais Property Maintenance LLC (DPM)	No Bid	No Bid	No Bid			

Seasonal						
Hatton Elementary School	2021-22	2022-23	2023-24			
Vendor	Per Season Cost	Per Season Cost	Per Season Cost	LOW BID VENDOR	RECOMMENDED VENDOR	RECOMMENDED AWARD AMOUNT
Waypoint Property Solutions	No Bid	No Bid	No Bid			
Green Meadow landscaping, LLC	\$18,750	\$18,750	\$18,750			
Cheshire Concrete + Property Maintenance INC.	\$23,000	\$24,000	\$25,000			
Father & Son Services, LLC	\$15,600	\$16,500	\$17,100	Father & Son Services LLC	Father & Son Services LLC	\$15,600
JJS Tree & Lawn Service	\$23,000	\$23,700	\$24,400			
B&W Paving Landscaping	\$28,160	\$29,005	\$29,875			
Desmarais Property Maintenance LLC (DPM)	No Bid	No Bid	No Bid			

Oshana Elementary School	2021-22	2022-23	2023-24			
Vendor	Per Season Cost	Per Season Cost	Per Season Cost	LOW BID VENDOR	RECOMMENDED VENDOR	RECOMMENDED AWARD AMOUNT
Waypoint Property Solutions	No Bid	No Bid	No Bid			
Green Meadow landscaping, LLC	\$18,750	\$18,750	\$18,750	Green Meadow Landscaping	Green Meadow Landscaping	\$18,750
Cheshire Concrete + Property Maintenance INC.	\$21,000	\$21,000	\$21,000			
Father & Son Services, LLC	No Bid	No Bid	No Bid			
JJS Tree & Lawn Service	\$20,000	\$21,000	\$22,000			
B&W Paving Landscaping	\$19,872	\$20,468	\$21,083			
Desmarais Property Maintenance LLC (DPM)	\$23,070	No Bid	No Bid			

South End Elementary School	2021-22	2022-23	2023-24			
Vendor	Per Season Cost	Per Season Cost	Per Season Cost	LOW BID VENDOR	RECOMMENDED VENDOR	RECOMMENDED AWARD AMOUNT
Waypoint Property Solutions	No Bid	No Bid	No Bid			
Green Meadow landscaping, LLC	\$25,750	\$25,750	\$25,750			
Cheshire Concrete + Property Maintenance INC.	\$23,500	\$23,500	\$23,500			
Father & Son Services, LLC	\$22,000	\$22,750	\$23,400			
JJS Tree & Lawn Service	\$20,100	\$20,600	\$21,250	JJS Tree & Lawn Service	JJS Tree & Lawn Service	\$20,100
B&W Paving Landscaping	\$23,843	\$24,558	\$25,295			
Desmarais Property Maintenance LLC (DPM)	No Bid	No Bid	No Bid			

Strong Elementary School	2021-22	2022-23	2023-24			
Vendor	Per Season Cost	Per Season Cost	Per Season Cost	LOW BID VENDOR	RECOMMENDED VENDOR	RECOMMENDED AWARD AMOUNT
Waypoint Property Solutions	No Bid	No Bid	No Bid			
Green Meadow landscaping, LLC	\$18,750	\$18,750	\$18,750	Green Meadow Landscaping	Green Meadow Landscaping	\$18,750
Cheshire Concrete + Property Maintenance INC.	\$22,000	\$22,000	\$23,000			
Father & Son Services, LLC	No Bid	No Bid	No Bid			
JJS Tree & Lawn Service	\$22,500	\$23,500	\$24,500			
B&W Paving Landscaping	\$31,480	\$32,424	\$33,397			
Desmarais Property Maintenance LLC (DPM)	\$23,070	No Bid	No Bid			

