

**AGENDA**  
**SHERMAN BOARD OF EDUCATION**  
REGULAR MEETING  
WEDNESDAY - NOVEMBER 3, 2020  
7:00 PM

**ZOOM ONLY**

<https://shermanschool.zoom.us/j/85788243136>

Dial Into meeting: +1 929 205 6099

Webinar ID: 857 8824 3136

**Vision Statement**

**We enable all Sherman Students to become the best possible version of themselves.  
We provide an environment where our children develop into empathetic, self-directed,  
critical thinkers who don't give up when faced with challenges.**

- 1. CALL TO ORDER, ROLL CALL AND PLEDGE OF ALLEGIANCE**
- 2. CELEBRATIONS**
- 3. PUBLIC COMMENTS**
- 4. ADDITIONS TO THE AGENDA**
- 5. CONSENT AGENDA**
  - 5.1. Review of Minutes:
    - Minutes - Executive Session, May 6, 2020
    - Minutes - Board Retreat, September 19, 2020
    - Minutes - Working Session, October 7, 2020
    - Minutes - Executive Session, January 31, 2021
    - Minutes - Maintenance Committee Meeting, April 30, 2021
    - Minutes - Special Committee Capital Planning, May 10, 2021
    - Minutes - Executive Session May 23, 2021
    - Minutes - Maintenance Committee Meeting, May 25, 2021
    - Minutes - Maintenance Committee Meeting, July 6, 2021
    - Minutes - Maintenance Committee Meeting, August 18, 2021
    - Minutes - Maintenance Committee Meeting, August 25, 2021
    - Minutes - Maintenance Committee Meeting, September 21, 2021
    - Minutes - Maintenance Committee Meeting, September 27, 2021
    - Minutes - Maintenance Committee Meeting, September 28, 2021
    - Minutes - Special Meeting, September 29, 2021
    - Minutes - Executive Session, October 6, 2021
    - Minutes - Regular Meeting, October 6, 2021
    - Minutes - Maintenance Committee Meeting, October 12, 2021
    - Minutes - Policy Committee Meeting, October 13, 2021
    - Minutes - Special Meeting, October 20, 2021
    - Minutes - Policy Committee Meeting, October 27, 2021
  - 5.2. Personnel Actions
    - 5.2.1. New Hire(s)
    - 5.2.2. Resignation(s)

Charlotte Allen, Long Term/Building Substitute, Effective 10/28/21

Allison Blume, Teacher, Effective 11/2021

- 5.3. Monthly Enrollment Report
- 5.4. Monthly Budget Report 2021-2022 Budget by Function & Summary of Funds
- 5.5. Disposal of Unused Items

**6. APPROVAL OF CURRENT BILLS**

- 6.1. Monthly 2021-2022 Current Bills

**7. ORAL REPORTS**

- 7.1. SPTO Update
- 7.2. Sub-Committee
- 7.3. Chair
- 7.4. Superintendent Update
  - 7.4.1. Budget Update
  - 7.4.2. Stoplight Report

**8. PRESENTATIONS**

**9. NEW BUSINESS**

- 9.1. [Discussion and Possible Approval of the 2022 Board of Education Meeting Dates](#)
- 9.2. [First Reading of Policy 5118: Nonresident Students](#)
- 9.3. Discussion and possible action to ratify the [agreement between the Sherman Board of Education and the Sherman Education Association for 2022-2024](#)

**10. UNFINISHED BUSINESS**

- 10.1. [Second Reading of Policy 9321: Bylaws of the Board, Time, Place and Notification of Meetings: review additional revisions and updates](#)

**11. COMMUNICATIONS**

**12. PUBLIC COMMENTS**

**13. BOARD OF EDUCATION COMMENTS**

**14. FUTURE MEETING AND TOPICS**

- 14.1. Board of Education Meeting - Wednesday, December 1, 2021 at 7:00 PM

**15. ADJOURNMENT**

REMINDER: Agenda suggestions for the next business meeting are due to the Chairperson or Superintendent by 12:00 PM on November 15, 2021. Copies of the agenda enclosure are available for examination at the Superintendent's Office at The Sherman School during business hours: 8:00 AM to 4:00 PM

