



**Regional School District #4**  
**Chester – Deep River – Essex – Region 4**  
**JOINT BOARD OF EDUCATION COMMITTEE**

Via Google Meet  
**Dial +1 (617) 675-4444**  
**PIN: 174 006 583 3861#**  
Oct. 07, 2021 @ 7:00 p.m.

**AGENDA**

To: Members of the Chester, Deep River, Essex, and Region 4 Boards of Education  
Subject: **October 07, 2021 Joint Board Committee Meeting**  
Time: Joint Board Committee Meetings begin promptly at **7:00 p.m.**  
Place: **Via Google Meet – To listen remotely please dial (US) +1 (617) 675-4444 PIN: 174 006 583 3861#**

(We kindly ask that you **please mute your phone immediately** upon connecting to the meeting as this will improve the audio quality for all participants. Google Meet may do this automatically, depending on the number of people already connected to the call. If so, pressing \*6 will unmute your phone when it's time to speak)  
\*Effective July 01, 2021, per Public Act No. 21-2, upon written request sent to [jbryan@reg4.k12.ct.us](mailto:jbryan@reg4.k12.ct.us) and received not less than 24 hours prior to the meeting, any member of the public will be provided with a physical location and the electronic equipment necessary to participate in the meeting in real-time.

Please contact Jennifer Bryan at Central Office [jbryan@reg4.k12.ct.us](mailto:jbryan@reg4.k12.ct.us) if you are unable to attend.

**Mission Statement**

We, the communities of Chester, Deep River, Essex and Region 4, engage all students in a rigorous and collaborative educational program. We prepare our learners to be respectful citizens who are empowered to contribute in a globalized society.

**1. Call to order 7:00 p.m.**

- 1.1 The Appointed Chair of the Supervision District Committee acts as the Chair of the Joint Board of Education Committee meeting and calls the meeting to order. (The Vice-Chair of the Supervision District is the alternate in the absence of the Supervision District Chair).  
\* **Chair of Supervision District rotates each Dec. – Chester BOE Chair is now the Supv. Dist. Chair**
- 1.2 The Chester, Deep River, Essex, and Region 4 Board of Education Chairs call their respective Boards to order and report a quorum (# of BOE members needed for a quorum)  
Chester (5 members), Deep River (5 members), Essex (4 members), Region 4 (5 members)
- 1.3 Regarding Action Items: the Chair of the Joint Board of Education meeting follows parliamentary procedure on items requiring a vote of the Joint Board of Education. All discussion shall be held with the Joint Board. The Chair of the Joint Board shall call for and record a vote by the respective Boards of Education in alphabetical order. Items are approved only with an affirmative majority vote of each respective Board of Education

**2. Consent agenda** – The following items are to be handled as combined and by single vote. Any Board member may request that an item be pulled out for further discussion.

- 2.1 Minutes of Regular Joint Board Meeting of June 03, 2021 (encl #1)
- 2.2 Minutes of Special Joint Board Meeting July 20, 2021 (encl #2)
- 2.3 Minutes of Special Joint Board Meeting of August 10, 2021 (encl #3)

**3. Public comment** (In the interest of creating the best remote meeting experience for all participating parties, we would ask that you please keep your phone on mute until such time when the Chair calls for Public Comment. Please continue to keep your phone on mute unless you are requesting to be recognized by the Chair to make a comment. Once you have been recognized by the Chair to make your comment, the following standard public comment guidelines will still apply): **PLEASE NOTE: Upon dialing in, Google Meet may have shared a message that your phone has been automatically muted due to the number of callers on the line and instructed you to press \*6 if you would like to unmute your phone. When you are done speaking, please remember to press \*6 (or your phone's mute button) again to reduce background noise.**

The public is reminded to state name for the record. Comments should be kept to a maximum of three minutes. Public comment is not intended to be a question and answer period; rather it is an opportunity for the Committee to hear citizen comment related to educational matters

**4. Reports**

- 4.1 Superintendent’s report (*B. White*)
  - a. District Update
  - b. Information and Communication
  - c. Review and possible VOTE to approve proposed Calendar of BOE Meetings for Jan.-Dec. 2022 (*encl #4*)
  - d. Discussion and possible VOTE to adopt the CSDE approved *Flexibilities* amendment to the Educator Evaluation and Support Plan adopted by the Joint BOE on June 04, 2015 for the 2021-22 school year (*encl #5*)

- 4.2 Assistant Superintendent’s Report (*S. Brzozowy*)
  - a. General Update
  - b. ESSER Grants Update

- 4.3 Finance Director’s Report (HOLD until next individual Board meetings)

- 4.4 Committee reports.