Thalberg Elementary Schools						
Vendor	2021-22 Per Season Cost	2022-23 Per Season Cost	2023-24 Per Season Cost	LOW BID VENDOR	RECOMMENDED VENDOR	RECOMMENDED AWARD AMOUNT
Waypoint Property Solutions	No Bid	No Bid	No Bid			
Green Meadow landscaping, LLC	\$18,750	\$18,750	\$18,750	Green Meadow Landscaping		
Cheshire Concrete + Property Maintenance INC.	\$24,000	\$24,000	\$24,000		Cheshire Concrete	\$22,000
Father & Son Services, LLC	\$19,500	\$20,400	\$21,000			
JJS Tree & Lawn Service	\$26,000	\$27,500	\$28,500			
B&W Paving Landscaping	\$22,000	\$22,271	\$22,939			
Desmarais Property Maintenance LLC (DPM)	\$26,175	No Bid	No Bid			

(A)

J. Weichsel Municipal Center						
Vendor	2021-22 Per Season Cost	2022-23 Per Season Cost	2023-24 Per Season Cost	LOW BID VENDOR	RECOMMENDED VENDOR	RECOMMENDED AWARD AMOUNT
Waypoint Property Solutions	No Bid	No Bid	No Bid			
Green Meadow landscaping, LLC	\$20,000	\$20,000	\$20,000			
Cheshire Concrete + Property Maintenance INC.	No Bid	No Bid	No Bid			
Father & Son Services, LLC	\$15,500	\$16,250	\$16,750	Father & Son Services LLC	Father & Son Services LLC	\$15,500
<i>Deduct: Eliminate Snow removal of all sidewalks</i>	<i>-\$3,000</i>	<i>-\$3,000</i>	<i>-\$3,000</i>			
JJS Tree & Lawn Service	\$25,000	\$25,750	\$26,500			
<i>Deduct: Eliminate Snow removal of all sidewalks</i>	<i>-\$5,000</i>	<i>-\$5,150</i>	<i>-\$5,300</i>			
B&W Paving Landscaping	\$29,080	\$29,953	\$30,852			
<i>Deduct: Eliminate Snow removal of all sidewalks</i>	<i>-\$6,240</i>	<i>-\$6,427</i>	<i>-\$6,620</i>			
Desmarais Property Maintenance LLC (DPM)	\$26,895	No Bid	No Bid			

Total Award **\$153,200**

RESPONDING VENDORS	
Waypoint Property Solutions	Plantsville, CT
Green Meadow landscaping, LLC	Cheshire, CT
Cheshire Concrete + Property Maintenance INC.	Plantsville, CT
Father & Son Services, LLC	Southington, CT
JJS Tree & Lawn Service	Wolcott, CT
B&W Paving Landscaping	Oakdale, CT
Desmarais Property Maintenance LLC (DPM)	Bristol, CT

(A) Price negotiated with vendor after bid opening.

Southington Public Schools
 Summary of Snow Removal Sites by Vendor for the 2021-22 Season

BID 2022-05		Bid Amount	Length of Award
Cheshire Concrete	Thalberg Elementary School	22,000	Three Year
Father & Sons Services	J.A. Depaolo Middle School	22,500	Three Year
	Hatton Elementary School	15,600	Three Year
	J. Weichsel Municipal Center	15,500	Three Year
		53,600	
Green Meadow Landscaping	Oshana Elementary School	18,750	Three Year
	Strong Elementary School	18,750	
		37,500	
JJS Tree & Lawn Service	South End Elementary School	20,100	Three Year
Waypoint Property Solutions	Flanders Elementary School	20,000	Three Year
		153,200	

EXISTING CONTRACTORS ON REMAINING SITES: (NOT PART OF THIS BID)			
Ali's Nursery			
	Southington High School	74,900	Year 3 of 3
	J. F. Kennedy Middle School	34,320	Year 3 of 3
	Kelley Elementary School	11,088	Year 3 of 3
	TOTAL	120,308	
Cheshire Concrete			
	Derynoski Elementary/JV Pyne	36,000	Year 3 of 3

ITEM 2

MISCELLANEOUS



SOUTHINGTON PUBLIC SCHOOLS

Jennifer S. Mellitt
Director of Business & Finance

MEMO

TO: Board of Education Finance Committee
DATE: September 2, 2021
RE: Non-lapsing Fund FY21

In accordance with Connecticut General Statute 10-248a, the Town of Southington's Board of Finance voted unanimously at its June 9th meeting to approve the creation of the Non-lapsing FY21 Fund in an amount not to exceed 2% of the BOE's operating budget.

