



**A G E N D A**

**THOMASTON BOARD OF EDUCATION REGULAR MEETING**

Monday, August 21, 2023 at 7:00 p.m. Thomaston High School Auditorium Entrance – Door #2

*This meeting can be attended in person by the public ([see requirements](#)) or viewed live/recorded on the [Board of Education YouTube Channel](#).*

*([Bylaws of the Board 9322 – Public and Executive Sessions](#) and [Bylaws of the Board 9326.1 – Taping/Recording Board Meetings](#))*

**Mission Statement:**

In a partnership of family, school and community, our mission is to **educate**, **challenge** and **inspire** each individual to excel and become a contributing member of society.

**2023-2024 Board of Education Goals:**

- 1. The Board will evaluate the Superintendent based on the effectiveness of her leadership in implementation and achievement of the district goals.*
- 2. The Board will participate in biannual professional development provided by CAFE to improve the collaborative leadership team with the Superintendent to focus on priorities around high achievement for all students in the district.*

**Members:**

Roxy Fainer, Chairperson  
Heather Patchell, Secretary  
Beth Campbell  
Frank Treglia

Francine Coss, Superintendent  
Marie Eldridge  
Megan Campbell, Student Representative  
Landen Galpin, Student Representative

David Colavecchio, Vice Chairperson  
Steven Carr, Treasurer  
Sarah Ethier  
Matthew VanOrmer

**1. Establishment of a Quorum and Call to Order**

*([Bylaws of the Board 9325.1 – Quorum](#))*

**2. Pledge of Allegiance**

**3. Approval of Agenda ▲**

*([Bylaws of the Board 9325.2 – Order of Business and Policy 1205 Community Relations – Participation by the Public – Agenda Format/Preparation and Dissemination](#))*

**Vote to accept/approve the agenda of the Board of Education Meeting dated August 21, 2023 as presented.**

**4. Public Participation ▲▲▲**

*([Bylaws of the Board 9325 – Meeting Conduct](#))*

*The Board welcomes public participation in accordance with the rules of common courtesy and the Bylaws of the Board 9325 – Meeting Conduct:*

- Five minutes may be allotted to each speaker and a maximum of twenty minutes to each subject matter.*
- No boisterous conduct shall be permitted; persistence in boisterous conduct shall be grounds for termination of that person's privilege to address the Board. The Chairperson may clear the room so that Board members may continue the meeting.*
- No oral presentation shall include charges/complaints against any employee of the Board of Education, regardless of whether or not the employee is identified by name.*

**5. Approval of Minutes ▲**

*([Bylaws of the Board 9326 – Minutes](#))*

5.1. [Thomaston Board of Education Regular Meeting Minutes – June 12, 2023](#)

**Vote to accept/approve the Thomaston Board of Education Regular Meeting Minutes dated June 12, 2023 as presented.**

5.2. [Thomaston Board of Education Special Meeting \(Budget Workshop\) Minutes – June 12, 2023](#)

**Vote to accept/approve the Thomaston Board of Education Special Meeting (Budget Workshop) Minutes dated June 12, 2023 as presented.**

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## 6. Recognitions ▲

*(Policy 1170 – Community Relations/Recognitions of Students, Citizens, Staff Members, and Members of the Board of Education and Bylaws of the Board 9420 – Recognition of Accomplishments by Citizens, Students, Staff Members or Member of the Board)*

6.1. [Cierra O’Sullivan, Grade 12, Appointment to the 2023-2024 State Student Advisory Council](#)

## 7. Presentations ▲▲▲ – NONE

*(Bylaws of the Board 9410 – Public Announcement of Accomplishments)*

## 8. Student Representatives Report ▲▲▲ – No report due to summer recess

*(Bylaws of the Board 9160 – Student Representation on the Board of Education)*

## 9. Chairperson’s Report ▲▲▲

*(Bylaws of the Board 9121 – Office of the Chairperson)*

9.1. [Fourth Quarter Honor Roll - Thomaston High School](#)

9.2. [Proposed Changes - 2023-2024 District Calendar - Thomaston Public Schools](#)

**Vote to accept/approve the proposed changes to the 2023-2024 District Calendar - Thomaston Public Schools**

9.3. [Proposed Changes - 2024-2025 Thomaston Board of Education Meeting Calendar](#)