- a. Joint PK-12 Committees – (*Comm. Chair*) Policy – *TBD*; Curriculum – *J. Stack*; Finance – *R. Daniels*

Finance	Policy	Curriculum
TBD	TBD	TBD

- b. Policy committee report (8 members). (Chair *TBD*)
    - c. Finance committee report (8 members) (*R. Daniels*)
    - d. Curriculum committee (9 members) (*J. Stack*)
    - e. Ad hoc committees (as needed).

**5. Public comment**

The public is reminded to state name and town for the record. Comments should be kept to a maximum of three minutes. Public comment is not intended to be a question and answer period; rather it is an opportunity for the Boards to hear citizen comment related to educational matters.

**6. Future agenda items**

- 6.1 Next Regular Joint BOE Meeting, December 02, 2021 @ 7:00 p.m.

**7. Adjournment** – (*All Boards will adjourn, as Region 4 does not have any R4 specific business to attend to this evening*)



**Regional School District 4**  
**Chester – Deep River – Essex – Region 4**  
**Boards of Education Committees – School Year 2020-21 (Updates in Progress)**

<b>Joint BOE Standing Committees</b> (standing committees have regularly scheduled meetings)	
<b>*Joint PK-12 Policy Sub-Committee</b>	R4(Sandmann/Clymas) CH(Bernardoni/Scherber) DR(Maikowski/Campbell) ES (Seidman/McCluskey)
<b>*Joint PK-12 Curriculum Sub-Comm.</b>	R4(Cavanaugh/TBD) CH(Bibbiani/Fearon) DR(T.Dickson/Grunko) ES (Johnston/Sweet)
<b>*Joint PK-12 Finance Sub-Committee</b>	R4 (Clark/Daniels) CH (Pollock/Englert) DR (Hallden/Lewis) ES (Seidman/Watson)
<b>Supervision District Committee</b> (2 yr terms end in Nov. of the year listed after each name)	R4 (Sandmann 21 / Cavanaugh 21 / Clark 21) CH (Fearon 21 /Fitzgibbons 21 / Englert 21) DR (Campbell 21 / Ferretti 21 / Morrissey 21) ES (Johnston 21 /McCluskey 21 / Seidman 21)

<b>Joint Ad Hoc Committees</b> (ad hoc committees meet for a designated period or as needed)			
Personnel & Negotiations		<u>Contract duration</u>	<u>Initiate negotiations</u>
- Joint BOE Teacher negotiations	R4 (Daniels/Clymas/TBD) CH (TBD/Englert Alt.) DR (Morrissey/Lewis) ES (Pillion/Watson)	Expires 7/2022	6/2021
- Joint BOE Administrator negotiations	Same as ABOVE for Teacher negotiations	Expires 7/2023	9/2022
- Joint BOE Paraeducator negotiations	Same as BELOW for Net Tech et al.	Expires 7/2021	3/2021
- Joint BOE NetTechs et al negotiations (ElemSec/Elem Nurses/ElemNetTech/R4NetTEch/ElemCustodians)	R4 (Daniels/Clymas/TBD) CH (Fitzgibbons, TBD) DR (Maikowski/Ferretti Alt.) ES (Pillion/Watson)	Expires 7/2021	3/2021
- Cafeteria (all schools)		Expires 7/2021	3/2021
Technology	R4(TBD), CH(Englert), ES (Seidman), DR (TBD)		
School Calendar	R4(TBD/Daniels), CH (Englert), ES (McCluskey), DR (TBD)		
LEARN Joint BOE representative(s)	R4(Cavanaugh), CH(Bernardoni), ES(TBD), DR(TBD)		
School Security Advisory Committee	R4(TBD), CH(Greenberg-Ellis, Bibbiani), DR(TBD), ES(TBD)		
Tuition Committee	R4(TBD), CH (TBD), DR (Morrissey), ES (McCluskey/Seidman Alt.)		
RFP Review	R4(Cavanaugh, Clymas, Daniels), CH (Scherber), DR (Dickson, Morrissey), ES (Seidman/Johnston)		
Joint BOE Insurance Committee	R4(Clymas), CH (Bernardoni), DR (Lewis), ES (Seidman)		

