



Board of Education Regular Meeting
Tuesday, November 10, 2020 at 7:00 P.M.
Virtual Meeting via Zoom Meeting

<https://us02web.zoom.us/j/85665334150?pwd=ZEMmZlZlMT1JbTVTRVNNcyt5QTRXUT09>

Meeting ID: 856 6533 4150 Passcode: 4ZCRyS

Dial-In: (929) 205-6099

Meeting ID: 856 6533 4150 Passcode: 746464

Attendance:	D. Harris, Chair	Present
	D. Bolton, Vice Chair	Present
	H. Frydman, Secretary	Present
	R. Ike	Present
	L. Easmon	Present
	T. Moore	Absent
	F. Bogle-Assegai	Present

Also Present: J. Thompson, Superintendent
 W. Guzman, Chief Operations Officer
 B. Silver, Assistant Superintendent of Accountability and Performance
 S. McCann, Chief Academic Officer
 J. Robinson, Director of Technology/Human Resource Coordinator
 W. Shepard-Bannish, Director of Student Support Services

1. Establishment of a Quorum and Call to Order

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

2. Pledge of Allegiance

All rose to recite the Pledge of Allegiance.

3. Opening Statement

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

4. Consent Agenda

A. Approval of Minutes – Regular Meeting – October 13, 2020

A motion was made by D. Bolton and seconded by R. Ike for the Bloomfield Board of Education to approve the minutes from the October 13, 2020 regular Board Meeting, as presented.

D. Harris	Aye
D. Bolton	Aye
H. Frydman	Aye
R. Ike	Aye
L. Easmon	Aye
F. Bogle-Assegai	Abstain



The motion passed 5-0-1.

5. Presentations

A. Announcement of Wintonbury Early Childhood Magnet School Principal

John Robinson, Director of Technology/Human Resources Coordinator introduced Samantha Straker as the new Principal of Wintonbury Early Childhood Magnet School. She was chosen from a competitive and diverse pool of 32 candidates.

Ms. Straker, who has worked in the district for the past four years, had been serving as Wintonbury's interim principal for the past several months.

Ms. Straker stated she could not be more honored and looks forward to her new role. The Board of Education members offered their congratulations.

B. Student Representative Report - Bloomfield High School

Three student representatives were introduced by the Chairman. Students shared a Power Point providing updates from Bloomfield High School. They reported the majority of graduates from the Class of 2020 are attending a 4-year college (62%) and (23%) are in a 2-year college. Students noted being back at school has been different but noted safety protocols are in place. Students shared information on the virtual clubs and activities. In addition, three sports were able to participate in the fall season: Cross Country, Girls soccer, and Boys soccer. Culinary department teamed up with Vocational Agricultural program in a farm-to-table initiative. SAT and PSAT days were held in September and October. National Honor Society (NHS) is running a food drive. Quarter 2 started November 9th. A virtual sophomore and junior planning night will be hosted on November 19th.

6. Public/PTO Comment

No comments.

7. Superintendent's Report

A. Superintendent's Update

Dr. James Thompson, Jr. provided an update to the Board of Education members on the status of the schools. Work is being done to update the district's three-year Plan of Excellence. The district is also intensifying efforts to monitor and improve the engagement of students.

Dr. Thompson gave reports on the Tuesday, November 3rd District-Wide Professional Development with a focus on antiracism. The district is also celebrating the centennial of both the Harlem Renaissance and Negro Baseball League. Dr. Thompson provided updates on Bloomfield Public Schools next steps.

R. Ike inquiring about a staffing update. The item is next on the agenda.



B. Staffing Update

John Robinson, Director of Technology/Human Resources Coordinator provided a staffing update. The district budgeted for positions required by prior enrollment increases, increases in the number of special education students, the addition of Steps to Success program, and goals to ensure student engagement. The district has hired 28 of the 30 positions approved in the budget.

As we presented in September, shifts in parent decisions for their children to attend classes in Enhanced Distance Learning or hybrid learning has been a challenge for principals to align staffing. The October 1st enrollments indicated the need to hire science and social studies teachers at CAMS. Both positions are posted and the principal is engaged in selecting a teacher.

Since September, the district has filled high needs positions including 5 math positions at the middle and high schools, 2 special education teachers, and several other teachers. The district has also hired 8 instructional assistants throughout the district. Also in support of hybrid and enhanced district learning, the district hired additional IT technicians.

C. Financial Report - October 2020

Mr. William Guzman, Chief Operations Office reported on the financials as of November 2020. He noted that 11.6% of the adopted budget has yet to be expended or encumbered.

Mr. Guzman noted on the one-page report, major account 01 Certified Salaries is over expended as they have yet to book receivables for Special Education out-of-town services we provide.

On the one-page summary, 03 Employee Benefits, the balance is because the district has yet to make payments for the pension and Other Post-Employment Benefits (OPEB).

Pupil Transportation shows a balance of \$2.9 million because the funds for Dattco and Access have yet to be encumbered.

Major account, 08 Tuition shows a balance 1.56 million as the funds for out-of-district special education tuitions and magnet school tuitions have yet to be encumbered.

Six page report, Page 2 shows account 2410 severance is over budget as a result of several employees retiring after the start of the fiscal year.

L. Easmon inquired about account 11 Operation & Maintenance, on the one-page report with a \$3500 balance. She asked if there is any risk to go over budget considering the remainder of time left in the school year. Mr. Guzman noted the third column reflects encumbrances that have been entered in considering anticipated expenses through to the end of the year.



It was further inquired was Account 13- Equipment includes. Mr. Guzman noted the purchase and replacement of computers is the majority of funds.

A Board member asked if the district is still utilizing textbooks, referencing Account 12. Mr. Guzman stated the account includes textbooks, library books and digital books.