**Vote to accept/approve the proposed changes to the 2024-2025 Thomaston Board of Education Meeting Calendar**

## 10. Superintendent’s Report ▲▲▲

*(Policy 2131 – Administration – Superintendent of Schools)*

### 10.1. Correspondence

#### 10.1.1. Superintendent

10.1.1.1. [Residency Determination Letter Follow Up - Student O](#)

10.1.1.2. [Letter to Todd Bendtsen, Business Manager - Thomaston Public Schools, Regarding the Adjusted Last Day of Work](#)

10.1.1.3. [Letter to Roxy Fainer, Thomaston Board of Education Chairperson, Regarding Unused Vacation Days](#)

10.1.1.4. [Letter to Roxy Fainer, Thomaston Board of Education Chairperson, Regarding the Bid Waiver for Thomaston Center School Old Wing Hydronic Pumps Replacement Project](#)

10.1.1.5. [Letter from Hartford Healthcare \(Charlotte Hungerford Hospital\) Regarding the Termination of the Athletic Trainer Support Agreement with Thomaston Public Schools](#)

10.1.1.6. [Letter to Board of Education Chairperson Roxy Fainer from Superintendent Coss Regarding Superintendent Designee](#)

10.1.1.7. [Letter to Superintendent Coss from Kristin Bernier, Treasurer, Thomaston Schools Administrators Association \(TSAA\) CFSA Local 66#B Regarding TSAA leadership](#)

10.1.1.8. [Superintendent’s Acknowledgement of Notice of Intent to Homeschool - July 17, 2023](#)

10.1.1.9. [Superintendent’s Acknowledgement of Notice of Intent to Homeschool - July 17, 2023](#)

10.1.1.10. [Designation of Certification Shortage Areas, 2023-2024 School Year](#)

10.1.1.11. [Public Act 23-137 Extends Individuals with Disabilities Education Act \(IDEA\) Eligibility through the End of the School Year](#)

10.1.1.12. [Journal for Leadership and Instruction - Spring 2023](#)

10.1.1.13. [Educators Rising Mini-Grants](#)

10.1.1.14. [Minimum Age to Enroll in School](#)

10.1.1.15. [Invitation to Kathy Mannion, Junior Achievement, for Open House at Black Rock School and Thomaston Center School](#)

10.1.1.16. [Invitation to Brendan McDonald, Thomaston Cub Scout Pack 364, for Open House at Black Rock School and Thomaston Center School](#)

10.1.1.17. [Invitation to Joseph Aniki, Thomaston Parks and Recreation, for Open House at Black Rock School and Thomaston Center School](#)

10.1.1.18. [Invitation to Jessica Fedorich, Thomaston Town-Wide Parent Teacher Association \(PTA\), for Open House at Black Rock School and Thomaston Center School](#)

10.1.1.19. [Urban Green and Community Garden Grant Letter of Support from Superintendent Coss Regarding the Seth Thomas Revitalization Committee Request](#)

10.1.1.20. [Legal Update - Brown and Brown of Connecticut, Inc.](#)