<b>Individual BOE Ad Hoc Committees</b> (ad hoc committees meet for a designated period or as needed)			
<b><u>Chester BOE</u></b>			
Facilities	Englert		
PTO	Smith		
CATV Advisory Council (Cable TV)	For Discussion		
<b><u>Deep River BOE</u></b>			
Facilities	Morrissey/Ferretti		
PTO	rotating		
School Improvement Team	TBD		
CATV Advisory Council (Cable TV)	TBD		
<b><u>Essex BOE</u></b>			
Building	Seidman		
PTO	Rotating		
School Improvement Team	TBD		
Essex Foundation	McCluskey / TBD		
Communications	Rotating		
CATV Advisory Council (Cable TV)	TBD		
<b><u>Region 4 BOE</u></b>			
Personnel & Negotiations		<u>Contract duration</u>	<u>Initiate negotiations</u>
▪ R4 Secretaries/Nurses	Clymas/Daniels/TBD	Expires 7/2021	3/2021
▪ R4 Custodians	Clymas/Daniels/TBD	Expires 7/2021	3/2021
R4 Audit & Finance	TBD/TBD		
School Improvement Team	TBD/TBD/TBD		
R4 Grounds and Buildings Maintenance and Oversight Committee	Sandmann/TBD/TBD		
JWMS Security Project Building Committee	Daniels		
R4 Educational Foundation	TBD		
Region 4 Extra compensation points committee	Clark (only 1 rep needed)		
R4 Long Range Athletic Facilities Planning Task Force	Clymas/Daniels		
R4 Safety	TBD		
R4 Advisory Council (PTO)	For Discussion		
R4 Facilities Study Committee	TBD		

**F.O.I. Compliance** – Subject to BOE approval at a future meeting

## **JOINT BOARD OF EDUCATION MEETING**

**Date:** June 3, 2021

### **Regular Meeting – REMOTE MEETING held**

*(To view a recording of this meeting, please visit our website [www.reg4.k12.ct.us](http://www.reg4.k12.ct.us) and select “Remote Meeting Recordings” under the BOARD OF EDUCATION Heading)*

CHESTER BOARD OF EDUCATION:	David Fitzgibbons, Tom Englert, Dale Bernardoni, Rebecca Greenberg-Ellis, Kris Pollock, Rob Bibbiani
DEEP RIVER BOARD OF EDUCATION:	Miriam Morrissey, Bob Ferretti, Lenore Grunko, Missy Campbell, Tracy Dickson, Scott Hallden (joined prior to the first vote) , Betsy Scholfield, Pat Maikowski
ESSEX BOARD OF EDUCATION:	Lon Seidman, Mark Watson, Nancy Johnston, Loretta McCluskey, Justin Pillion (he has not been sworn in and will not be voting)
REGION 4 BOARD OF EDUCATION:	Kate Sandmann, Jane Cavanaugh, Rob Bibbiani, Lori Ann Clymas, John Stack, Jennifer Clark, Rick Daniels, Lon Seidman

Also in attendance: Mr. Brian White, Superintendent; Sarah Smalley, Director of Pupil Services; Robert Grissom, Finance Director

### **CALL TO ORDER and Verbal Roll Call**

Supervision District Committee Chair David Fitzgibbons called the meeting to order at 7:00 p.m.

The Chairs (or their designee) of the Chester, Deep River, Essex and Region 4 Boards called their respective Boards to order at 7:00 p.m.

### **CONSENT AGENDA**

On motion duly made and seconded the Deep River, Essex and Region 4 Boards unanimously **VOTED** to approve the consent agenda consisting of the Minutes from the regular meeting of April 1, 2021. The Chester Board VOTED (5 Yes / 0 No / 1 Abstention - Tom Englert = motion passed) to approve the consent agenda consisting of the minutes from the regular meeting of April 1, 2021.

### **PUBLIC COMMENT –**

Mr. Ian Neviaser, a 24 year resident of Essex, voiced concerns and displeasure with regards to the conduct of the girls' volleyball coach and the fall season.

Upon a motion made by Kate Sandman and seconded by John Stack to modify the agenda for R4 to include a statement from R4 regarding this personnel issue. Discussion ensued. Mr. Seidman asked if a motion to amend the agenda was needed. Dr. Clark noted that all public comment should be completed first. Ms. Sandman withdrew her motion. Dr. Clark apologized for her comments during Mr. Neviaser's public comment.