**DRAFT****Sherman School Board of Education**  
2022 Regular Meeting Dates

Wednesday	January 5, 2022	7:00 PM
TBD*	January Retreat TBD	9:00 AM
Wednesday	February 2, 2022	7:00 PM
Wednesday	March 2, 2022	7:00 PM
Wednesday	April 6, 2022	7:00 PM
Wednesday	May 4, 2022	7:00 PM
Wednesday	June 1, 2022	7:00 PM
Wednesday	June 29, 2022	7:00 PM
TBD*	July Retreat TBD	9:00 AM
Wednesday	September 7, 2022	7:00 PM
Wednesday	October 5, 2022	7:00 PM
Wednesday	November 2, 2022	7:00 PM
Wednesday	December 7, 2022	7:00 PM

\*Board of Education Retreat

## Students

### Nonresident Students

#### Definition

A nonresident student is a student who:

1. Resides outside of the school district; or
2. Resides within the school district on a temporary basis; or
3. Resides within the school district on a permanent basis but with pay to the person(s) with whom the student is living; or
4. Resides within the school district for the sole purpose of obtaining school accommodations; or
5. Is a child placed by the State of Connecticut Department of Children and Families or by other agencies in a private residential facility. Under this circumstance, however, children may attend local schools with tuition paid by the home district unless a special education student's Planning and Placement Team determines that attendance in local schools and programs does not constitute an appropriate public education in the least restrictive environment. Children not requiring special education, who live in town as a result of placement by a public agency, other than another school board and except as provided otherwise in this paragraph, are resident students. Students requiring special education who are placed by a public agency other than another school board may attend local schools, with special education cost reimbursements in accordance with statutes, unless the student's Planning and Placement Team determines that attendance in local schools and programs does not constitute an appropriate public education in the least restrictive environment.

### Foreign Exchange Students

No tuition is required for foreign students living within the district under the American Field Service Program or under other programs or circumstances approved by the Board.

### Nonresident Attendance

Nonresident students may attend the Sherman School with tuition payment and a formal review of academic and disciplinary records at the discretion of the Board of Education. The Board does not offer a contract for children to attend High School.

Attendance by a nonresident student may be terminated by Board of Education action, upon recommendation of the Superintendent of Schools, if the Board deems such termination is in the best interest of the school district. An adjustment of tuition on a per diem basis will be made in this instance.

The Board of Education is not obligated under this policy to provide special education programs or services or create unique programs for students. If an enrolled non-resident student is eligible for services under the Individuals with Disabilities Education Act ("IDEA"), the District will not act as the local education agency for such student. A supplemental tuition or fee may be charged in those instances where special or additional services are provided for a non-resident student. The tuition or fee shall be based upon the actual costs associated with providing the special or additional services.

### Nonresident Attendance for Full-Time Employees: Tenured Faculty and Staff

Nonresident students of full-time tenured faculty and staff may attend the Sherman School following with tuition payment and a formal annual review of academic and disciplinary records by the

Superintendent. ~~at the discretion of the Board of Education.~~ Full-time ~~tenured Board~~ employees of the Sherman School who wish for their children to attend the Sherman School in grades K-8 shall pay annual ~~tuition according to the following fee schedule:~~

**FOR EXAMPLE:**

- **\$3,000 for one child**
- **\$5,000 for two children**
- **\$6,000 for three children**
- **\$7,000 for four or more children**

However, faculty and staff will receive free or reduced tuition if they volunteer to lead any program for which there is an extracurricular stipend in exchange for a tuition credit of the same value. **FOR EXAMPLE: if a non-resident staff member with one child in the school volunteers to coach a sport for one season (which would ordinarily receive a stipend of \$3,500), the tuition for one child would be waived and the staff member would receive payment of \$500).**

Realizing that our faculty and staff members may have interests and/or expertise that extend beyond the current negotiated extracurricular offerings, faculty or staff members may submit a written proposal to offer a new or innovative program that will benefit the school district. Any new proposal will be reviewed by the Superintendent, and if approved, the value of that offering may be used to offset the cost of tuition. **FOR EXAMPLE: if a non-resident faculty or staff wishes to offer an after school program through the SPTO that would pay \$2,000 over the course of the year, the employee may waive the payment by the SPTO to receive in-kind tuition credit of \$2,000 which will be applied toward their child's tuition.**