10.1.2. Connecticut Association of Boards of Education (CABE)

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- 10.1.2.1. Legislative Wrap Up - June 15, 2023 - Legislative Office Building
    - 10.1.2.1.1. Substitute House Bill No. 6882 - Public Act No. 23-160: An Act Concerning Education Mandate Relief and Other Technical and Assorted Revisions and Additions to the Education and Early Childhood Education Statutes. (Approved June 28, 2023)
      - 10.1.2.1.1.1. (NEW) (g) Each local or regional board of education conducting a regular or special meeting of such board shall make available for public inspection the agenda for the meeting or any associated documents that may have been reviewed by members of the board at such meeting and post such agenda and documents on the Internet web site of such board.
  - 10.1.3. Connecticut Association of Public Schools Superintendents (CAPSS) - None
  - 10.1.4. United States Department of Education (USDE)
    - 10.1.4.1. [Fact Sheet Protecting Access to Education for Migratory and Unaccompanied Children](#)
    - 10.1.4.2. [Fact Sheet on Ensuring Meaningful Participation in Advanced Coursework and Specialized Programs for English Learners](#)
  - 10.1.5. Department of Public Health (DPH) - None
  - 10.1.6. Connecticut State Department of Education (CSDE)
    - 10.1.6.1. [Effective School Solutions - MINDBEAT - June 14, 2023](#)
    - 10.1.6.2. [PSIS Summer Rollup and CT-SEDS](#)
    - 10.1.6.3. [Paraeducator Career Fair](#)
    - 10.1.6.4. [Air Quality Information](#)
    - 10.1.6.5. [African American/Black and Puerto Rican/Latino Course of Studies-2023-2024 Training Series](#)
    - 10.1.6.6. [ReadConn: A K-3 Reading Skills Professional Learning Series](#)
    - 10.1.6.7. [Connecticut Educator Certification News - June 2023](#)
  - 10.2. Reports
    - 10.2.1. [Thomaston Center School Gymnasium Floor Project Update](#)
    - 10.2.2. [Black Rock School Blue Wing Flood Update](#)
    - 10.2.3. [Town of Thomaston Solar Exploration Timeline](#)
    - 10.2.4. [Black Rock School Air Handler Project Report](#)
    - 10.2.5. [2022-2023 Reading Recovery Report](#)
    - 10.2.6. [2022 Connecticut Junior Republic Annual Impact Report](#)
    - 10.2.7. Administrator Reports
      - 10.2.7.1. [July 2023](#)
      - 10.2.7.2. [August 2023](#)
    - 10.2.8. Enrollment Report (NOTE: Registrations/transfers occurring after June 1st will be included in the September report)
  - 10.3. Contracts
    - 10.3.1. [2023-2024 School Medical Advisor - Dr. Ephraim Bartfeld and Thomaston Board of Education](#)
    - 10.3.2. [2023-2024 Advanced Physical Therapy and Thomaston Public Schools - Certified Athletic Trainer](#)
    - 10.3.3. [2023-2024 Twin Lakes Consulting Services](#)
    - 10.3.4. [July 1, 2023 - June 30, 2026 - Employment of Contract - Superintendent of Thomaston Public Schools](#)
    - 10.3.5. [2023-2025 BramJam Web Services](#)
    - 10.3.6. [2023-2024 EdAdvance School Readiness Consultant Services Agreement](#)
    - 10.3.7. [2023-2024 RELAY Hub, LLC Service Agreement for School-Based Medicaid Billing](#)
    - 10.3.8. [Amendment #1 - Brown and Brown of Connecticut, Inc.](#)
  - 10.4. Grants
    - 10.4.1. [Application - National School Lunch Program \(NLSP\) Equipment Assistance](#)
  - 10.5. General Information
    - 10.5.1. Fundraisers
      - 10.5.1.1. Fundraising Follow Up - None
      - 10.5.1.2. Gifts/Donations - None
      - 10.5.1.3. Approved Fundraisers
        - 10.5.1.3.1. [Pasta Heaven - Class of 2024 - Thomaston High School](#)
        - 10.5.1.3.2. [Sport Photos - Class of 2024 - Thomaston High School](#)
        - 10.5.1.3.3. [Nutmeg Spice - Class of 2024 - Thomaston High School](#)
        - 10.5.1.3.4. [School Store - Class of 2024 - School Store](#)
      - 10.5.1.4. Denied Fundraisers - None
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10.6. Personnel (\*Denotes Effective Date)

(Policy 4112/4212 - Personnel - Certified/Non-Certified Appointment and Conditions of Employment)

10.6.1. New Hires

- 10.6.1.1. [Brendan Fainer, Summer Custodian \(Temporary, Part Time\) - Thomaston Public Schools\\*June 29, 2023](#)
- 10.6.1.2. [Mary Tita, Building Substitute Teacher \(temporary, per diem\), Black Rock School\\*August 25, 2023](#)
- 10.6.1.3. [Gabrielle Malick, full-time Paraprofessional, Black Rock School\\*August 25, 2023](#)
- 10.6.1.4. [Mary Collins, full-time NAEYC Qualified Paraprofessional - Black Rock School\\*August 28, 2023](#)

10.6.2. Transfer/New Assignments

- 10.6.2.1. [Felicia Picco, from lunch monitor to full-time Paraprofessional/ISS \(Instructional\), Thomaston High School\\*August 28, 2023](#)

10.6.2.2. Summer Enrichment Program - June 19, 2023 - July 14, 2023 - Thomaston Public Schools

- 10.6.2.2.1. [Catherine Callahan, Physical Education Teacher \(temporary, part time\)](#)
- 10.6.2.2.2. [Danielle Sullo, Teacher \(temporary, part time\)](#)
- 10.6.2.2.3. [Sarah DeMatteis, Teacher \(temporary, part time\)](#)
- 10.6.2.2.4. [Jennifer Depalma, Teacher \(temporary, part time\)](#)
- 10.6.2.2.5. [Julia Kunic, Teacher \(temporary, part time\)](#)
- 10.6.2.2.6. [Sarah Ryan, Teacher \(temporary, part time\)](#)
- 10.6.2.2.7. [Pamela Nascimento, Teacher \(temporary, part time\)](#)
- 10.6.2.2.8. [Erica Terlizzi, Teacher \(temporary, part time\)](#)
- 10.6.2.2.9. [Rachel Giannettino, Counselor \(temporary, part time\)](#)