Mrs. Erin Neviaser, a 24 year resident of Essex, also voiced concerns regarding the volleyball coach and supported the earlier comments made.

Mr. Nile Pullin from Chester discussed his concerns and echoed support of the parents that have spoken.

Ms. Lauren Conrad, a resident of Essex voiced her support of those parents who have commented.

There was consensus by the Boards that Ms. Sandman would be able to share a comment as Chair of the Region 4 Board. She noted that the Board does not deal with personnel matters but would only address a formal appeal. She clarified the process.

## **REPORTS AND OTHER ITEMS**

Superintendent White shared updates on ending the year. In-school attendance has increased to the highest level all year. There are end of year celebrations occurring at all buildings.

### **Discussion and Possible VOTE to Approve Tuition Rates for the 2021-22 School Year as Recommended by the Joint BOE Tuition Committee as Presented.**

The committee reviewed rates for the coming year. There is interest in parents sending their students to our district schools. Jane Cavanaugh discussed the tuition rates. A competitive rate was agreed upon. Rates for the High School will be \$16,500, Middle School tuition will be \$15,500 and Elementary School tuition will be \$13,500. Discounts will be given in the amount of \$1,000 for each additional child and a discount of 20% will also be given for active military families. Transportation costs are not included. Additional variable fees may also occur but is considered small. Discussion held regarding having a larger discount for additional children and how to earmark the money earned. It was decided that the additional fees at Valley need to be outlined clearly. This could be revisited if need be. Mr. Stack asked that some portion of the fee be used for marketing the programs offered at our school.

Upon a motion made by Jennifer Clark and seconded by Lori Clymas the Chester, Deep River, Essex and Region 4 Boards unanimously **VOTED** to approve tuition rates for the 2021-22 school year as recommended and presented by the Joint BOE Tuition Committee. (see attached)

**COMMITTEE REPORTS** – No reports were made

### **PUBLIC COMMENT –**

Kathy King an Essex resident echoed her support of the previous public comments regarding the volleyball team.

### **FUTURE AGENDA ITEMS**

- Next regular Joint BOE meeting – October 7, 2021 7:00 p.m.

## **EXECUTIVE SESSION-NEGOTIATIONS**

### **Review recommendations of Joint BOE RFP Legal Review Committee and Discuss Contract for Legal Services**

Upon a motion made by Tom Englert and seconded by Lori Clymas the Chester, Deep River, Essex and Region 4 Boards unanimously **VOTED** to go into executive session at 8:15pm to review recommendations of Joint BOE RFP Legal Review Committee and discuss contract for legal services.

### **Return to Public Session to VOTE to Appoint Legal Counsel**

Upon a motion made by Kate Sandman and seconded by Lon Seidman the Chester, Deep River, Essex and Region 4 Boards **VOTED** to appoint Shipman and Goodwin as Legal Counsel as recommended by the RFP Legal Review Committee. Chester: Ayes: Rob Bibbiani, Rebecca Greenberg-Ellis, David Fitzgibbons, Nays: Tom Englert, Kris Pollock; Deep River: Ayes: Bob Ferretti, Tracy Dickson, Lenore Grunko, Missy Campbell, Miriam Morrissey. Nays: Pat Maikowski. Essex: Ayes: Lon Seidman, Mark Watson, Loretta McCluskey, Nancy Johnston. Region 4: Ayes: Kate Sandman, Jane Cavanaugh, Lori Clymas, Rob Bibbiani, John Stack, Jennifer Clark, Lon Seidman. Nays: Rick Daniels

### **ADJOURNMENT\*:**

On motion duly made and seconded, the Chester, Deep River, and Essex Boards of Education unanimously **VOTED** to adjourn at approx. 8:55 p.m.

**\*The Region 4 Board of Education stayed in session for the following R4 only business:**

**Discussion and Possible VOTE to Approve a transfer of Unexpended 2020-21 funds in the amount presented as an appropriation to the Capital Reserve Fund**

Mr. Grissom discussed the transfer. This will not impact any programs.

Upon a motion made by Rick Daniels and seconded by Lori Clymas the Region 4 Board of Education unanimously **VOTED** to approve a transfer of Unexpended 2020-21 funds in the amount presented as an appropriation to the Capital Reserve Fund in the amount of \$111,637. (see attached)

Mr. White discussed the repair to the building management system which is failing. This an obsolete piece of equipment. Funds are currently available within the same object code. This does not require board approval but is informational only. Email Mr. White or Mr. Grissom for additional information.

