

**EAST WINDSOR BOARD OF EDUCATION
EAST WINDSOR, CONNECTICUT
REGULAR MEETING MINUTES
Wednesday, January 11, 2023
Broad Brook Elementary School, Room A-5 - 7:30 p.m.**

I. CALL THE MEETING TO ORDER

Chair R. Reichle called the meeting to order at 7:32 p.m.

II. PLEDGE OF ALLEGIANCE

Chair R. Reichle led the Board in the Pledge of Allegiance.

III. ATTENDANCE

In attendance: Chair R. Reichle, Vice Chair K. Carey-Trull, Secretary H. Spencer, F. Neill, C. Sevarino, L. Sinsigallo, D. Menard, N. Farmer, E. LeBorious, Dr. P. Tudryn

Also in attendance: D. Rouillard, L. Foxx, M. Ryan, community members

IV. ADDED AGENDA ITEMS

Waive BOE Policy 9000

On a motion by L. Sinsigallo, 2nd by F. Neill, the Board voted to approve the added agenda item, Waive BOE Policy 9000. The vote was unanimous.

V. MINUTES

1. December 14, 2022 – Special Meeting/Executive Session Meeting Minutes - On a motion by L. Sinsigallo, 2nd by F. Neill, the Board approved the meeting minutes as presented. The vote was unanimous.
2. December 14, 2022 – Regular Meeting Minutes – On a motion by H. Spencer, 2nd by L. Sinsigallo, the Board approved the meeting minutes as presented. The vote was unanimous.

VI. PUBLIC PARTICIPATION

None

VII. CURRICULUM & SCHOOL REPORT

D. Rouillard, L. Foxx, and M. Ryan reported on the following literacy information:

- Correlation as it pertains to the Portrait of the Graduate and Strategic Plan
- Literacy Review Update (Completed by Dr. Rafferty – Spring 2022):
 - Recommendation #1 – The EWPS Literacy Block
 - Recommendation #2 – EWPS Assessments and Data Protocols
 - Recommendation #3 – EWPS Phonics Instruction
 - Recommendation #4 – EWPS Intervention Programming
 - Recommendation #5 – Revise the Writing Curriculum and Resources for EWPS Students & Staff
 - Recommendation #6 – EWPS Multi-Year Improvement Approach

VIII. STUDENT REPRESENTATIVE

H. Spencer shared the news and events at all three schools in the absence of V. Hernandez, Student Representative, at this evening's meeting.

IX. PERSONNEL REPORT

The Board reviewed the current report provided in their meeting packet.

X. NEW BUSINESS: VOTE

1. Waive BOE Policy 4212.8
2. Waive BOE Policy 9000

Chair R. Reichle turned the meeting over to Vice Chair, K. Carey-Trull.

East Windsor Board of Education
Regular Meeting Minutes – January 11, 2023
Page 2

N. Farmer stated her need to recuse herself from this discussion. She left the room at 7:02 p.m.

D. Menard noted she made a request to conduct this discussion/session in executive session prior to this evening's meeting and recused her request at 5:00 p.m. today via email to all Board members.

A motion was made by F. Neill, 2nd by C. Sevarino to waive BOE policies 4212.8 and 9000.

H. Spencer requested a roll call vote.

Discussion ensued relative to both related policies.

D. Menard stated she could not vote to waive the policy after it has been violated. It is precedent setting. We are a policy making Board for students and teachers and we should follow our own policies.

H. Spencer requested clarification from Dr. P. Tudryn relative to this hiring process.

Dr. P. Tudryn outlined this hiring process:

- The position was posted on SchoolSpring and was also included on CT Reap – We did not receive a strong applicant pool the first time around
- The position was reposted a second time to Indeed, which produced a stronger pool of candidates – Interviews were conducted and the position was offered to a candidate in this pool, but they declined. A second finalist candidate withdrew due to her request to have the position remote
- The posting remained open and we received some late applications that produced a strong candidate, the candidate was interviewed, offered the position, and accepted the job

He noted our attorney confirmed we did not violate our hiring process prior to the hire.

C. Sevarino stated that although she agrees with D. Menard, her vote intendeds to bring this policy to BPR for revisions. She intends to vote to waive the policy.

B. LeBorious inquired if our attorney was aware of our policy.

Dr. P. Tudryn stated she was not at the time of his initial discussion with her, but is now as a result of a subsequent conversation with her. We can waive the policy in this instance, abolish it (which he would not recommend), or we can bring it to BPR for review in conjunction of the policy in this circumstance.

E. LeBorious noted the language “may be waived, if appropriate.....” is included in some policies, but not this one. How do we waive a policy that was already violated? Dr. P. Tudryn referred to K. Carey-Trull due to her having the most recent conversation with our attorney on this matter.

K. Carey-Trull agreed with Dr. Tudryn's summation of his conversation with our attorney and noted we can vote to waive the policy and/or bring the policy to BPR for revision.

F. Neill noted this simply fell through a crack. We have a myriad of policies and these are only 2 of them. We hired a fantastic superintendent to make great decisions and she trusts those decisions. She spoke to a couple sections of each policy, including the section that outline exemptions. She stated the policy itself is not sound, doesn't make sense, and is contradictory. A sound and competent employee should not be fired due to an unsound policy. She is in favor of waiving the policy.