10.6.2.3. Extended School Year - June 19, 2023 - July 14, 2023 - Thomaston Public Schools

- 10.6.2.3.1. [Sarah Walker, Paraprofessional \(temporary, part time\)](#)
- 10.6.2.3.2. [Kelly Dube, Special Education Teacher \(temporary, part time\)](#)
- 10.6.2.3.3. [Megan Fitzgerald, Special Education Teacher \(temporary, part time\)](#)
- 10.6.2.3.4. [Susan Larson, Special Education Teacher \(temporary, part time\)](#)
- 10.6.2.3.5. [Marissa Mendoza, Special Education Teacher \(temporary, part time\)](#)
- 10.6.2.3.6. [Kelsey Murzak, Special Education Teacher \(temporary, part time\)](#)
- 10.6.2.3.7. [Megan Slekis, Social Worker \(temporary, part time\)](#)
- 10.6.2.3.8. [Kieran Glynn, Teacher \(temporary, part time\)](#)

10.6.3. Resignations

- 10.6.3.1. [Diana Brandt, Music Teacher - Black Rock School\\*June 14, 2023](#)
- 10.6.3.2. [Nicole Mayo Gowell, School Social Worker - Thomaston Center School\\*June 14, 2023](#)
- 10.6.3.3. [Samantha Bradshaw, Building Substitute Teacher - Thomaston Center School\\*July 25, 2023](#)
- 10.6.3.4. [Jennifer Lowell, Paraprofessional - Black Rock School\\*August 7, 2023](#)

10.6.4. Retirement

- 10.6.4.1. [Marie Danis, School Psychologist - Thomaston Public Schools\\*August 15, 2023](#)

10.6.5. Termination - None

10.6.6. Non-Renewals - None

10.6.7. Stipends - 2023-2024

- 10.6.7.1. [Susan Abbott - Grade 10 Team Leader - Thomaston High School](#)
- 10.6.7.2. [Susan Abbott - Grade 10 Class Advisor - Thomaston High School](#)
- 10.6.7.3. [Susan Abbott - National Honor Society Advisor - Thomaston High School](#)
- 10.6.7.4. [Amanda Behuniak - Advisory Coordinator - Thomaston High School](#)
- 10.6.7.5. [Amanda Behuniak - Grade 7 Class Advisor - Thomaston High School](#)
- 10.6.7.6. [Michelle Dayton - Vocational Coordinator - Thomaston High School](#)
- 10.6.7.7. [Michelle Dayton - Yearbook Advisor - Thomaston High School](#)
- 10.6.7.8. [Michelle Dayton - Communication Technology Coordinator - Thomaston High School](#)
- 10.6.7.9. [Michelle Dayton - Grade 12 Class Advisor - Thomaston High School](#)
- 10.6.7.10. [Tammy Dumas - Special Education Program Coordinator - Pupil -Personnel Services](#)
- 10.6.7.11. [Jennifer Ewart - Grade 9 Team Leader - Thomaston High School](#)
- 10.6.7.12. [Jennifer Ewart - Hiking Club Advisor - Thomaston High School](#)
- 10.6.7.13. [Jennifer Ewart - Assistant Advisory Coordinator - Thomaston High School](#)
- 10.6.7.14. [Erica Flanagan - School Newspaper Advisor - Thomaston High School](#)
- 10.6.7.15. [Terri Franzi - High School Student Council Advisor - Thomaston High School](#)
- 10.6.7.16. [Terri Franzi - Mock Trial Advisor - Thomaston High School](#)
- 10.6.7.17. [Doreen Jaskelewicz - Grade 8 Team Leader - Thomaston High School](#)