The 2020/21 Operating Budget has been closed out with a balance of \$1,035,234 in unexpended funds. Due to a need to close out the annual budget in early August and a delay in being able to award bids on five projects related to the athletic fields at Southington High School, \$15,000 of unpaid purchase orders will need to be carried forward into the FY21 non-lapsing fund.

These five purchase orders were issued in May using the 2020-21 Operating Budget and relate to the project design, bid specifications and construction oversight on the irrigation system improvements, bleacher improvements, tennis court repairs, running track repairs and minor baseball field improvements. After re-issuing the five purchase orders, the unallocated balance in the FY21 Non-lapsing Account will be \$1,020,234.

The BOE Administration will develop a recommended plan for the use of these unallocated funds. The Administration will bring their recommendations to the Finance Committee for approval in the coming months.

The amounts above will be shared with the Town's Board of Finance for their meeting on September 8th so the \$1,035,234 can be deposited into the previously approved FY21 Non-lapsing Account and five replacement purchase orders can be issued to Kaestle Boos. See attached schedule.

SOUTHINGTON BOARD OF EDUCATION
NON-LAPSING FY21 FUND

		Non-lapsing FY21 Balance	
Unexpended Funds FY2020/21	\$	1,035,234	
<u>Reissue Unpaid Kaestle Boos Purchase Orders (b)</u>			
Original PO 214239 - Baseball Improvements	\$ 2,500	\$ 1,032,734	
Original PO 214240 - Running Track Repairs	\$ 2,000	\$ 1,030,734	
Original PO 214241 - Tennis Court Repairs	\$ 2,000	\$ 1,028,734	
Original PO 214242 - Bleacher Handrails and Safety Mesh	\$ 5,500	\$ 1,023,234	
Original PO 214243 - Irrigation Improvements	\$ 3,000	\$ 1,020,234	(a)

(a) - Unallocated Balance. The BOE Administration will develop a recommended plan for the use of these funds and will bring the recommendations back to the Finance Committee for approval in the coming months.

(b) POs were issued to Kaestle Boos in May 2021 to develop the project design, bid specifications, and to handle all aspects of the construction administration through completion of the five projects listed above. Due to a delay in bidding and no award on the bids, these purchase orders remained unpaid at the close of our fiscal year. The services are still being used and payment will be processed as the fees are earned in the coming year.

**BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

Informational Only _____ Board Meeting Date September 9, 2021

Decision Requested X Agenda Code 9 a

AGENDA REPORTING FORM

Agenda Topic: Personnel Report

Summary of Issue: This Personnel Report includes appointments, resignations, retirements, and transfers for certified and classified personnel for the 2021-2022 school year. This report includes activity for the month of August 2021.

Background: The human resource department provides the Board of Education with a monthly update of personnel additions/reductions/changes.

Alternative Strategies: _____

Cost (if applicable): N/A **Funding Source:** Board of Education

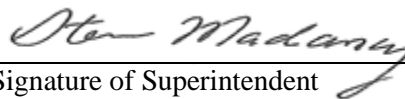
Beginning Date of Program or Project: N/A

Ending Date of Program or Project: N/A

Recommendation or Comment: Recommend that the Board of Education approve the Personnel Report as submitted by the human resource department.