East Windsor Board of Education
Regular Meeting Minutes – January 11, 2023
Page 3

D. Menard stated she is not advocating that we fire the employee, but that the person sitting on the Board should step down.

F. Neill noted there is a difference of opinion relative to the statement made by D. Menard.

L. Sinsigallo agreed with the statements made by C. Sevarino and noted these policies were accepted back in 2000 and 2001. This matter was an oversight. She is in favor of waiving the policy.

C. Sevarino noted this matter brings light to the fact that we have lots of policies to review and update. It is circumstances such as these that brings it to light.

E. LeBoriosis is not opposed to reviewing the policies. Her inquiry was that when the issue came up and there was a potential violation, why were all BOE members not notified to resolve the matter?

H. Spencer stated she believes better communication is something we all need to work on, as was recently discussed at the BOE goal setting workshop.

E. LeBoriosis noted that she had asked related questions at the last meeting, did not get answers, and the process moved forward. We are a Board charged with policy – We write and approve policy. It was a mis-step and questionable relative to policy. Some BOE members were called and some were not. She and D. Menard noted they were not called.

D. Menard stated they would have been better prepared if all got a call with the same information. The Board could have met before the hire and resolved this ahead of time.

The personnel report came out after the hire and the information was provided in the Board packet for the corresponding meeting.

F. Neill noted Dr. P. Tudryn's process has always been sound and she trusts his hiring decisions.

Dr. P. Tudryn stated they contacted our attorney, the hire took place, and then the policy was discovered. He was transparent upon discovery.

K. Carey-Trull noted the policy says "grandfathered" if employee was hired before a member was on the Board.

D. Menard inquired, relative to precedent setting, if we waive this policy, will we have to waive other policies in the future?

H. Spencer noted the Board needs to put effort into looking at important policies.

C. Sevarino pointed out that there are other policies we could be violating on a daily basis and that these two just came to light.

F. Neill noted we cannot be ruled by precedent. It doesn't make sense to ask someone to step down from their role on the Board or fire an employee due to a policy that does not make sense.

East Windsor Board of Education
Regular Meeting Minutes – January 11, 2023
Page 4

F. Neill amended her motion to waive policies 4212.8 and 9000 and send them both back to BPR for rework. C. Sevarino 2nd the amendment. The roll call vote to accept the amendment was as follows: E. LeBoribus: yes, L. Sinsigallo: yes, C. Sevarino: yes, D. Menard: no, F. Neill: yes, H. Spencer: yes, K. Carey-Trull: yes, R. Reichle, abstained. The vote was 6 yes, 1 no, 1 absentia

The roll call vote on the amended motion was as follows: E. LeBoribus: no, L. Sinsigallo: yes, C. Sevarino: yes, D. Menard: no, F. Neill: yes, H. Spencer: yes, K. Carey-Trull: no, R. Reichle, abstained. The vote was 4 yes, 3 no, 1 absentia.

N. Farmer returned to the meeting following the vote.

K. Carey-Trull turned the meeting back to Chair R. Reichle.

XI. NEW BUSINESS: DISCUSSION

1. EWPS 2023-2024 School Calendar – Dr. P. Tudryn informed the Board the draft was reviewed by our administrative team (ATM) and shared with the EWEA. The highlights for the calendar are as follows:
 - The 2022-2023 School Calendar allows for 3 PD days to start the school year – The 2023-2024 calendar will allow for 4 PD days in front of the calendar
 - PreK will start at the same time as grades K-12 (180 student days)
 - Alignment of April Break – Historically, it has been scheduled on the 2nd week of April, but most are scheduling it for the 3rd week of April in 2024 - He shared the decision for the April break by some of our surrounding towns and will obtain the same from CREC. The calendar will be brought back to the Board at a future meeting for a vote
2. FY24 Budget Workshop Schedule – Dr. P. Tudryn shared it is his intent to schedule the FY24 BOE Budget Workshops after the February 2 Public Hearing. After discussion, it was the consensus of the Board to schedule the workshops in Room A5 at Broad Brook School on the following dates:
 - February 22
 - February 23
 - March 1
 - March 2

XII. LIAISONS' REPORTS

XIII. PUBLIC PARTICIPATION

Carol Muska, 24 Church Street, shared she is new to town. She is a retired educator, lived in Sherman, CT and also served on a school board. She was interested in our discussion on policy and noted it would be a good thing to do to review our policies. She stated precedence is dangerous, as it weakens policy. She suggests pursuing workshops for policy to update and avoid conflict.

XIV. MISCELLANEOUS

F. Neill noted her attendance at the EWHS music concert this evening. She was very impressed with the band and chorus. It was a very well put together event.

XV. CORRESPONDENCE

1. Enrollment
2. EW Arts Commission Update
3. Donation Acknowledge Letter
4. Commendation Letters: Staff/Students

East Windsor Board of Education
Regular Meeting Minutes – January 11, 2023
Page 5

XVI. ADJOURNMENT

On a motion by N. Farmer, 2nd by F. Neill, the Board voted to adjourn the meeting at 9:04 p.m. The vote was unanimous.

Respectfully submitted,
Ann Kalesnik
Board Recording Secretary

Approved: