

**SALEM BOARD OF EDUCATION
SALEM, CONNECTICUT**

MINUTES OF OCTOBER 7, 2024 REGULAR MEETING

PRESENT: Sean Reith, Sue Spang, Jen Rucci, Erik Trotter, Tiffany Cunningham, Kelly Francis, Ryan Little, Krystal Hales, Keri Weaver

ADMINISTRATION: Brian Hendrickson, Superintendent; Kim Gadaree, Business Manager; Megin Sechen, Assistant Principal/Director of Curriculum; Dan Driscoll, Principal

VISITORS: Leah Francis (ELHS Student Representative), Tony Henry, Danielle Bucci-Nadrozza, Naomi Swider, Jen Leinbach, Sheila Miller, Erin Nelan, Chris Wisniewski, Jonathan Chechile, Lee Cole-Chu (Charter Revision Commission Chair), Todd Millen, Families of Isabella Carrier and Ayla Elton (ROAR Students of the Month)

I. CALL TO ORDER - Meeting was called to order at 7:05 p.m. by Chairman, Sean Reith.

MOTION: Moved XIII. Public Comment before XII. Executive Session.

Made: Jen Rucci

2nd: Keri Weaver

Vote: All in Favor

MOTION PASSED

II. SALUTE TO THE FLAG

III. SPECIAL RECOGNITIONS

A. ROAR Students of the Month

The Board recognized the ROAR Students of the Month. Isabella Carrier and Ayla Elton were present with their families.

IV. PUBLIC COMMENT

The public comment portion of the meeting is a time for members of the audience to address the Board of Education to express opinions concerning the educational program or other topics within the purview of the Board. The public is advised that any discussion of specific Board employees will not be allowed. The Board will listen to remarks but discussion and Board action is limited to agenda items only. When making a comment, please use the microphone and state your name and address.

- Todd Millen, 50 Sullivan Road - Spoke about his concerns regarding the decline in SBAC scores and NGSS scores.
- Lee Cole-Chu, 300 Hartford Road - Introduced himself as the Chairman of the Charter Revision Commission and discussed the work that the commission is doing.

V. COMMUNICATIONS (None)

VI. CONSENT AGENDA

A. Approve Minutes of the September 9, 2024 Regular BOE Meeting

B. Superintendent's Staffing Report

Assignments:

- Appointed Rebecca Radford as Gr. 5/6 ELA Teacher starting September 16, 2024 at a pro-rated salary of \$57,156.00 (MA/Step 2).
- Appointed Rachel Kohl as Gr. 6/7/8 ELA Teacher starting September 19, 2024 at a pro-rated salary of \$79,611.00 (BA/Step 13).
- Appointed Elizabeth Childress as PT Interventionist Support Tutor (0.62 FTE) starting October 7, 2024 at an hourly rate of \$27.35.
- Appointed Kevin Malicki as PT Custodian (2nd Shift) starting September 30, 2024 at an hourly rate of \$18.83.

Supplemental Assignments:

- Appointed Jessica Fletcher as Cross Country Coach for SY2024-25 for a stipend amount of \$1,758.00.
- Appointed Amy Richter as Assistant Cross Country Coach for SY2024-25 for a stipend amount of \$1,293.00.

- Appointed Natalie Andrews as Choral/Theater Advisor for SY2024-25 for a stipend amount of \$1,418.00.

MOTION: To approve the consent agenda items, as presented.

Made: Sue Spang

2nd: Ryan Little

Vote: All in Favor

MOTION PASSED

VII. ELHS STUDENT REPRESENTATIVE REPORT

A. October Report

Leah Francis, ELHS Student Representative, reported on ELHS events for the start of the school year.

VIII. SUPERINTENDENT REPORT

A. District Updates

Brian Hendrickson reported on the September *Snapshot* newsletter, Student Recognitions, State Assessment Results, Climate Update, and the ELHS Building Project Admin Vision Group.