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- 10.6.7.18. [Bethany Lahey - Grade 2 Team Leader - Black Rock School](#)
  - 10.6.7.19. [John Long - Grade 8 Class Advisor \(Awards Night\) - Thomaston High School](#)
  - 10.6.7.20. [Heidi Laus - Grade 8 Class Advisor \(Washington Trip\) - Thomaston High School](#)
  - 10.6.7.21. [Jonathan MacIsaac - Web Page Coordinator - Thomaston High School](#)
  - 10.6.7.22. [Stephen Malo - Social Media Coordinator - Thomaston High School](#)
  - 10.6.7.23. [Stephen Malo - Advanced Placement Coordinator - Thomaston High School](#)
  - 10.6.7.24. [Shana Marques - Assistant Drama Coach - Thomaston High School](#)
  - 10.6.7.25. [Owen McGowan - Band Director - Thomaston High School](#)
  - 10.6.7.26. [David Oravetz - Chemical Hygiene Officer - Thomaston High School](#)
  - 10.6.7.27. [Breanna Riollano - Experiential Learning Program Coordinator](#)
  - 10.6.7.28. [Breanna Riollano - Link Crew Advisor - Thomaston High School](#)
  - 10.6.7.29. [Breanna Riollano - Naviance School Site Coordinator - Thomaston High School](#)
  - 10.6.7.30. [Breanna Riollano - Drama Coach - Thomaston High School](#)
  - 10.6.7.31. [Alex Sconziano - Teacher in Charge - Thomaston High School](#)
  - 10.6.7.32. [Eileen Stowe - Grade 11/12 Team Leader - Thomaston High School](#)
  - 10.6.7.33. [Jessyca Tucker - Grade 11 Class Advisor - Thomaston High School](#)

**Vote to acknowledge the Superintendent's notification of Personnel, specifically, New Hires/Transfers/ Retirements/ Resignations/Renewals/Stipends per Policy 4112/4212 Personnel – Certified/Non-Certified Appointment and Conditions of Employment as presented.**

- 10.6.8. Family and Medical Leave Act (FMLA)

*(Policy 4152.6/4252.6 – Personnel – Certified/Non-Certified Personal Leaves Family and Medical Leave Act)*

- 10.6.8.1. [Employee A](#)

- 10.6.9. Interns and Student Teachers - None

*(Policy 1212–Community Relations–School Volunteers)*

- 10.7. Field Trip

- 10.7.1. [Big E - Springfield, Massachusetts - September 21, 2023 - Class of 2024](#)

**Vote to accept/approve the Big E - Springfield, Massachusetts field trip as presented**

*(Policy 6153 - Instruction Field Trips - Secondary Schools)*

- 10.8. Sales and Disposal of Books, Equipment and Supplies - None

*(Policy 3260 Business/Non-Instructional Operations Sales & Disposal of Books, Equipment & Supplies)*

## 11. Committee Reports ▲

*(Bylaws of the Board 9132 – Standing Committees and Bylaws of the Board 9133 - Special Committees/Advisory Committees)*

- 11.1. Budget Audit Committee

- 11.1.1. [June 2023 Business Manager's Report](#)

- 11.1.1.1. 2022-2023 Budget Table Without Encumbrances

- 11.1.1.2. 2022-2023 Budget Table With Encumbrances

- 11.1.1.3. 2021-2023 Grant Report

- 11.1.1.4. 2022-2023 Projection -\$47, 274 deficit

- 11.1.1.5. 2022-2023 Transfer

- 11.1.1.6. Expenditures

- 11.1.1.6.1. \$1,768,421.31

- 11.1.2. [July 2023 Business Manager's Report](#)

- 11.1.2.1. 2022-2023 Budget Table Without Encumbrances

- 11.1.2.2. 2022-2023 Budget Table With Encumbrances

- 11.1.2.3. 2023 -2024 Budget Table Without Encumbrances

- 11.1.2.4. 2023-2024 Budget table With Encumbrances

- 11.1.2.5. 2022-2023 Grant Report

- 11.1.2.6. 2023-2024 Transfer

- 11.1.2.7. Expenditures

- 11.1.2.7.1. \$ 1,271,351.53

**Vote to accept/approve Business and Finance Report and Expenditures per Policy 3432/3433 Business/Non-Instructional Operations - Budget & Expense Report/Annual Financial Statement as presented for June 2023 and July 2023.**

- 11.1.3. Proposed Motion - Thomaston Education Association Article 38 - Retirement

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**Vote to allow that due to the passing of retired teacher William Dwan prior to the payment of the remaining sick leave owed to him in the amount of \$18,556.16, his passing be considered an extenuating circumstance, as set forth under Article 38, Section 38.1, and the remaining \$18,556.16 be paid, without prejudice, posthumously to Mr. Dwan, via direct deposit.**

