

SOUTHINGTON BOARD OF EDUCATION

SOUTHINGTON, CONNECTICUT

REGULAR MEETING

JUNE 12, 2014

The regular meeting of the Southington Board of Education with Executive Session was held on Thursday, June 12, 2014 at 6:00 p.m. in the Municipal Center Public Assembly Room, 200 North Main Street, Southington, Connecticut.

1. CALL TO ORDER

Mr. Goralski, Chairperson, called the meeting to order at 6:01 p.m.

Board members present were: Mrs. Terri Carmody, Mrs. Colleen Clark, Mr. David Derynoski, Mrs. Patricia Johnson, Mrs. Terry Lombardi (*arrived 6:49 p.m.*), Mrs. Jill Notar-Francesco, Mr. Zaya Oshana (*arrived 6:08 p.m.*), Mrs. Patricia Queen, and Mr. Brian Goralski.

Present from the administration was Mrs. Karen Smith, Interim Superintendent, and Mrs. Sherri DiNello, Director of Business and Finance (*left at 6:19 p.m.*).

MOTION: by Mr. Derynoski, seconded by Mrs. Clark:

“Move that the Board go into Executive Session, excluding the public and press, for the purpose of discussing Nurses Negotiations, Personnel Matters and Compensation for 2014-2015 Unaffiliated Employees, and upon conclusion return to public session.”

Motion carried unanimously on voice vote.

2. EXECUTIVE SESSION TO DISCUSS NURSES NEGOTIATIONS, PERSONNEL MATTERS AND COMPENSATION FOR 2014-2015 UNAFFILIATED EMPLOYEES

At 7:10 p.m., Mr. Goralski recessed Executive Session to the Celebration of Excellence and the regular Board meeting. The Board would reconvene their Executive Session discussion after the regular meeting.

3. CELEBRATION OF EXCELLENCE ~ 7:00 P.M.

At 7:15 p.m., in Celebration of Excellence, the Board of Education recognized the following Southington students:

2013-2014 Student Representatives:

Gabrielle Baker, Abigail Harris and Stephanie Krar, student representatives, were recognized for serving with distinction on the Board of Education for the 2013-2014 school year. On behalf of the Board of Education, Mr. Goralski presented them with a Certificate of Excellence and Mrs. Carmody presented them with a gift from the Board.

CABE Student Leadership Award:

Olivia Corriveau was recognized for receiving the CABE (Connecticut Association of Boards of Education) Student Leadership Award for distinguished leadership in school activities and daily life. Mr. Goralski presented her with the Certificate from CABE.

At 7:20 p.m., Mr. Goralski called for a recess.

4. RECONVENE MEETING ~ REGULAR SESSION ~ 7:30 P.M.

The regular session was reconvened at 7:31 p.m. by Chairperson, Mr. Brian Goralski. Board members present were Mrs. Terri Carmody, Mrs. Colleen Clark, Mr. David Derynoski, Mrs. Patricia Johnson, Mrs. Terry Lombardi, Mrs. Jill Notar-Francesco, Mr. Zaya Oshana and Mrs. Patricia Queen.

Present from the administration: Mrs. Karen Smith, Interim Superintendent, Mrs. Sherri DiNello, Director of Business and Finance, Mr. Frederick Cox, Director of Operations and Dr. Perri Murdica, Director of Pupil Services.

Student Representatives present: Gabrielle Baker, Abigail Harris and Stephanie Krar.

Approximately 27 people were in the audience.

5. PLEDGE OF ALLEGIANCE

The audience recited the Pledge of Allegiance led by the student representatives.

Mr. Goralski called for a moment of silence in memory of Patricia Harding who taught in the Southington Public School system at Kennedy Middle School and Southington High School as a Home Economics teacher for 38 years and for Mr. Joseph Angelillo who had been a leader in the community for many years and a past Board of Education member. They both recently passed away.

6. APPROVAL OF MINUTES ~ May 22, 2014

MOTION: by Mrs. Notar-Francesco, seconded by Mr. Derynoski:

“Move to approve the Board of Education Regular meeting minutes of May 22, 2014 as submitted.”

Motion carried unanimously by voice vote 9 - 0.

7. COMMUNICATIONS

a. Communications from Audience

Arthur Cyr, 103 Berlin Avenue noted that this was Mr. Cox’s last meeting and thanked him for his many years of service. He felt that the Board should recognize Mr. Cox at a future meeting in Celebration of Excellence. Mr. Cyr stated that over the years he has had the opportunity to interact with Mr. Cox on various issues, such as busing. He stated that he would miss Mr. Cox and wished him an enjoyable retirement.

b. Communications from Board Members and Administration

Communication from Board Members:

Mrs. Notar-Francesco reported that the Leonard Joll Scholarship Committee for 2013-2014 was comprised of herself, Mr. Derynoski and Mr. Oshana, and that they received a thank you note from the award recipient, Brooke Cochrane. Mrs. Notar-Francesco read it into the minutes. It stated, *“Dear Board of Education Committee, thank you for awarding me with the Leonard W. Joll Memorial Scholarship. The funds will be put to good use as I work toward my degree at Eastern Connecticut State University. I will do my best to honor the Joll family. Sincerely, Brooke Cochrane.”*

Mrs. Queen congratulated Miss Gabrielle Baker, student representative, for receiving the HALO Award as the best leading actress in a musical. She noted that it is a phenomenal accomplishment and that the Board was proud of her and the cast of the musical *Aida*.