B. School Climate Update

The school administration reported on the school climate.

C. State Assessment Results

The school administration reported on the State Assessment results. The [presentation](#) highlights include: assessment results, trends, student growth vs achievement, and next steps.

IX. BUSINESS MANAGER REPORT

A. Action Item: Approve Expenditure Reports, Line Item Adjustments and Monthly Grant Spending Report

Kim Gadaree reported on the financial reports.

MOTION: To approve the Expenditure Reports and Monthly Grant Spending Reports, as presented.

Made: Ryan Little

2nd: Jen Rucci

Vote: All in Favor

MOTION PASSED

X. DISCUSSION/ACTION ITEMS

A. Early Notice of Retirement Incentive

The Board tabled this item until the next meeting.

XI. SUBCOMMITTEE REPORTS/ANNUAL MANAGEMENT PLAN REVIEW

A. Long-Range Educational Planning Subcommittee

Tiffany Cunningham reported that the subcommittee did not meet as Chris Lund was not available. The subcommittee will continue to discuss the Capital Plan and it was noted that they need to touch base with Vancord and facilities.

B. Personnel Subcommittee

Sue Spang reported that the subcommittee did not meet tonight..

C. Policy Subcommittee

Jen Rucci reported that the subcommittee will be holding a joint meeting with the Budget/Finance Subcommittee to review the non-lapsing account draft policy.

D. Budget/Finance Subcommittee

E. Curriculum Ad-Hoc Subcommittee

Kelly Francis reported that the subcommittee reviewed the SBAC scores with Administration. Keri Weaver noted that Mrs. Sechen has put forth a great effort to move forward to improve scores and had a comprehensive plan outlined during the subcommittee meeting.

F. Annual Management Plan

The annual management plan was reviewed.

XIII. PUBLIC COMMENT

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allowed. The Board will listen to remarks but discussion and Board action is limited to agenda items only. When making a comment, please use the microphone and state your name and address.

- Chris Wisniewski, 11 Bayberry Place - Spoke about his disappointment with the state assessment scores, school climate has improved, schedule changes, and benchmarks for Superintendent evaluation. .
- Jonathan Chechile, 244 Hartford Road - Spoke about declining state assessment scores, accountability and his feeling that this is a Town problem.

XII. EXECUTIVE SESSION

A. Discussion and possible action on ratification of proposed/draft 2025-2026 collective bargaining agreement with AFT/SFT

B. Discussion of status and strategy (and possible action on resolution) of threatened litigation by teacher

MOTION: To enter executive session at 9:32 pm for the purpose of discussion and possible action on ratification of proposed/draft 2025-2026 collective bargaining agreements with AFT/SFT and discussion of status and strategy on resolution of threatened litigation by teacher, inviting Brian Hendrickson, Board Attorney, and Kim Gadaree.

Made: Sue Spang

2nd: Ryan Little

Vote: All in Favor

Motion Passed

Exited executive session at 10:43 pm.

MOTION: To ratify the proposed one-year extension of the collective bargaining agreement with Salem Federation of Teachers subject to any necessary further legal review and further authorize the board chair to execute said agreement.

Made: Sean Reith

2nd: Sue Spang

Vote: All in Favor

Motion Passed

MOTION: To approve the settlement of the threatened litigation by a teacher based upon the terms/conditions discussed in executive session and subject to further legal review.

Made: Sean Reith

2nd: Jen Rucci

Vote: In Favor: SR, SS, RL, KF,
KW, ET, JR, KH

Abstained: TC

Motion Passed

XIV. AGENDA ITEMS FOR NEXT MEETINGS – November 4, 2024

XV. ADJOURNMENT

MOTION: To adjourn at 10:46 pm.

Made: Jen Rucci

2nd: Sue Spang

Vote: All in Favor

Motion Passed

Meeting adjourned at 10:46 p.m.

JR/jlk