Signature of Staff Member Submitting Report



Signature of Superintendent

Included:

Personnel Report

Agenda –August 2021

**Personnel Report
August 2021**

	NAME	POSITION	SCHOOL	FTE	EFFECTIVE	DEGREE	SALARY
CERT	Alexander, Elizabeth	MS Interventionist, 1-yr	JFK	1.0	8-27-2021	MA	\$52,262
CERT	Baum, Sherry	Social Worker, 1-yr	SHS	1.0	8-26-2021	MA+30	\$56,275
CERT	Beckoff, Abbie	Special Education	JFK	1.0	8-26-2021	MA	\$54,106
CERT	Belancik Benjamin	Special Education	SHS	1.0	8-26-2021	MA+30	\$71,017
CERT	Biales, Arianna	Math, 1-yr	SHS	1.0	8-26-2021	BA	\$48,462
CERT	Boulanger, Michelle	Physical Education/Health	SHS	1.0	8-26-2021	MA	\$74,616
CERT	Cahill, Effie	Vocational/Transition	District	1.0	8-26-2021	MA	\$54,106
CLASS	Cooke, Rebecca	Paraeducator	JFK	.88	8-26-2021	N/A	\$17.67
CERT	Dranginis, Ashley	Math	SHS	1.0	8-26-2021	MA	\$52,262
CERT	Dufresne, Rachel	Grade 2	DES	1.0	8-26-2021	BA	\$63,346
CLASS	Fetta, Janice	BCBA	District	1.0	8-26-2021	N/A	\$82,422
CERT	Florio, Luciana	Art, 1-yr	FES/HES	.80	8-26-2021	BA	\$50,677
CERT	Fox, Rose	Math	JFK	1.0	8-26-2021	MA	\$63,566
CERT	Garfinkel, David	Social Studies	SHS	.60	8-26-2021	MA	\$31,357
CLASS	Goodwin, Taylor	Paraeducator, EASE	JFK	.88	8-26-2021	N/A	\$17.67
CLASS	Guarnaccia, Rudolph	Crossing Guard	JFK	1.0	9-2-2021	N/A	\$18.63
CLASS	Hairston, Aaron	Technology Assistant	JAD/JFK	1.0	8-23-2021	N/A	\$20.00
CLASS	Kosienski, Ryan	Custodian	KSA	.50	8-26-2021	N/A	\$15.97
CERT	Liberatore, Lauren	Art	KES/KSA	.80	8-26-2021	MA	\$50,853
CLASS	Mazzone, Christopher	Custodian	MC	.50	8-16-2021	N/A	\$15.63
CERT	McKenney, Sarah	Library Media	FES	.50	8-26-2021	MA	\$23,131
CERT	Morelli, Donna	Preschool/Outplacement Fac	District	.40	8-26-2021	7th	\$40,412
CLASS	Pringle, Jeremy	Paraeducator, ACHIEVE	SHS	1.0	8-26-2021	N/A	\$17.67
CERT	Ruoff, Tyler	Physical Education	FES/ KSA	.80	8-26-2021	BA	\$38,770
CERT	Saucier, Julie	Social Worker	DES	1.0	8-26-2021	MA+30	\$58,231
CERT	Schmidt, Matthew	Music	KES/SEES/KSA	.80	8-26-2021	BA	\$38,770
CERT	Sullivan, Alyssa	Grade 5	OES	1.0	8-26-2021	MA	\$66,185
CERT	Tarfano, Stacy	Family/Consumer Science	JFK	1.0	8-26-2021	BA	\$48,462
CERT	Testa, Gillian	Grade 5	SEES	1.0	8-26-2021	MA	\$52,262
CLASS	Welburn, Shannon	Paraeducator	JFK	1.0	8-26-2021	N/A	\$17.67
CLASS	Wyman, Jamie	Paraeducator, EASE	JFK	.88	8-31-2021	N/A	\$17.67