8. Old Business

A. Health and Safety Update

Wendy Shepard-Bannish, COVID-19 Liaison shared local and state data updates with the Board of Education. Data indicates cases are on the rise and the state rolling average is 4.1%. Mrs. Shepard-Bannish noted the Bloomfield Public Schools website has updated data. Hartford County is 17.8% and Bloomfield is currently in the moderate range.

She further shared that the CT State Department of Education updated its matrix and the new model is more fluid. The case rates over the state is updated regularly and a link can be found on our website.

Bloomfield has put forth heightened health and safety protocols. Addendums to the health and safety protocols were reviewed by Mrs. Shepard-Bannish.

Bloomfield Public Schools positive and quarantine case rates were shared.

Mrs. Shepard-Bannish will further investigating the Binax testing that Middletown is piloting.

The district is exploring the idea of going full remote the week following Thanksgiving. Once the district gets more information, the Superintendent will inform the Board.

D. Bolton noted the exposure for staff and students – how many have occurred within the buildings. Wendy Shepard-Bannish noted the district did not have any in-school exposures until this week.

Carmen Arace notification with one day of remote learning was all because of timing. In order to properly conduct the contact tracing and to appropriately notify all close contacts.

9. New Business

A. Antiracism

1. Virtual Professional Development - November 3, 2020 - "One Book, One Bloomfield"

Ms. Stacey McCann, Chief Academic Officer, shared an update on behalf of the district's Equity Team, where they presented "One Book, One Bloomfield" at the district-wide, virtual professional development on 11/3/2020. This was attended by all certified staff.



The workshop marked the 23rd time that Bloomfield Public Schools offered an equity diversity workshop opportunity for certified staff.

The certified staff were divided into 7 groups and small group discussions on the book *How to Be an AntiRacist*, were facilitated.

Ms. McCann noted the goal is to establish “One Book, One Bloomfield”, where our community and school system strive together to become Antiracist and support antiracist policies and ideas.

A brief video interview with Ibram X. Kendi’s author of the book, *How to Be an AntiRacist*, was shared.

Ms. McCann further noted the district has been engaged in the work of race and equity since February 2018.

B. Student and Family Climate Survey

Dr. Silver, Assistant Superintendent of Accountability and Performance shared the results of climate surveys that were launched on October 26th. The surveys were developed through the Climate Committee and intended to collect data about the experiences of students and families with the reopening of schools in September.

Dr. Silver shared highlights from the family survey results including:

- 42% of families responded
- 79.6% of families indicated their child has their own device
- 8% found that the transition from in-person to remote learning is a challenge.
- Enhanced Distance Learning is evidenced by posting assignments daily, holding daily class meetings, and providing feedback.

Highlights from the student survey results include:

- 39.3% of students in grades 3-12, responded
- Student reported being helped by their teacher evidenced by feedback, engagement in online discussions, and answering questions within 24-hours.

C. Adoption of the Flexibilities for Implementing the CT Guidelines for Educator Evaluation 2017 for the 2020-2021 School Year

John Robinson, Director of Technology/Human Resources Coordinator gave an update on the Governor’s Executive order 7C, flexibilities in the 2020-2021 school year. The committee accepted and implemented the flexibilities. They are as follows:

- Waiving the numerical rating system for this year only.



- The state requires at least two teacher observations - we are requiring as few as five or as many as 8 if there is a performance issue that needs to be addressed through increased observations.
- Teachers will have a minimum of one goal with two indicators focused on social and emotional learning for students, student engagement, and/or family engagement.

The state guidance is clear that these flexibilities should not be interpreted to mean that traditional feedback and remediation, if necessary, will not occur this year. Administrators will continue to communicate and document concerns about educator improvement through the established process.

D. 2021 Board of Education Meeting Schedule

Mr. William Guzman, Chief Operation Officer shared the proposed 2021 Board meeting schedule. He noted the change in April regular Board meeting due to the April recess and the September Committee meeting date in recognition of the Jewish holiday.

Mrs. Easmon inquired if these would be in-person as noted. Mr. Guzman stated they would be filed with the town as in-person and changed to virtual, as needed.

A motion was made by D. Bolton and seconded by R. Ike for the Bloomfield Board of Education to approve the 2021 Board of Education meeting schedule, as presented.

The motion passed unanimously.

10. CAFE Updates

Don Harris noted new webinars are listed on the CAFE website. Most of these are free and Bloomfield is a member of CAFE. Delegate assembly, where they set their legislative agenda will be held on November 19th.

11. Board Comments

R. Ike welcomed new principal, Mrs. Straker and interim principal. He also thanked Wayne and Dr. Thompson for outstanding job assisting with last Tuesday's election.

L. Easmon congratulated Mrs. Straker and thanked Ms. McCann for her presentation and looks forward to reading the book. She also thanked Mrs. Williams for the seamless transition to remote learning. Reminder to be kind to our parents as they are an extension of our students.

F. Bogle-Assegai no comments.

H. Frydman stated it was a wonderful meeting tonight. To ensure that all students have Chromebooks or internet, families should contact the principal. Welcomed Mrs. Straker and thanked the staff. He also wished the Board members a healthy and prosperous Thanksgiving.



D. Bolton thanked our Veterans for their service and extended everyone a good Thanksgiving. She thanked Dr. Thompson for the book and the district calendar.

D. Harris wished a happy Veterans Day to all of those who have served. He thanked Dr. Thompson for keeping the Board and the Town Council informed. He is participating in a Dismantling Racism Committee at a national level and is reading several books. Happy Thanksgiving and be safe.

12. Adjournment

At 8:55 p.m. a motion to adjourn was made by R. Ike and seconded by H. Frydman.

The motion passed unanimously.

H. Frydman, Secretary

J. Thompson, Ed. D., Superintendent