11.1.4. Payroll Processing - Thomaston Public Schools - Business Manager Tracy Decker

11.2. Policy Committee

*(Policy 2231-Administration/Policy and Regulation Systems)*

11.2.1. Presentations - None

11.2.2. Discussion Items

11.2.2.1. New Proposed Policy and Regulation 3513.1. - Business/Non-Instructional Operations - Energy Conservation - Superintendent Francine Coss

11.2.2.1.1. [Eliminated Policy and Regulation 3513.1 from 2007 - Thomaston Public Schools](#)

11.2.2.1.2. [Proposed Policy and Regulation 3513.1](#)

**Vote to permit Policy 3513.1 be “fast tracked” by 2/3 vote of the members present at tonight’s Board of Education meeting.  
Vote to accept/approve the changes to Policy 3513.1 as presented.**

11.2.2.1.3. [Thomaston Public Schools Current Policy](#)

11.2.2.1.4. [CABE Policy](#)

11.2.2.1.5. [Marked Up Copy](#)

11.2.2.1.6. [Clean Copy](#)

**Vote to permit Policy 4118.5/4218.5 be “fast tracked” by 2/3 vote of the members present at tonight’s Board of Education meeting.**

**Vote to accept/approve the changes to Policy 4118.5/4218.5 as presented.**

11.2.2.2. Policy 4118.51/4218.51 - Personnel - Certified and Non-Certified - Rights, Responsibilities and Duties

11.2.2.2.1. [Thomaston Public Schools Current Policy](#)

11.2.2.2.2. [CABE Policy](#)

11.2.2.2.3. [Marked Up Copy](#)

11.2.2.2.4. [Clean Copy](#)

**Vote to permit Policy 4118.51/4218.51 be “fast tracked” by 2/3 vote of the members present at tonight’s Board of Education meeting.**

**Vote to accept/approve the changes to Policy 4118.51/4218.51 as presented.**

11.2.2.3. Policy 6141.321 - Instruction - Telecommunications/Internet Acceptable Use

11.2.2.3.1. [Thomaston Public Schools Current Copy](#)

11.2.2.3.2. [CABE Policy](#)

11.2.2.3.3. [Marked Up Copy](#)

11.2.2.3.4. [Clean Copy](#)

**Vote to permit Policy 6141.321 be “fast tracked” by 2/3 vote of the members present at tonight’s Board of Education meeting.**

**Vote to accept/approve the changes to Policy 6141.321 as presented.**

11.2.2.4. Policy 6141.324 (A.K.A. 6141.328) - Instruction - Bring Your Own Device

11.2.2.4.1. [Thomaston Public Schools Current Copy \(6141.324\)](#)

11.2.2.4.2. [CABE Policy \(6141.328\)](#)

11.2.2.4.3. [Marked Up Copy \(6141.328\)](#)

11.2.2.4.4. [Clean Copy \(6141.328\)](#)

**Vote to permit Policy 6141.324 (A.K.A. 6141.321) be “fast tracked” by 2/3 vote of the members present at tonight’s Board of Education meeting.**

**Vote to accept/approve the changes to Policy 6141.324 (A.K.A. 6141.321) as presented.**

11.2.3. First Read - None

11.2.4. Second Read - None

11.2.5. Action Item - None

**12. Executive Session for the purpose of finalizing the 2023-2024 Superintendent Goals, inviting the Superintendent of Schools into the Executive Session. (Bylaws of the Board 9322 - Public and Executive Sessions)**

12.1. [Policy 2400 Administration - Evaluation of the Superintendent](#)

12.1.1. Draft of 2023-2024 Superintendent Goals to be set by the Board of Education (May 2023)

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- 12.1.1.1. Draft Goal 1: Builds employee morale and motivation by involving employees in setting goals, inspiring self-confidence in others and offering frequent and timely feedback.
  - 12.1.1.2. Draft Goal 2: Develop a 5-year and 10-year timeline that consistently exhibits a superior ability to organize work and people in the most effective manner through the appropriate use of personnel policies and programs.

**Vote to Enter Executive Session for the purpose of finalizing the 2023-2024 Superintendent Goals, inviting the Superintendent of Schools into the Executive Session.**

**13. Exit Executive Session/Enter into Regular Session**

**Potential action on the matters discussed in the Executive Session**

**14. Adjournment**

**Vote to adjourn.**