It is understood that any such donation of time or labor is completely voluntary.¶

~~50% of the established designated high school tuition rate. The costs incurred by the faculty member will remain stable through their child's tenure in the Sherman School. The Board does not offer a contract for the children of faculty members to attend High School.¶~~

Any additional costs incurred by the Board of Education for the education of a faculty or staff member's child shall be the responsibility of the parent. **FOR EXAMPLE: chromebooks that are issued in middle school must be returned to the district upon graduation, field trip fees and costs, etc.** Attendance by a nonresident student may be terminated by Board of Education action, upon recommendation of the Superintendent of Schools, if the Board deems such termination is in the best interest of the school district. An adjustment of tuition on a per diem basis will be made in this instance.

The Board of Education is not obligated under this policy to provide special education programs or services or create unique programs for students. If an enrolled non-resident student is eligible for services under the Individuals with Disabilities Education Act ("IDEA"), the District will not act as the local education agency for such students. A supplemental tuition or fee may be charged in those instances where special or additional services are provided for a non-resident student. The tuition or fee shall be based upon the actual costs associated with providing the special or additional services.

~~The Sherman School K-8 contract is an annual contract which will be considered for renewal on an annual basis at the discretion of the Board of Education as recommended by the Superintendent. The Board does not offer a contract for the children of faculty or staff members to attend High School.¶~~

## **Evidence of Residency**

The Superintendent of Schools or his/her designee may require documentation of family and/or student residency, including affidavits, provided that prior to a request for evidence of residency the parent or guardian, relative or non-relative, emancipated minor, or student eighteen (18) years of age or older shall be provided with a written statement of why there is reason to believe the student(s) may not be entitled to attend school in the district. An affidavit may require a statement or statements with documentation that there is bona fide student residence in the district, that the residence is intended to be permanent, that it is provided without pay, and that it is not for the sole purpose of obtaining school

accommodations. This additional documentation may include, but is not limited to, at least three of the following:

1. Driver's License
2. Car/Vehicle Registration
3. Sherman Tax Bill
4. At least two utility bills, such as electric, telephone, cable television or water
5. Certificate of Occupancy
6. Lease/Rental Agreement

### **Removal of Nonresident Student From District Schools**

If after a careful review of affidavits and other available evidence, the Superintendent of Schools or his/her designee believes a student is not entitled to attend local schools, the parent or guardian, the student if an emancipated minor, or a student eighteen (18) years of age or older shall be informed in writing that, as of a particular date, the student may no longer attend local schools, and the Superintendent shall notify the Board of Education, (if known), where the child should attend school. If after review district residency is established by the evidence, the parent or guardian, the student if an emancipated minor, or a student eighteen (18) years of age or older shall be so informed.

If a student is removed from a district school for residency reasons the Superintendent of Schools or his/her designee shall: 1) inform the parent, guardian, emancipated minor, or student eighteen (18) years of age or older of hearing rights before the Board of Education and that the student/s may continue in local schools pending a hearing before the Board of Education if requested in writing by the parent, guardian, emancipated minor, or student eighteen (18) years of age or older 2) that upon request, a transcript of the hearing will be provided 3) that a local Board of Education decision may be appealed to the State Board and that the student/s may continue in local schools pending a hearing before the State Board if requested in writing by the parent, guardian, emancipated minor, or student eighteen (18) years of age or older 4) that if the appeal to the State Board of Education is lost, a per diem tuition will be assessed for each day a student attended local schools when not eligible to attend.

### **Board of Education Hearing**

Upon written request, the Board of Education shall provide a hearing within ten (10) days after such request. If there is a hearing, the Board shall make a stenographic record or tape recording of the hearing; shall make a decision on student eligibility to attend local schools within ten (10) days after the hearing; and shall notify the parent, guardian, emancipated minor, or student eighteen (18) years of age or older of its findings. Hearings shall be conducted in accordance with the provisions of Sections [4-177](#) to [4-180](#) inclusive of Connecticut General Statutes.