Update Regarding Status of Listing of Region 4 Owned Property at Falls Landing  
Signage is up on the roadway. No significant updates at this time.

On motion duly made and seconded, the Region 4 Board unanimously **VOTED** to adjourn at approximately 9:10 p.m.

Respectfully Submitted,

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Kelley Frazier  
Substitute Clerk

## **Joint BOE Tuition Committee Recommendation for Proposed Yearly Tuition Fee Structure for 2021-22**

### **High School - \$16,500/yr.** – (2nd and subsequent children at VRHS would equal \$15,500/yr.)

(Plus fees for International Baccalaureate (IB), Advanced Placement (AP), & Virtual High School (VHS) as applicable)

- IB Diploma Programme – Responsible for additional program and testing fees
- AP – Responsible for additional testing fees
- VHS – \$500 per course where available
- Sports - Fees dependent on CIAC regulations
- \$1,000/yr. discount on subsequent students from the same family
- Discount offered for all children of active military parent(s) – 80% of stated rates

### **Middle School - \$15,500/yr.** – (2nd and subsequent children at JWMS would equal \$14,500/yr.)

- \$1,000/yr. discount on subsequent students from the same family
- Discount offered for all children of active military parent(s) – 80% of stated rates

### **Elementary Schools - \$13,500/yr.** – (subsequent students from same family discounts as listed below)

- \$13,500/yr. 1st Child
- \$13,000/yr. 2nd Child
- \$12,500/yr. 3rd Child
- \$12,000/yr. 4th and Subsequent Children
- Discount offered for all children of active military parent(s) – 80% of stated rates

(Date)



**F.O.I. Compliance**

**JOINT BOARD OF EDUCATION**

*Subject to approval*

**Date:** July 20, 2021

**Special Meeting – REMOTE MEETING held**

(To view a recording of this meeting, please visit our website [www.reg4.k12.ct.us](http://www.reg4.k12.ct.us) and select “Remote Meeting Recordings” under the BOARD OF EDUCATION Heading)

CHESTER BOARD OF EDUCATION: David Fitzgibbons, Kris Pollock, Dale Bernardoni, Charlene Fearon, Tom Englert

DEEP RIVER BOARD OF EDUCATION: Miriam Morrissey, Bob Ferretti, Tracy Dickson, Marc Lewis, Pat Maikowski, Lenore Grunko (disconnected before time for vote), Missy Campbell (disconnected before time for vote)

ESSEX BOARD OF EDUCATION: Lon Seidman, Mark Watson, Cassandra Sweet, Nancy Johnston, Justin Pillion

REGION 4 BOARD OF EDUCATION: Kate Sandmann, Jane Cavanaugh, Rick Daniels, Lori Ann Clymas, John Stack, Lon Seidman, Jennifer Clark (joined mtg. during Exec. Session and was present for vote)

Administration: Superintendent Brian J. White

**CALL TO ORDER**

Joint BOE Chair David Fitzgibbons called the meeting to order at approx. 6:00 p.m.

The Chairs of the Chester, Deep River, Essex and Region 4 Boards of Education called their respective Boards to order at approx. 6:00 p.m.

On motion duly made and seconded, the Chester, Deep River, Essex and Region 4 Boards of Education unanimously VOTED to move into Executive Session at approx. 6:03 p.m. for a personnel matter - to discuss the Superintendent’s evaluation and contract renewal.

The Boards returned to Public Session at approx. 6:27 p.m.

On motion duly made and seconded, the Chester, Deep River, Essex and Region 4 Boards of Education unanimously **VOTED** to approve the three year Superintendent’s contract. The salary shall be increased by 2.25% for the 2021-2022 fiscal year retroactive to July 1. No other changes are being made.

**ADJOURNMENT and Continuation of R4 Only Business:**

On motion duly made and seconded, the Chester, Deep River, and Essex Boards unanimously VOTED to adjourn at approximately 6:30 p.m.

The Region 4 BOE stayed in session to discuss the following business:

On motion duly made and seconded, the Region 4 BOE unanimously VOTED to move into Executive Session at approx. 6:32 p.m. for a Student Matter – to consider a tuition request

The Region 4 BOE returned to public session at approx. 6:37 p.m.

On motion duly made and seconded, the Region 4 BOE unanimously **VOTED** to approve the Superintendent's recommendation to approve the enrollment of a non-resident student in Valley Regional High School for the 2021-22 school year upon payment of the BOE approved tuition and in compliance with the terms of BOE policies #3240 and #5118.