RESIGNATIONS/RETIREMENTS

	NAME	POSITION	SCHOOL	EFFECTIVE	YRS	RET/RES
CERT	Alexander, Elizabeth	Paraeducator, FT	JAD	8-27-21	2	RESIGN
CLASS	Baum, Sherry	Paraeducator, PT	HES	8-25-2021	6	RESIGN
CLASS	DePaolo, Nicole	Paraeducator, PT	SES	8-18-2021	4	RESIGN
CLASS	DiValentino, Myles	Custodian, PT	JAD	8-4-2021	1	RESIGN
CLASS	LaBouliere, Emilie	Paraeducator, PT	DES	8-25-2021	1	RESIGN
CERT	Florio, Luciana	Art, .3 FTE	FES	6-30-2021	13	RESIGN
CLASS	Giammatteo, Patrick	Crossing Guard	JAD	8-1-2021	2	RESIGN
CLASS	Griffin, Hattie	Paraeducator, PT, LIDS	KES	8-14-2021	2	RESIGN
CLASS	Hobson-Woodruff, Ashley	Paraeducator, FT	JAD	8-27-2021	1	RESIGN
CLASS	Insogna, Marybeth	Paraeducator, FT	FES	8-3-2021	3	RESIGN
CLASS	LaBouliere, Emilie	Paraeducator, PT	DES	8-25-2021	1	RESIGN
CLASS	Marks, Spencer	Paraeducator, PT	HES	8-21-2021	1	RESIGN
CLASS	Nyerick, Jessica	ABA Therapist	KES	8-5-2021	1	RESIGN
CERT	Olear, Kristin	Special Education	JFK	8-10-2021	3	RESIGN
CLASS	Oliveira, Jonathan	ABA, FT, SPACE	HES	8-25-2021	1	RESIGN
CERT	Sanca, Jacquelyn	Physical Ed/Health	SHS	8-13-2021	2	RESIGN
CLASS	Wholley, Pamela	Paraeducator, PT	FES	8-21-2021	6	RESIGN

*Leena Murali-decided not to move forward as a new hire, reported June/July 2021 board report.

**Personnel Report
August 2021**

ASSIGNMENT CHANGE

NAME	FROM (PREVIOUS ASSIGN)		TO (NEW ASSIGN)		EFFECTIVE
	POSITION/SCHOOL	FTE	POSITION/SCHOOL	FTE	
Aguirre, Jose	Custodian, FT, Day, SHS	1.0	Custodian, FT, Eve, HES	1.0	8-23-2021
Bard, Tyler	Paraeducator, SHS	.60	Paraeducator, CLP	1.0	8-26-2021
Bowes, Donna	Paraeducator, PreK, SES	.88	Paraeducator, SES	1.0	8-26-2021
Bruzik, Sarah	Paraeducator, HES	.80	Paraeducator, LIDS, KES	1.0	8-26-2021
Clifford, James	Family/Consumer, JFK	1.0	STELLAR	1.0	8-26-2021
Dammling, Christine	Paraeducator, FES	.88	Paraeducator, TES	1.0	8-26-2021
Emory, James	Custodian, HES	1.0	Head Custodian, HES	1.0	8-30-2021
Frattini, Kristine	Social Worker, JFK	1.0	Social Worker, CLP, SHS	1.0	8-26-2021
Kelley, Caitlin	Grade 4, SEES	1.0	Library Media, SEES/SES	1.0	8-26-2021
Lavery, Kelley	District Interventionist	1.0	District Literacy Specialist	1.0	8-26-2021
Santopietro, Victoria	Paraeducator, LAUNCH, HES	.88	Paraeducator, LAUNCH, HES	1.0	8-26-2021
Wright, Carol	Paraeducator, pre-K, HES	.88	Paraeducator, SES	1.0	8-26-2021

TRANSFERS

CERT NAME	FROM (PREVIOUS ASSIGN)		TO (NEW ASSIGN)		EFFECTIVE
	POSITION/SCHOOL	FTE	POSITION/SCHOOL	FTE	

None to report

COACHING / STIPENDS

Coaching Stipends

Clemens, Ashley	Assistant Cheerleading Coach	SHS	Resign
Clemens, Ashley	Head Cheerleading Coach	SHS	Stipend
Vera, Hugo	Freshman Girls' Soccer Coach	SHS	Stipend

Other Stipends

Bogdanski, Victoria	Freshman Class Advisor	SHS	Stipend
Pierce, Heather	Freshman Class Advisor	SHS	Stipend