The Board shall, within ten (10) days after receipt of notice of an appeal, forward the hearing record to the State Board of Education.

Legal Reference: Connecticut General Statutes

[4-176e](#) through [4-185](#) Uniform Administrative Procedure Act.

[10-186](#) Duties of local and regional Boards of education re school attendance. Hearings. Appeals to state Board. Establishment of hearing board.

[10-253](#) School privileges for students in certain placements and temporary shelters.

[10-76d](#) Duties and powers of boards of education to provide special education programs and services United States Code

42 U.S.C. §11432 Grants for state and local activities for the education of homeless children and youths.

**Policy adopted: March 6, 2019**

SHERMAN SCHOOL DISTRICT  
Sherman, Connecticut

TENTATIVE AGREEMENT\*

\*Subject to ratification by the Board and the Association

BOE #1 <i>Item IV (G) (Longevity)</i>	<b>As part of this package, the Board will withdraw this proposal.</b>
BOE #2 <i>Item IV, Section 1 (Payroll)</i>  Assoc. #1	<p>Each teacher shall have the option at the beginning of each school year (i.e., on the teacher orientation day) as to the schedule for being paid. He/She may choose:</p> <ol style="list-style-type: none"> <li>1. 20 checks - 10 month basis.</li> <li>2. 24 checks - 12 months basis.</li> <li>3. 24 checks - payment divided over 12 months basis, but July and August checks being paid <b>by the last day of school in June at the end of June.</b></li> </ol> <p>Once the teacher has so chosen, he/she shall not alter this decision for the remainder of said school year. If the teacher does not so designate, he/she shall be paid on a 10 month basis. Teachers shall be paid on the 15<sup>th</sup> and no later than the 30<sup>th</sup> of each month, or the last teaching day of the pay period. <del>If the teacher so requests, he/she may receive the first check of the year at the conclusion of the first five (5) full teaching days.</del></p>
BOE #3 <i>Article VII(A) and (B) (Work Day)</i>  Assoc. #5	<p><u>The Board withdraws its proposal as to (A). However, while the administration welcomes input from SEA as to the schedule, the allocation of the 50 minutes and the assignment of work to teachers during wrap around time is ultimately the decision of the administration, based on the needs of the district and the best interest of students.</u></p> <p>B. All classroom teachers shall have, in addition to their lunch period, a <b>preparation period of at least forty (40) minutes per day.</b> <del>at least one preparation period per day. Said preparation period shall be equal to the number of minutes in a normal teaching period.</del> In the event that scheduling does not permit one preparation period per day, classroom teachers will be guaranteed five (5) preparation periods per <b>normal five day week.</b></p>
BOE #4 <i>VII(C) (After-School Meetings)</i>	<b>As part of this package, the Board would withdraw this proposal.</b>



BOE #5 <i>Article VII(D)</i> <i>(Lunch)</i>	D. Teachers shall <b>normally</b> have a duty free lunch of at least forty (40) minutes per day, <b>except that, once per week, they may be asked to supervise recess or lunch and their lunch shall be equal to the length of the student lunch on such days.</b> Teachers shall be allowed to leave the building during their lunch.
BOE #6 <i>Article XI (Non-Teaching Duties)</i>	<p>The Board and the SEA acknowledge that a teacher's primary responsibility is to teach and that his/her energies should, to the extent possible, be utilized to this end. Therefore, they agree as follows:</p> <ol style="list-style-type: none"> <li>1. To the extent possible, teachers shall be relieved of <del>clerical non-teaching administrative</del> assignments. <del>Administrative assignments shall not become burdensome.</del></li> <li>2. No teacher shall be requested or required to collect any money from students for non-educational purposes.</li> <li>3. Teachers shall not be required or requested to administer health services (e.g., weighing and measuring pupils, recording information on health records, etc.).</li> <li>4. <del>Morning Duties for teachers will be twenty (20) minutes per week if practical, and shall not exceed sixty (60) thirty (30) minutes per week.</del> <b>Teachers may be assigned up to two (2) duty periods in a normal work week, not to exceed 30 minutes each. Teachers shall not be assigned two (2) duties on the same day.</b></li> <li>5. Machine scoring of standardized tests will be used whenever possible.</li> <li>6. Teachers shall assume supervision of study halls and corridors.</li> <li>7. The Board shall provide a public liability insurance policy covering teachers in Board-sanctioned extra-curricular programs, including approved trips.</li> </ol>
BOE #7 <i>Article XIII (Sick Leave)</i>	As part of this package, the Board would withdraw this proposal.
BOE #8 <i>Article XIV (A)</i> <i>(Personal Leave)</i>	As part of this package, the Board would withdraw this proposal.
BOE #9 <i>(Reduction in Force)</i>	As part of this package, the Board would withdraw this proposal.
BOE #10	