On motion duly made and seconded, the Region 4 BOE unanimously VOTED to adjourn at 6:40 p.m.

## **F.O.I. Compliance**

### **JOINT BOARD OF EDUCATION**

*Subject to approval*

**Date:** August 10, 2021

#### **Special Meeting – REMOTE MEETING held**

(To view a recording of this meeting, please visit our website [www.reg4.k12.ct.us](http://www.reg4.k12.ct.us) and select “Remote Meeting Recordings” under the BOARD OF EDUCATION Heading)

CHESTER BOARD OF EDUCATION: David Fitzgibbons, Kris Pollock, Charlene Fearon, Tom Englert, Rebecca Greenberg-Ellis, Maria Scherber, Dale Bernardoni, Rob Bibbiani (joined at approx. 6:53 upon the conclusion of his Region 4 BOE meeting)

DEEP RIVER BOARD OF EDUCATION: Miriam Morrissey, Bob Ferretti, Tracy Dickson, Marc Lewis, Pat Maikowski, Lenore Grunko, Missy Campbell, Betsy Scholfield

ESSEX BOARD OF EDUCATION: Lon Seidman, Mark Watson, Cassandra Sweet, Nancy Johnston, Justin Pillion (as reported by Chair Seidman)

REGION 4 BOARD OF EDUCATION: Lon Seidman, (the following listed R4 BOE members joined this meeting at approx. 6:53 p.m., upon completion of their Region 4 BOE Special Meeting), Kate Sandmann, Jane Cavanaugh, Rick Daniels, Lori Ann Clymas, John Stack, Lon Seidman, Rob Bibbiani, Jennifer Clark, Kate Bergeron

Administration: Superintendent Brian J. White, Assistant Superintendent Dr. Sarah Brzozowy, Director of Pupil Services Sarah Smalley, Finance Director Bob Grissom, Chester Principal Tyson Stoddard, Deep River Principal Lauren Feltz, Essex Principal Jennifer Tousignant, John Winthrop Middle School Principal Matt Espinosa, Valley Regional High School Principal Mike Barile

#### **CALL TO ORDER**

Joint BOE Chair David Fitzgibbons called the meeting to order at approx. 6:45 p.m. (the start of this meeting was delayed due to an earlier R4 BOE meeting that ran over its anticipated end-time)

The Chairs of the Chester, Deep River, and Essex Boards of Education called their respective Boards to order at approx. 6:45 p.m. The Region 4 Board of Education called their meeting to order at approx. 6:53 p.m.

#### Presentation of School Reopening Plan

Superintendent White presented the School Reopening Plan for SY 2021-22. (see attached)

There was a time for Board members to ask questions and make comments.

**PUBLIC COMMENTS:**

No comments were made

**ADJOURNMENT**

On motion duly made and seconded, the Chester, Deep River, Essex and Region 4 Boards unanimously VOTED to adjourn at 8:02 p.m.

Regional School District 4- Chester – Deep River – Essex  
**CALENDAR OF BOARD OF EDUCATION MEETINGS & WORKSHOPS for 2022**

DRAFT For review and approval by Joint BOE at Oct., 2021 meeting DRAFT					
<u>Board</u>	<u>REGION 4</u>	<u>ESSEX</u>	<u>DEEP RIVER</u>	<u>CHESTER</u>	<u>SUPERVISION &amp; JOINT BOE</u>
<b>Time and Venue</b> REMOTE via Google Meet until further notice	<b>7:00 p.m.</b>	<b>7:00 p.m.</b>	<b>7:00 p.m.</b>	<b>7:00 p.m.</b>	<b>6:30 p.m. &amp; 7:00 p.m.</b>
January 2022	R4 BOE Jan. 06, 2022	EES BOE Jan. 13, 2022	DRES BOE Jan. 20, 2022	CES BOE Jan. 27, 2022	Jan. 12, 2022* Supv. District Budget Wkshp 2 <b>*6:00 pm</b>
	R4 BOE Jan. 26, 2022* Budget Wkshp 1 <b>*6:00 pm</b>	EES BOE Jan 24, 2022* Budget Wkshp 1 <b>*6:00 pm</b>			Jan. 19, 2022* Supv. District Budget Wkshop 3 <b>*6:00 pm</b>
					Jan. 31, 2022* Supv. District Public Meeting <b>*7:00 pm</b>
February 2022	R4 BOE Feb. 07, 2022* Budget Wkshp 2 <b>*6:00 pm</b>	EES BOE Feb 10, 2022* Budget Wkshp 2 <b>*6:00 pm</b>	DRES BOE Feb 02, 2022* Budget Wkshp 1 <b>*6:00 pm</b>	CES BOE Feb. 03, 2022* Budget Wkshp 1 <b>*6:00 pm</b>	
			DRES BOE Feb. 16, 2022* Budget Wkshp 2 <b>* 6:00 pm</b>	CES BOE Feb. 17, 2022* Budget Wkshp 2 <b>*6:00 pm</b>	SD & JOINT BOE Feb. 24, 2022 Possible <b>Vote</b> on 2022-23 SD budget (regular meetings re-set from Feb 3 <sup>rd</sup> )
March 2022	R4 BOE Mar 02, 2022* Budget Wkshp 3 <b>*6:00 pm</b>	EES BOE Mar 07, 2022* Budget Wkshp 3 <b>*6:00 pm</b>	DRES BOE Mar. 14, 2022* Budget Wkshp 3 <b>*6:00 pm</b>	CES BOE Mar. 21, 2022* Budget Wkshp 3 <b>*6:00 pm</b>	
	R4 BOE March 03, 2022 Possible <b>Vote</b> on 2022-23 R4 budget	EES BOE Mar. 10, 2022 Possible <b>Vote</b> on 2022-23 budget	DRES BOE Mar. 17, 2022 Possible <b>Vote</b> on 2022-23 budget	CES BOE Mar. 24, 2022 Possible <b>Vote</b> on 2022-23 budget	

DRAFT For review and approval by Joint BOE at Oct., 2021 meeting DRAFT					
<u>Board</u>	<u>REGION 4</u>	<u>ESSEX</u>	<u>DEEP RIVER</u>	<u>CHESTER</u>	<u>SUPERVISION &amp; JOINT BOE</u>
Time and Venue REMOTE via Google Meet until further notice	7:00 p.m.	7:00 p.m.	7:00 p.m.	7:00 p.m.	6:30 p.m. & 7:00 p.m.
April 2022	R4 BOE Public Hearing & Special Mtg. April 04, 2022				SD & JOINT BOE April 07, 2022
	R4 BOE April 07, 2022 *Immediately following Joint BOE mtg.				
May 2022	R4 BOE May 02, 2022 Annual Meeting				
	R4 BOE May 03, 2022 Referendum				
	R4 BOE May 05, 2022	EES BOE May 12, 2022	DRES BOE May 19, 2022	CES BOE May 26, 2022	
June 2022					SD & JOINT BOE June 02, 2022
July 2022	No mtgs.	No mtgs.	No mtgs.	No mtgs.	No mtgs.

DRAFT For review and approval by Joint BOE at Oct., 2021 meeting DRAFT					
<u>Board</u>	<u>REGION 4</u>	<u>ESSEX</u>	<u>DEEP RIVER</u>	<u>CHESTER</u>	<u>SUPERVISION &amp; JOINT BOE</u>
Time and Venue REMOTE via Google Meet until further notice	7:00 p.m.	7:00 p.m.	7:00 p.m.	7:00 p.m.	6:30 p.m. & 7:00 p.m.
August 2022	R4BOE Aug. 04, 2022 *4:00 p.m.	No mtgs.	No mtgs.	No mtgs.	Supv. Dist. ONLY Aug. 04, 2022 *5:00 p.m.
September 2022	R4 BOE Sept. 01, 2022	EES BOE Sept. 08, 2022	DRES BOE Sept. 15, 2022	CES BOE Sept 22, 2022	
October 2022	R4 BOE Oct. 06, 2022 *Immediately following Joint BOE mtg.				SD & JOINT BOE Oct. 06, 2022
November 2022	R4 BOE Nov. 03, 2022	EES BOE Nov. 10, 2022	DRES BOE Nov. 17, 2022	CES BOE Nov. 21, 2022* Set on <b>Monday</b> due to holiday conflict	
December 2022					SD & JOINT BOE Dec. 01, 2022
					Dec. 14, 2022* Supv. District Budget Wkshp 1 *6:00 pm

Brian J. White  
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## Educator Evaluation 2021-2022 Chester, Deep River, Essex, and Region 4

### Executive Summary

On June 9, 2021, the Connecticut State Department of Education (CSDE) extended the flexibilities for implementing the Connecticut Guidelines for Educator Evaluation 2017 for the 2021-2022 school year. The entire memo can be found [here](#).

