

THESE MINUTES ARE SUBJECT TO BOARD APPROVAL AT THE May 07, 2020 MEETING
REGIONAL SCHOOL DISTRICT NO. 4 Board of Education

A regular meeting of the Regional School District No. 4 Board of Education was held on Thursday, Mar. 05, 2020 in the John Winthrop Middle School Library, with the following Board members in attendance:

Kate Sandmann, Jennifer Clark, DG Fitton, Jane Cavanaugh, Trisha Brookhart, Rick Daniels, Paula Weglarz as well as Senior Student Representative Evan Benson

Also in attendance:

Administrators: Superintendent Brian J. White,
Assistant Superintendent Dr. Kristina Martineau
Director of Pupil Services Sarah Smalley
Interim Business Manager Richard Huot;
Valley Regional Principal Mike Barile;
John Winthrop Principal Matt Espinosa
Board Clerk: Jennifer Bryan

CALL TO ORDER

Chair Kate Sandmann called the meeting to order at 7:00 p.m.

CONSENT AGENDA

The minutes of budget workshop III on February 19, 2020; and accepting the accounts payable report were pulled out of the consent agenda for separate vote.

On motion duly made and seconded, the Board VOTED (6 -Y / 0 - N / 1 abstention – J. Clark = motion passed) to approve the minutes from the regular meeting of January 07, 2020; budget workshop I on January 22, 2020; and budget workshop II on February 10, 2020.

On motion duly made and seconded, the Board unanimously VOTED to approve minutes of budget workshop III on February 19, 2020; and to receive the accounts payable report.

AUDIENCE OF CITIZENS

Approximately 5 citizens were present.

Anne Millie and another parent said they were there representing the Crew Team Booster Club. They shared a history of crew at VRHS, and requested that the Board consider funding a third assistant coach for this year, due to the number of students anticipated to join the team this spring.

REPORTS AND OTHER ITEMS

Region 4 Student Representatives Report

Senior Student Representative Evan Benson shared an update on recent and upcoming events at VRHS including Capstone experiences, athletics, and the musical production of Matilda, scheduled for the weekend of March 13th.

Middle School Representatives: JWMS students Micah and Olivia shared an updated on recent and upcoming events at JWMS including academics; athletics; extracurricular activities; and the musical production of Annie Jr. scheduled for the weekend of March 27th.

Superintendent's Report

Superintendent White provided the Board with updates on the following:

- Status of the 2018-19 audits for Region 4 and Supervision District. Positive progress has been made since the last update. A request for a third filing extension has been filed with OPM to extending report filing through the end of March. The audits are currently 75% complete. Mr. White, in conjunction with Mike VanDeventer of Mahoney Sabol, plans to schedule a special meeting for the presentation of the Region 4 and Supervision District 2018-19 audits when they are complete.
- Contract negotiations – there are currently three contracts up for negotiations this year (Cafeterias; Paraeducators; and Region 4 Secretaries/Nurses. Dates for negotiations are currently being determined. The Superintendent's office will be notifying negotiations committee members of confirmed dates.
- Mr. White met with his executive team; key staff members; and local health officials regarding coronavirus COVID-19 preliminary planning. They will have a follow-up meeting in two weeks, or sooner, as needed.
- Based on the advice of local area health officials, the district has made the decision to cancel the Spanish class trip to Spain, scheduled for the end of March, in the interest of the safety and security of students and staff.
- Mr. White met with the VRHS PTO about a month ago. One of the things discussed was athletics, and the request from booster clubs to receive guidance around fundraising. In response to that request the high school, with the support of central office administration has committed to holding a meeting to provide that guidance. The meeting is scheduled for March 25th.
- Mr. White provided an update on an energy efficiency audit. He expects to be able to share a final report at the May meeting.
- In response to recent interest and discussions with regards to athletic co-op programs, the high school will be forming a school based Athletics Committee to look holistically at athletic programs. He anticipates providing an update to the Board in May.

Assistant Superintendent's Report

Dr. Martineau provided the Board with an update on curriculum work and professional development (PD). There will be a full PD day for teachers tomorrow. Elementary teachers will be focusing on report card revision work. Next year's K-4 grades will receive the revised report card. Grades 5-6 report cards will be revised the following year. Work continues on social and emotional wellness and science standards. The secondary principals will update the boards on PD at their school during their principal reports later this evening.

Director of Pupil Services Report

Sarah Smalley reported that there have been many positive happenings in the districts, including many students participating in the upcoming musical at VRHS. She reported that their in-house evaluation process has been reducing the need for outside evaluators. The Transition Academy for students 18-21 years of age has been expanding in population and experience opportunities. Ms. Smalley also discussed PD offerings for special education faculty.

Financial Status Report

Interim Business Richard Huot reported on the current budget position since freezing the budget. He reviewed the cafeteria and general financial status of the district.

Mr. Huot presented the following two requests for transfer of funds for discussion in order to repair the elevator at JWMS (estimated \$30,000) and to repair the boiler at VRHS (estimated \$6,000):

Transfer of funds in the amount of \$30,000 from JW Teacher Salaries (Obj 5113) to JW Repairs & Maintenance (Obj 5430)

Transfer of funds in the amount of \$6,000 from VR Teacher Salaries (Obj 5113) to VR Repairs & Maintenance (Obj 5430)

On motion duly made and seconded, the Board unanimously VOTED to approve the transfer of funds in the amount of \$30,000 from JW Teacher Salaries (Object 5113) to JW Repairs & Maintenance (Object 5430) and the transfer of funds in the amount of \$6,000 from VR Teacher Salaries (Object 5113) to VR Repairs & Maintenance (Object 5430).

Principal Updates

John Winthrop Middle School Principal Matt Espinosa shared an update that included the success of the math intervention pilot program; the formation of a school scheduling committee who will be making recommendations regarding the best way to transition to, and develop, the Two Team schedule for next year; and PD offerings for staff tomorrow which will include review of assessment data for all teachers in the morning - with specialized committee meetings in the afternoon. The middle school's production of Annie Jr. is scheduled for March. 27th & 28th.

Valley Regional High School Principal Mike Barile shared an update that included CCPS work; the scheduling of Senior and underclassmen awards nights; scheduling of upcoming SATS and NGSS testing for Juniors; Seniors are presenting their Capstone projects; it's the season of transition events for 8th graders and their parents in preparation for entering Valley next year; and PD for high school staff that will include professional learning communities; and department, and data team meetings.

VRHS Mascot/Logo Presentation

Superintendent White reported that in an effort to contribute to the broader discussion initiated last year by booster clubs requesting consistent, clear guidelines with regards to the use of VRHS logos; and in response to the petition received by the High School, Central Office and the Region 4 Board of Education pertaining to the request to change the school mascot/logo, Principal Barile will share an informative presentation with the Board this evening. Mr. Barile's presentation shared the history of the different Valley mascot/logos from 1949 to the present day; highlights from the Branding Guide developed last year based on Booster Clubs' requests for clearer guidelines for use; and the outcome of a student logo design contest (see attached). No action was requested of, or by the Board at this time.

During discussion one board member voiced their displeasure that a competing petition in support of keeping the Native American figurehead image was not discussed. It was noted that the creators of that petition have never formally submitted it to the Region 4 Board, the school or the superintendent's office. It was also noted that regardless of that, the administration and board remain committed to developing a process to examine all sides of the issue that would be inclusive of all stakeholders in the community. Some board members voiced their opinion that the school should remove all Native American imagery, and some board members voiced their opinion that it should remain and/or that the local taxpayers should be the ones to make the decision.

One board member raised the question of whether or not this issue even falls under the Region 4 Board's purview. It was noted that while there is not currently a board policy that addresses this, the Board will have an important role to play in any decision making.

Region 4 Budget 2020-21

The proposed Region 4 2020-21 budget was discussed. While there were no changes requested by the Board at workshop IV held on March 2nd, the total requested appropriation has decreased since workshop IV due to a correcting revision made in the ADM number, which affects Region 4's portion of the Supervision District budget. This correction was made due to variations noticed after specific enrollment numbers (which include student populations in magnets, vocational, agriculture, PreK, and outplacement programs) were inserted alongside the Oct. 1 enrollment numbers, which then caused variation in other parts of the budget. The new proposed increase over the 2019-20 approved budget is now 2.87% which is inclusive of \$100,000 put into the capital line.

There was a Possible VOTE to move the proposed Region 4 2020-21 budget in the amount of \$21,163,741 to public hearing on April 1, 2020.

On motion duly made and seconded, the Region 4 Board VOTED (6 -Y / 1 No - P. Weglarz = Motion Passes) to move the Region 4 2020-21 budget in the amount of \$21,163,741 to public hearing on April 1, 2020.

REPORTS

Committee Reports

Supervision District Committee Update - Jane Cavanaugh reported that the Committee met on February 20, 2020. At that time they approved the request to change the title of Business Manager to Finance

Director. The Board Chairs met with administration to discuss requirement and salary and the permanent position of Finance Director will be posted with an anticipated start date of July 1st, 2020. She also reported that the proposed 2020-21 Supervision District Budget has now been approved by the Committee and all of the individual Boards of Education.

Joint BOE Ad Hoc School Security Advisory Committee – Committee facilitator DG Fitton reported that the Committee and its Early Identification and Intervention Subcommittee last met on February 27th, and are scheduled to meet again March 19th. They are currently discussing holding a presentation on social media and its relationship to anxiety and depression. Tri-Town Youth Services has reached out to offer the possibility of using grant money to fund this type of presentation. The Committee also reviewed network security.

A second reading and discussion was held on the following Region 4 Only policy as recommended by the Joint BOE Policy Committee: Policy # 6146 **Graduation Requirement**

On motion duly made and seconded the Region 4 Board unanimously VOTED to approve Policy #6146 **Graduation Requirement**, as presented.

(FYI - The second reading of Region 4 only policy #6172.6 *On-line Courses* is on hold until the Joint BOE Policy Committee can review as last requested by the Region 4 Board at their January meeting)

A Second Reading (along with a review and First Reading of other districts' bylaw language) and discussion was held on the proposed model bylaw (for Region 4 only): Bylaw #9126 **Treasurer**. After reviewing the Shipman and Goodwin model policy and those of nearby regional districts, the Board reached a consensus that they would like administration to share the bylaw currently in use by Region 13 (Middlefield) with Shipman and Goodwin in order to get their approval of it. If Shipman and Goodwin gives their legal approval, the current Region 13 bylaw language will return to the Board for a second reading and possible vote at their next meeting.

The combined Joint BOE Policy and Finance Committee is scheduled to meet again on March 16th. The Joint BOE Curriculum Committee is scheduled to meet again on March 12th.

AUDIENCE OF CITIZENS 5 were present

Michael Hammond of Essex praised the descriptive and detailed financial status report shared by the Interim Business Manager. He asked board members to remember that they should be leaders in their community and work to calm community waters, rather than polarize members of the community. He stated his opinion that the board bylaws are currently stable and do not require any revisions, as they now have a trustworthy superintendent, along with the existing professional staff, in place, so it's just up to the board to ask the hard

questions; make sure all is going well; and to be responsible to the community with the long view in mind. He thanked all of the board members for their volunteer service.

Richard Strauss of Chester shared a few clarifications he felt were needed within the current Region 4 2020-21 proposed budget document. He will share the details with administration so that they may take any appropriate action.

FUTURE AGENDA ITEMS

Future Agenda Items and Call for New Agenda Items

Public Hearing on proposed Region 4 2020-21 budget & Special Meeting April 01, 2020 @ 7:00 p.m. @ JWMS

Next Joint BOE Meeting is Thursday, Apr. 02, 2020 @ 7:00 p.m. @ JWMS

Next Region 4 BOE Regular Meeting (added) is April 02, 2020 immediately following Joint BOE meeting @ JWMS

Annual Meeting May 04, 2020 @ 7:00 p.m. @ JWMS *(to move the budget to referendum)*

Referendum on proposed Region 4 2020-21 budget May 05, 2020 from noon – 8:00 p.m. local polling locations

Region 4 BOE Regular Meeting May 07, 2020 @ JWMS

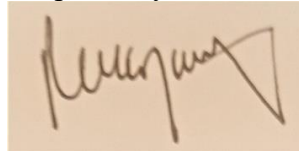
Evaluation of Superintendent (May)

Yearly BOE Self-evaluation (May)

ADJOURNMENT

On motion duly made and seconded the Board unanimously VOTED to adjourn at 9:14 p.m.

Respectfully Submitted,

A handwritten signature in brown ink, appearing to read "Jennifer Bryan", is written over a light brown rectangular background.

BOE Secretary

Jennifer Bryan, Clerk

VALLEY REGIONAL HIGH SCHOOL

Mascot/Logo Status

COMMITTED TO EXCELLENCE

A History of the Valley Mascot

- 1949 - Establishment of Valley Regional High School
- 1951 - Named the Hilltoppers
- 1952 - Changed name to the Rangers
- 1954 - Referendum of the student body was held and the nickname of the Rangers was changed to the Warriors. Then, in a vote, 283 students favored Warriors and 162 cast their ballots for the Panthers.

(Information was obtained from a local paper at the time called the “Deep River New Era.” This paper covered Chester, Deep River, Essex, and I believe Old Saybrook.)

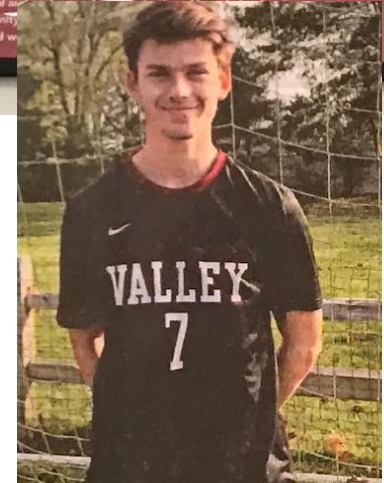
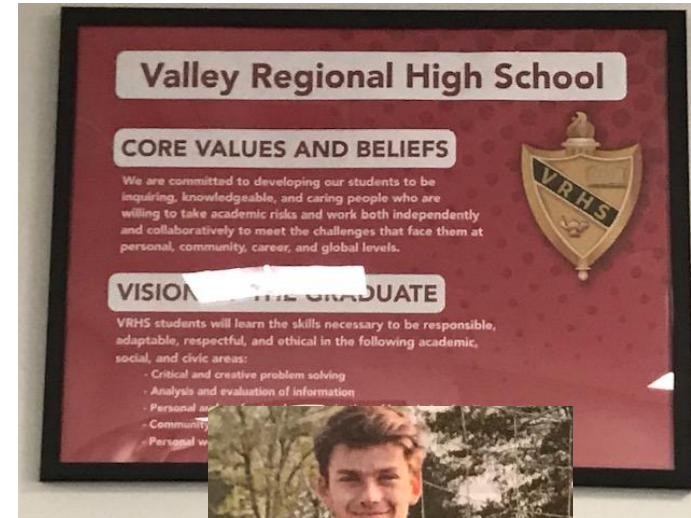
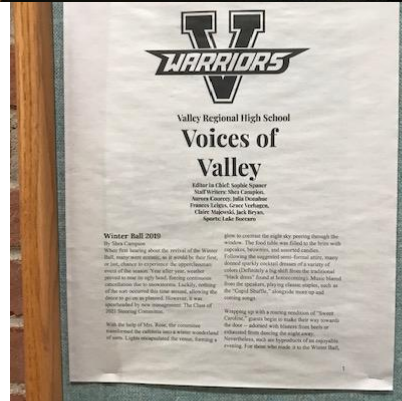
Current Images Used at VRHS



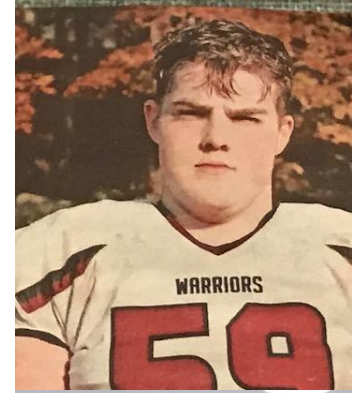
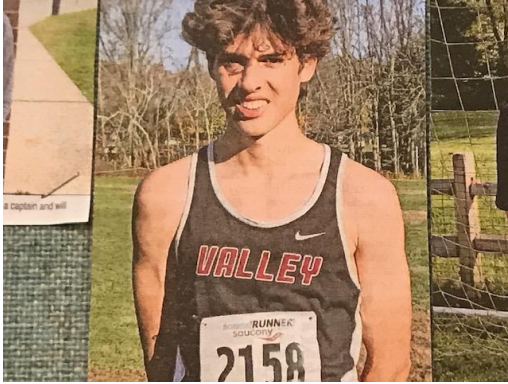
VALLEY



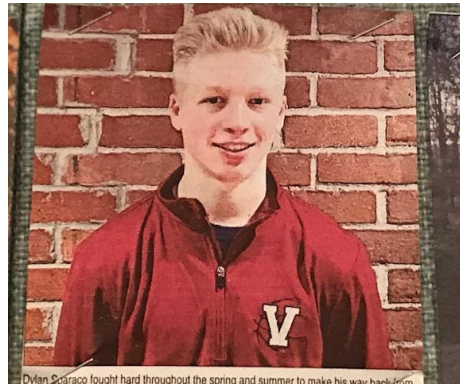
Use of Non Native American Figurehead at VRHS



Use of Non Native American Figurehead at VRHS



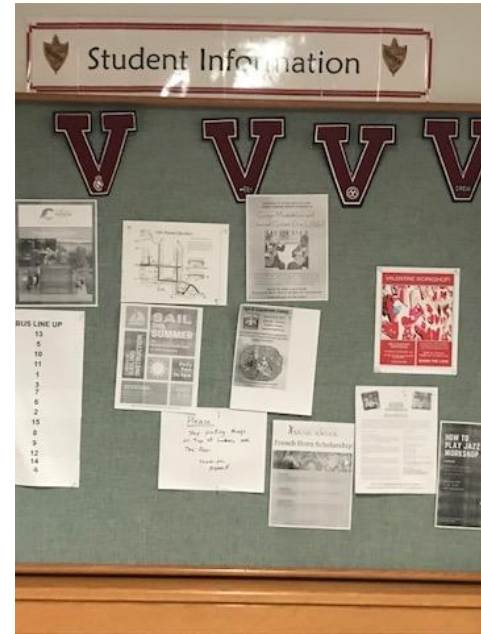
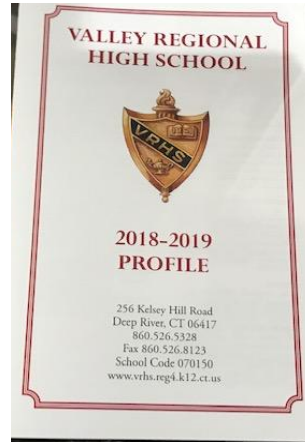
Sophomore Bizzy Klomp is proving a crucial component of the Valley girls' basketball pressure defense this season. In addition to playing basketball, Bizzy also competes in cross-country and outdoor track events at Valley. Photo courtesy of Bizzy Klomp.



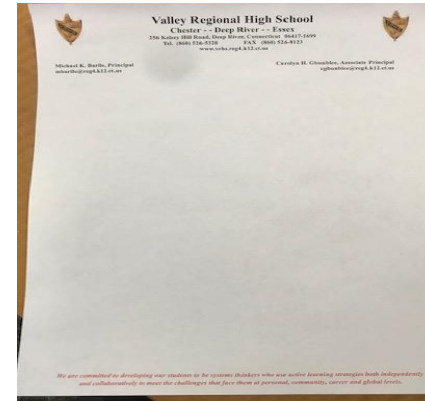
Ovlen Sciaraco fought hard throughout the spring and summer to make his way back to the team.



Use of Non Native American Figurehead at VRHS



Use of Non Native American Figurehead at VRHS



Native American Imagery at VRHS



Snack Shack by Field



Score Table in Gym



Gym Floor



Main Entrance



Scoreboard in Gym



Gym Wall



Fall 2017 Football Helmet

Inconsistent Use of Imagery

- For several years, there was inconsistent use and confusion about imagery and logo at VRHS
 - Staff would ask if they were allowed to use the Native American logo
 - Some coaches and advisers were apprehensive about using the Native American logo
 - Football was the only team to officially have it as part of the uniforms (helmet)
 - No team used it on uniforms but some spirit attire would include (warm up shirts, jackets)
- Teams used a variety of logos including a V and VR
- Each use of logo (Native American logo, V, VR, etc.) looked different
 - Different color reds
 - Different fonts
 - Different imagery and coloring

Process to Develop Clarity

In 2019, a committee of teachers, coaches, and administration was formed to focus on bringing developing a process to bring consistency to the branding of athletic apparel. There was never a plan to remove any images of the Native American head which are installed on the snack shack, the gym, and school entrance.

- April 10 Meeting: Group discussed and decided on student designed logo
- April 30 Meeting: Student came to update the logo and receive recommendations
- June 11: School store with new logo presented, student honored
- July 29: [BRANDING GUIDE](#) shared with principals, athletic director, and booster clubs

Need for Consistency

Context:

- CIAC and other organization would use different logos that were provided over the years
- Other school personnel and community members would comment about our inconsistency
- Uniforms used different fonts, colors, etc.
- Students, parents, and teachers would often remark that the inconsistencies were troublesome
- Move with collegiate teams to use letters more than logos/mascots

Goal:

- Bring consistency to what we use on uniforms and spirit apparel that represent our school
- Involve students and celebrate their voice during the unifying V logo
- Increase school spirit providing a new line of spirit wear that they could feel great about

This lack of consistency is not appropriate for school spirit and leads to confusion for students, parents, fans, coaches, administration and booster clubs.

VRHS Branding Guidelines



**VALLEY REGIONAL HIGH SCHOOL
BRANDING GUIDELINES**

VRHS Branding Guidelines

The Valley Regional High School logo has been updated to bring consistency to what our sports teams use for uniforms and other apparel. This includes logo, color, font, name, etc. This consistency will promote positive school spirit and bring alignment through all student groups and Valley merchandise. The V with Warriors overlaid is the core element in the visual identity system. It is the official logo of the school, and is what is most strongly associated with the Valley brand. In order to be effective, all logo treatments must be consistent and accurate.

Student groups and athletic teams are able to distinctly identify themselves, while maintaining a cohesive school brand identity. Wording can be added below the logo using the Varsity font. Team/club specific images may also be used as long as they do not cover or impede the Valley logo.

An official Valley logo must be used as the primary image on school, team, or club apparel, etc. A number of options are presented on the following pages in this brand guide. These logos cannot be altered, except to change size or color (adhering to the color guide).

- The primary logo includes the V with the Warriors overlay.
- Other acceptable logos include the V, the Warriors, or the spear. These images can be found on the following pages with sample color variations.

If you have any further questions, please contact Mike Barile, the principal, at mbarile@reg4.k12.ct.us.

VRHS Branding Guidelines

Brand guidelines

Master logo



VRHS Branding Guidelines

Brand guidelines

Logo variations



VRHS Branding Guidelines

Brand guidelines

Logo variations



VRHS Branding Guidelines

Brand guidelines

Logo variations



VRHS Branding Guidelines

Brand guidelines

Logo variations



VRHS Branding Guidelines

Brand guidelines

Typography

UNIVERSITY

(University by Geronimo Font Studio, Downloadable from Dafont.com)

ABCDEFGHIJKLMNOPQRSTUVWXYZ

VALLEY



VRHS Branding Guidelines

Brand guidelines

Color palette



Black
Pantone Black C
Color values:
RGB 45 41 38
HEX/HTML 2D2926
CMYK 63625994



Cardinal Red
Pantone 200 C
Color values:
RGB 186 12 47
HEX/HTML BA0C2F
CMYK 31007012



White
Color values:
RGB 255 255 255
HEX/HTML FFFFFFFF



VRHS Branding Guidelines

Brand guidelines

Glossary

RGB

(Red, Green, Blue) color mode is for anything that is computer-based design. This includes websites, apps, banner ad and any other design created for electronic use.

CMYK

(Cyan, Magenta, Yellow, Black) color mode is used for print design. This includes logos, business cards, stationary, illustration, packaging and any other designs used for print.

Vector

Vector images are made up of points, lines, and curves that can be infinitely scaled without any loss in image quality.

Raster

Raster images are made up of a set grid of dots called pixels, where each pixel is assigned a color value. Unlike a vector image, raster images are resolution dependent. When you change the size of a raster image, you shrink or stretch the pixels themselves, which can result in a significant loss of clarity and produce very blurry images.

Lossless

Lossless image formats capture all of the data of your original file. Nothing from the original file, photo, or piece of art is lost—hence the term "lossless." The file may still be compressed, but all lossless formats will be able to reconstruct your image to its original state.

Lossy

Lossy image formats approximate what your original image looks like. For example, a lossy image might reduce the amount of colors in your image or analyze the image for any unnecessary data. These clever technical tricks will typically reduce the file size, though they may reduce the quality of your image.

VRHS Branding Guidelines

Brand guidelines

Glossary

JPEG/JPG

JPEG is a lossy raster format that stands for Joint Photographic Experts Group, the technical team that developed it. This is one of the most widely used formats online, typically for photos, email graphics and large web images like banner ads. JPEG images have a sliding scale of compression that decreases file size tremendously, but increases artifacts or pixelation the more the image is compressed.

AI

AI is a proprietary vector image format that stands for Adobe Illustrator. The format is based on both the EPS and PDF standards developed by Adobe. Like those formats, AI files are primarily a vector-based format, though they can also include embedded or linked raster images. AI files can be exported to both PDF and EPS files (for easy reviewing and printing), and also JPEG, PNG, GIF, TIFF and PSD (for web use and further editing).

EPS

EPS is an image format that stands for Encapsulated PostScript. Although it is used primarily as a vector format, an EPS file can include both vector and raster image data. Typically, an EPS file includes a single design element that can be used in a larger design.

PDF

PDF stands for Portable Document Format and is an image format used to display documents and graphics correctly, no matter the device, application, operating system or web browser. At its core, PDF files have a powerful vector graphics foundation, but can also display everything from raster graphics to form fields to spreadsheets. Because it is a near universal standard, PDF files are often the file format requested by printers to send a final design into production. Both Adobe Photoshop and Illustrator can export straight to PDF, making it easy to start your design and get it ready for printing.

PNG

PNG is a lossless raster format that stands for Portable Network Graphics. Think of PNGs as the next-generation GIF. This format has built-in transparency, but can also display higher color depths, which translates into millions of colors. PNGs are a web standard and are quickly becoming one of the most common image formats used online.

TIFF/TIF

TIFF is a lossless raster format that stands for Tagged Image File Format. Because of its extremely high quality, the format is primarily used in photography and desktop publishing. You'll likely encounter TIFF files when you scan a document or take a photo with a professional digital camera. Do note that TIFF files can also be used as a "container" for JPEG images. These files will be much smaller than traditional TIFF files, which are typically very large.

Petition Timeline- 2019-2020 School Year

- Petition received by Superintendent and Board of Education Chair on December 12, 2019
- Jan 9: VLT (department chair) discussion on mascot petition, gathering staff feedback
- Jan 16: Student panels convened including student leadership, Captain's Council, and strategic sample of student population; Brian, Mike, and Carolyn gathered feedback from students regarding mascot

Outcomes of Teacher and Student Meetings

Valley Leadership Team Meeting- January 13

- Teachers gave background on changes in Warrior head logo skin color over recent decades
- Many coordinators agreed that they had not heard concerns from students or from local Native American community, though they heard topic brought up from former students
- Teachers felt that alumni/community have strong feelings regarding the process and decision making
- Teachers mentioned competing petition to put Warrior head logo back on football helmets
- Teachers requested feedback from local tribes and ADL involvement

Student Meetings- January 20

- Most students did not have a strong opinion either way but expressed concern for how it may be offensive
- Few students communicated that it communicates pride and should not stop using it
- Students feel new logo with the varsity V with the word Warrior has increased school spirit and identity
- Students said there is little to no discussion about petition within school walls
- Students indicated that the Native American logo is not used
- Students appreciate and like the new logo, they feel it has galvanized the student body
- Students identify and are very proud to be a WARRIOR