<p><b>Article XXVIII</b> <b>(Insurance)</b></p>	<p>The Connecticut Partnership Plan 2.0 (CPP). The plan benefits shall be as set forth in the CPP <del>effective on July 1, 2019</del> including any subsequent amendments or modifications made to the CPP by the State and its employee representatives. The administration of the CPP, including open enrollment, beneficiary eligibility and changes, and other administration provisions shall be as established by the CPP.</p> <p>SEA members will pay a percentage of the cost of premiums as follows:</p> <table data-bbox="836 619 1128 850"> <tr> <td><del>2019-2022:</del></td><td><del>20%</del></td></tr> <tr> <td><b>2022-2023:</b></td><td><b>20.5%</b></td></tr> <tr> <td><b>2023-2024:</b></td><td><b>21%</b></td></tr> <tr> <td><b>2024-2025:</b></td><td><b>21.5%</b></td></tr> </table> <p>The premium rates shall be set by the CPP. Based on such rates, the Board shall establish a blended rate to provide the same rate to active and retired teachers in accordance with statute.</p> <p>The CPP contains a Health Enhancement Plan (HEP) component. All employees participating in the CPP are subject to the terms and provisions of the HEP. In the event CPP administrators impose the HEP non-participation or noncompliance <del>\$100 per month</del> premium cost increase or the <del>\$350 per participant to a maximum of \$1400</del> family annual deductible, those sums shall be paid 100% in their entirety by the non-participating or non-compliant employee. No portion or percentage shall be paid by the Board. The <del>\$100 per month</del> premium cost increase shall be implemented through payroll deduction, and the <del>\$350/\$1400</del> annual deductible shall be implemented through claims administration.</p> <p>2. In the event any of the following occur, the Board or the Association may reopen negotiations in accordance with Conn. Gen. Stat. Section 10-153f(e) as to the sole issue of medical benefits, including plan design and plan funding, premium cost share and/or introduction of a replacement medical benefits plan in whole or in part.</p> <p>i) If the CPP in its current form is no longer available; or if the benefit plan design of the CPP is modified as a result of a change in the State's collective bargaining agreement with SEBAC, if such modifications would substantially increase the cost of the medical benefits plan offered herein; and/or</p>	<del>2019-2022:</del>	<del>20%</del>	<b>2022-2023:</b>	<b>20.5%</b>	<b>2023-2024:</b>	<b>21%</b>	<b>2024-2025:</b>	<b>21.5%</b>
<del>2019-2022:</del>	<del>20%</del>								
<b>2022-2023:</b>	<b>20.5%</b>								
<b>2023-2024:</b>	<b>21%</b>								
<b>2024-2025:</b>	<b>21.5%</b>								

	<p>ii) If Conn. Gen. Stat. Section 3-123rrr et seq. is amended, or if there are any changes to the administration of the CPP, or if additional fees and/or charges for the CPP are imposed so as to affect the Board, any of which amendments, changes, fees or charges (individually or collectively) would substantially increase the cost of the medical benefits plan offered herein; and/or</p> <p>iii) Should any Federal statute or regulation <del>pertaining to IRC §49801 be mandated to take effect</del> triggering the imposition of an excise tax with respect to any of the contractually agreed upon insurance plans offered herein and/or if there is any material amendment to the ACA that would substantially increase the cost of the medical benefits plan offered herein.</p> <p>3. In any negotiations triggered under subparagraph 2 above as well as negotiations for a successor to the current collective bargaining agreement, the parties shall consider the High Deductible Health Plan with Health Savings Account in effect during the 2018-19 school year to be the baseline for such negotiations, and the parties shall consider the following additional factors:</p> <ul style="list-style-type: none"> <li>• Trends in medical insurance plan design outside of the CPP;</li> <li>• The costs of different plan designs, including a high deductible health plan structure and a PPO plan structure.</li> </ul> <p>Should such negotiations be submitted to arbitration for resolution, the arbitration panel shall consider the foregoing in applying the statutory criteria in making its ruling.</p> <p>4. Life Insurance and accidental death and dismemberment equal to two times the annual salary.</p> <p>5. Long-term disability insurance as implemented on September 1, 1982.</p> <p>6. <del>Dental Benefits - 100%/80%/50% with fifty dollar (\$50) deductible per covered individual and a one hundred fifty dollars (\$150) per family maximum, shared in category II and III expenses; fifteen hundred dollar (\$1500) annual maximum benefit.</del></p> <p>7. Utilization Management Non-Compliance Benefit Reduction. SEA members will be responsible for any <del>\$200.00</del> hospital deductible penalty and <del>penalty 25 percent of the allowance for physicians' services</del> for failure to obtain pre-certification for any</p>
--	--

Insert  
Cigna  
Dental  
(see #6)  
or equivalent

	non-emergency hospital admission at least one business day prior to the admission, or for failure to certify any emergency admission within 48 hours of admission.
BOE #11 XXXII (Duration)	3 years
BOE #12 Appendix A Wages  Assoc. #18-21	<p>Salary: <del>8.40%</del> total cost over 3 years  2022-23: 9.4%  GWI: 2%  Teachers below top step advance one step  Total cost: <del>3.64%</del> 3.64</p> <p>2023-24:  GWI 2%  Teachers below top step advance one step  Total cost: 2.90%</p> <p>2024-25:  GWI: 2%  Teachers below top step advance one step  Total cost: <del>2.86%</del> 2.86%</p>
BOE #13 Substitute Rate	<p>Current contract language:</p> <p>Upon leaving the Sherman School System due to retirement after at least 15 years of service in Sherman, reimbursement shall be made for one half accumulated sick days at the prevailing Sherman District substitute per diem pay schedule. In the event of death before retirement, such payment shall be made to the teacher's legal beneficiary. Teachers hired on or after July 1, 2019 shall not be eligible for this benefit.</p>
Assoc. #2 Article V	<p>Agreed:</p> <p>"Days" shall mean days when school is in session, <del>except that over the summer vacation, "days" shall mean business days.</del></p>
Assoc. #3 Article VI	<p>Agreed:</p> <p>B. The foregoing guidelines are subject to modification by the Board for educational purposes such as specialized <del>or experimental</del> instruction (team teaching, music, physical education, etc.)</p>
Assoc. #4 Work Day	No change in current contract
Assoc. #6 Workday, Article	<p>1. Teachers may be required to remain after school for up to <del>90</del> <b>sixty (60)</b> minutes one day each month to attend a Superintendent or</p>