Similar to the flexibilities for the 2020-2021 school year, overall Student Learning Indicator (SLIs) must be mutually agreed upon by both the educator and the evaluator. In addition, educators are required to have one review of practice as a part of the overall evaluation process.

For the 2021-2022 school year, educators are permitted to have one goal and it may have an academic or Social-Emotional Learning (SEL) focus. There is not a requirement for goals and IAGDs to be quantified mathematically. Similar to the 2020-2021 school year, there are fewer observations required. Formal observations, however, are allowable but not required. A summative rating based on the holistic view of a preponderance of evidence is a requirement through the 2021-2022 flexibilities.

### Educator Evaluator Plan for Chester, Deep River, Essex, and Region 4

#### ***Goal Setting and Student Learning Indicators:***

Student Learning Indicators will comprise **45%** of the overall performance rating.

Teachers will develop one student learning goal with a minimum of two indicators, or measures of accomplishment focused on:

- Social and Emotional Learning for Students
- Student Engagement
- Engaging Families
- Cultural Responsiveness

#### ***Observation of Performance and Practice***

Observation of Performance and Practice will comprise **40%** of the overall performance rating.

As the social and emotional well-being of students and staff will be a priority during the 2021-2022 school year, observations of performance and practice, site visits and review of practice/artifacts shall be formative in



nature. It is imperative that these take place more frequently and for shorter amounts of time throughout the school year for the purpose of providing feedback and support. Evaluators will focus on educator practice that supports social and emotional learning, the health and well-being of staff and students, and student learning. All written feedback from observations shall be based on the evidence collected and current CSDE rubrics. These rubrics include:

- [At-a-Glance Crosswalks for Social and Emotional \(SEL\) Core Competencies, SEL Teaching Practices](#)
- [CCT Rubric for Effective Teaching 2017 Alignment](#)
- [Connecticut Learning Hub](#)

### ***Format of Observations***

Teachers with more than two years of experience and who were rated Proficient/Exemplary during the 2018-2019 school year will receive a minimum of two informal observations and a minimum of one review of practice.

Teachers with more than two years of experience and who were rated Developing or Below Standard during the 2018-2019 school year will receive a minimum of three informal observations and a minimum of one review of practice.

Teachers with less than two years of experience will receive a minimum of three informal observations and a minimum of one review of practice. Teachers will also participate in a minimum of two post-conference meetings throughout the year.

### ***Stakeholder Feedback***

Stakeholder Feedback will comprise **10%** of the overall performance rating

Engaging with families continues to be an essential element in supporting the social and emotional well-being of students and their academic learning. In alignment with the CSDE, the districts of Chester, Deep River, Essex, and Region 4 are committed to supporting educators in their support of, and engagement with the families of our students. Educators shall prioritize the focus on implementing strategies for ongoing communication and engagement with families.

### ***Whole School Student Learning Indicators/Teacher Effectiveness Outcomes***

Whole School Student Learning Indicators/Teacher Effectiveness will comprise 5% of overall performance rating.

Educators will focus on one of the following listed areas below to support their professional practice and/or to support a school-wide area of focus, including, but not limited to:

- Social and Emotional Learning
- Providing Equitable Learning Opportunities for All Students
- Professional Learning to Improve Practice
- Professional Learning Communities

### **Overall Summative Rating**

For the 2021-2022 school year summative ratings will be required. These ratings will include:

- End-of-year summative reviews shall include teacher/administrator self-assessment, supporting documentation/artifact review and an end-of-year conference.
- Summative ratings shall be determined by:
  - A holistic review of the evidence in each component listed above
  - Combining the rating for student learning indicators and whole-school student learning indicators/educator effectiveness/special area of focus for an outcome rating
  - Combining educator practice and stakeholder feedback for a practice rating, and
  - Combining the outcomes rating and the practice rating to a final rating aligned to one of four performance designations
    - Exemplary
    - Proficient
    - Developing
    - Below Standard

### **Next Steps**

All evaluators and direct reports will receive information and training as appropriate to implement the educator evaluation plan in alignment with the flexibilities. Through the 2021-2022 school year, the Professional Development and Evaluation Committee (PDEC) will review past practices regarding educator evaluation and make recommendations to promote professional growth and support morning moving forward.