VIII (C) and (E)	<p>his/her designee's general staff meeting or other meetings called by the Superintendent or his/her designee, and for up to one hour one day each month to attend special group meetings.</p> <p>2. The SEA agrees to encourage its members to attend special evening meetings.</p> <p>3. The SEA shall encourage the voluntary participation of its members in occasional meetings, such as those for in-service training or curriculum development, which shall have as their purpose the improvement of the educational system of the Town of Sherman.</p> <p>No change to current paragraph (E)</p>
Assoc. #7 Rate for Missed Planning	<p>Teachers shall not normally perform substitute services. The Board, however, realizes that emergency situations do arise and, therefore, those teachers who lose one or part of their five (5) contractual planning periods shall be compensated as follows;</p> <ol style="list-style-type: none"> <li>1. By time, if substituting for a teacher who needs to arrive late or leave school early for emergency or illness; or to cover until a substitute arrives in an unusual or extenuating situation;</li> <li>2. By compensation of <del>\$20.51</del> <b>\$30</b> dollars <del>for the 2018-19 school year</del> per planning period, if a substitute has not been obtained for a teacher's absence.</li> <li>3. Teachers who accept homebound tutoring assignments will be paid at a rate of <del>\$49.84</del> <b>\$60 per hour</b> <del>for the 2018-19 school year</del>. Mileage payments are included in the per-hour fee for tutoring.</li> </ol>
Assoc. #8 Course Reimbursement (E)(1)	<p>E. 1. Teachers taking graduate courses as part of a planned program, at an accredited university will be reimbursed <del>for up to</del> <b>up to</b> 100% of the tuition cost provided the following criteria are met:</p>
Assoc. #9 Course Reimbursement (E)(3)	<p>E. 3. The Board will budget <del>\$12,000</del> <b>\$15,000</b> per year for tuition reimbursement. The tuition reimbursement funds will be distributed in the following prioritized order: (i) Classes in the teacher's present assignment or related field; (ii) Credits toward a 6<sup>th</sup> Year degree in the teacher's present teaching assignment or a related field; (iii) Credits toward a second masters degree or a 6<sup>th</sup> Year degree resulting in an additional certification. No course reimbursement will be provided for Administrative degrees. Teachers who have not received previous course reimbursement will be given preference.</p> <p>a. The <del>\$12,000</del> <b>15,000</b> will be appropriated as follows:</p> <p><b>\$4,000 5,000</b> for summer semester</p>

	<p><del>\$4,000</del> <u>5,000</u> for fall semester  <del>\$4,000</del> <u>5,000</u> for spring semester</p> <p>b. Money not reimbursed in the summer semester will roll over and be divided half for the fall and half of the spring semesters. Money not reimbursed in the fall semester will rollover into the spring semester. Money not reimbursed in the spring semester will be used to reimburse anyone who was not fully reimbursed earlier in the year during the summer or fall semesters.</p> <p>c. Teachers must submit preliminary documentation regarding their specific course enrollment information, as well as the cost of the course(s) according to the following deadlines and only those courses submitted by the deadline will be eligible for a "proportionate share" of the available tuition reimbursement quota for that semester.</p> <p><del>July 15<sup>th</sup></del> <u>June 15<sup>th</sup></u> for the summer semester eligibility  <del>October 1<sup>st</sup></del> <u>August 15<sup>th</sup></u> for the fall semester eligibility  <del>February 1<sup>st</sup></del> <u>January 15<sup>th</sup></u> for spring semester eligibility</p> <p>Then once the course is completed satisfactorily (see Contract provisions) the teacher needs to submit the follow-up documentation in order to trigger the payment of his/her share of the reimbursement funds for the semester.</p>
Assoc. #10 Teaching Duties	No change in current contract
Assoc. #11 Sick Leave	No change in current contract
Assoc. #12 Sick Leave	No change in current contract
Assoc. #13 Other Leave	No change in current contract
Assoc. #14 Handbook	No change in current contract
Assoc. #15 Part Time Staff	No change in current contract.
Assoc. #16 Dental	Agree to change in plan to Cigna Dental Partnership Plan Option 2, or the equivalent.
Assoc. #17 Vision	Teachers may have access to the State of Connecticut Partnership Plan 2.0 Vision Plan, at their own expense.
Assoc. #22 Stipends	<p>The stipends and rates of pay in Appendix B (Extra Curricular Pay Schedule) shall increase by 1% per year.</p> <p>Make stipends for athletics (basketball, soccer, baseball, softball, track and</p>

field) equal.

ANY PROPOSAL NOT ADDRESSED HEREIN IS WITHDRAWN

For the Association

Danielle Florio Shook

10/28/21

For the Board

RF

10/28/21

## Bylaws of the Board

### Time, Place and Notification of Meetings

**ALL meetings, except Executive Sessions, of the Board of Education will be conducted in a hybrid format and will be recorded. All recordings will be available on the school website within 48 hours of the meeting date. All minutes will be available for inspection within 7 days.**

### Regular Meetings

The Board of Education shall post, no later than January 31st of each year, the schedule of the regular meetings of the Board of Education. No meeting shall be held sooner than thirty days after such filing.

Minutes of all meetings must be kept and made available for public inspection within seven days of the meeting. All votes taken at any meeting must be recorded and within 48 hours be made available for public inspection.

~~All Regular meetings of the Board of Education will be recorded and/or videotaped and available on the school website.~~

### Special Meetings

Special meetings of the Board of Education may be called by the Chairperson at his/her discretion, or by the Secretary on the written request of any three members of the Board. Notice of each special meeting shall be filed not less than twenty-four hours in advance of the meeting with the Town Clerk ~~and posted in the office of the Town Clerk~~, giving the time and place of the special meeting and the business to be transacted. Each member of the Board of Education shall be notified by the Superintendent ~~by in writing or~~ email not less than 24 hours prior to the time of the special meeting and shall be advised of the time, place, and ~~agenda business to be transacted~~. Only the business for which the meeting is called shall be transacted at a special meeting.

### Emergency Meetings

An emergency meeting may be held without the 24 hour notice or the posting of an agenda. However, within 72 hours of the meeting, the minutes of the meeting and the circumstances necessitating the emergency meeting shall be posted on the Sherman School website.

### Electronic Participation

Recognizing the inherent responsibility and statutory duties of Board of Education members, the Board of Education strongly encourages Board members to attend and participate at meetings of the Board. Though great importance is given to the physical presence of Board members at meetings, the attendance and participation of members by teleconference is authorized whenever physical presence is not practicable.

Provided a quorum of the Board is physically present at a Board meeting, a Board member may attend a meeting by video if he or she is prevented from physically attending because of: (1) personal illness or disability, (2) employment or District business, or (3) a family or other emergency. Therefore, the Board authorizes that the Chairperson or presiding officer may allow Board members to participate electronically in a Board meeting if there is good cause why the Board member cannot attend in person and the request is received sufficiently in advance to allow a good quality electronic connection to be established. Members who participate in a Board meeting through electronic means may be counted in the quorum.



1. Minutes of all meetings shall specify if a member was physically present or present electronically. Lack of such a specification shall be deemed to indicate that the member in question was physically present.
2. When a member attends a meeting electronically, all votes shall be by roll call vote. A member who is attending electronically must identify him/herself by name and be recognized by the Chairperson before speaking. ¶

## Fully Virtual Meetings

The Board of Education reserves the right to hold ~~regular, special, and committee~~ all meetings virtually when in-person participation might not be possible due to inclement weather, or other circumstances as deemed appropriate by the Board Chair. ~~If a meeting is going to be held electronically, instead of in person, the agenda posted on the school website will be modified to include the link to the virtual meeting no less than one hour before the meeting is scheduled to take place.~~ Should it be determined a meeting will be held virtually, the agenda will be updated no less than three hours before the meeting is scheduled to take place.

When virtual Regular Meetings of the Board take place, members of the Board must have their cameras turned on during comments and votes.

## Committee Meetings ~~Recording of Committee Meetings~~

All publicly warned meetings of Board committees ~~will~~ shall be audio recorded. ~~The committee chair can request the minutes be transcribed by the board clerk via the Superintendent. so that the Board Clerk can transcribe the minutes of each meeting. Meeting Minutes shall be taken using a uniform template for consistency.~~ ¶

¶

## Notice of Meetings to Persons Filing a Written Request

Notice of meetings will be mailed to persons filing a written request renewable in January of each year. The Board of Education will charge a fee for these notices based upon cost of the service, as provided by law.

Legal Reference: Connecticut General Statutes

- 1-206 Denial of access to public records or meetings.
- 1-225 Meetings of government agencies to be public.
- 1-227 Mailing of notice of meetings to persons filing written requests.
- 1-228 Adjournment of meetings. Notice.
- 1-229 Continued hearings. Notice.
- 1-230 Regular meetings to be held pursuant to regulation, ordinance or resolution.
- 10-218 Officers. Meetings

**Bylaw adopted by the Board: April 2, 2008**

**Bylaw revised by the Board:**

SHERMAN SCHOOL DISTRICT

Sherman, Connecticut