Mrs. Clark reported that she attended the joint concert of the DePaolo and Kennedy Middle School Grade 8 Bands and recognized the great spirit of cooperation between the two schools.

MOTION: by Mrs. Clark, seconded by Mr. Oshana:

“Move to add Agenda Item 10.h, ‘Job Description for the Middle School Media / Technology Integration Specialist ~ First Reading’.”

Motion carried unanimously by voice vote 9 – 0.

Mr. Derynoski asked that one the Executive Secretaries at central office check the archives regarding the Leonard Joll family contacting the Board in the past and send a copy of the thank you note from the scholarship recipient to them. He noted that the family members lived out of state.

Mr. Derynoski stated that the three Board of Education student representatives this school year were the best representatives to serve on the Board, and noted that each year the bar is raised higher.

Mrs. Lombardi reported on the celebration of the opening of the Science Pavilion at Camp Sloper and seeing a vision become a reality. The Science Pavilion was due to collaboration between the Southington Education Foundation, the Board of Education and the Southington YMCA. It was named “The Myer’s Family Pavilion” after John Myers [Executive Director of the YMCA] and his family.

Mrs. Lombardi reported that she attended the DePaolo Middle School Awards Night and was impressed with the achievements of the eighth graders, which shows the excellence of the middle school curriculum. She thanked Mrs. Smith for this work that has been done under her leadership.

Mr. Oshana reported that the Kennedy Middle School Chorus and Orchestra performance was being held that night and that his daughter would be performing, which he was missing. He believed that Southington had a great music program.

Mr. Oshana agreed that the three student representatives did an excellent job reporting on events and activities at Southington High School and that they were skilled at public speaking.

Mr. Oshana stated that earlier this year the Board discussed time out of the classroom for the teachers and following up with an additional study. The initial study was a two-week period that showed an excessive amount of time that teachers were out of the classroom. He requested follow-up for the next Board meeting on where they are as far as time out of the classroom at this time of year. Mrs. Smith responded that she would ask Mrs. Kim Hunt [Personnel Manager] if she could look at the same timeframe as last year for comparative data. Mr. Oshana pointed out that last year it was a two-week snapshot and was not enough. He would like to see a longer timeframe.

Communication from Administration:

1. Arts Grant – Grade 3:

Mrs. Smith reported that at the Southington Education Foundation Executive Board meeting there was support for a partnership with the Community Foundation of Greater New Britain with an expectation that there will be a decision in September 2014 of funding a Grade 3 Art Partnership with the New Britain Art Museum. If successful, they would have a partnership with an artist in residence in all of the elementary schools and would be combining the social studies curriculum with art curriculum.

2. Kindergarten Survey:

Mrs. Smith reported that a survey on Survey Monkey had been administered to parents of Kindergarten students this school year. She will share of results of the survey at the next Board of Education meeting. She noted one indicator of success that is attributable to full-day Kindergarten was an average district end of Kindergarten Developmental Reading Assessment (DRA) score of 84%. She remarked that they have never seen statistics like this before where 84% of the children have met the DRA target goal of four or above.

3. Annual Parent Survey:

Mrs. Smith stated that she already addressed this under the Kindergarten Survey.

4. Engaging Youth through Engineering (EYE) Application to Participate:

Mrs. Smith thought that she would have more information about this to report. However, she noted that John Duffy, Science Coordinator, was aware of an opportunity to complete a middle school grant application that would allow Southington to be considered as participants in an early STEM project. She is thrilled that Mr. Duffy is working hard trying to reach out to expand STEM opportunities in some lower grades.

5. U.S. News and World Report – “One of America’s Best High Schools ~ 2014”:

Mrs. Smith reported that U.S. News and World Report indicated one of the best of America’s high schools for 2014 is Southington High School. This was based on many factors including the percentage of students who are taking AP [Advance Placement] classes and students who score a three or higher on the AP exam.

Mrs. Notar-Francesco added that Southington was 34 out of 208 in the entire state of Connecticut. She felt that this was one response for the Board of Finance’s question of how do we know we are getting value for the dollars we spend in our budget. She noted that this is a phenomenal recognition and the first time Southington achieved this category. Many of the

other districts in this category from numbers 1 to 34 are primarily in the affluent DRGs [District Reference Groups] of A, B and C. Southington is the only district from DRG D in it. She was very proud of the high school for this silver medal recognition.

c. Communications from Student Board Representatives

Miss Abby Harris reported on the following:

- Youth Honor Day was held on June 3, 2014, which is the opportunity for seniors to shadow town officials and noted that she shadowed the Fire Department.
- The AP Expo was held the evening of June 11, 2014 where students were able to showcase their thesis projects. She announced that Gabby Baker won one of the categories.
- Miss Harris thanked the Board members for two fantastic years as a student representative. This experience has made a positive impact in her life for which she was extremely grateful. She will take the skills that she has learned with her to Villanova University.

Miss Stephanie Krar reported on the following:

- The Top 25 Dinner sponsored by UNICO, as well as the Italian Honor Society Induction, was held last week.
- Volleyball played in the championship game this evening and, unfortunately, they lost. However, they have a lot to be proud about for all they accomplished this season. She congratulated them.
- Baseball plays their championship game with Amity on Friday night and Softball plays Amity on Saturday night.
- Gabby Baker won a HALO award when the high school attended the HALO Awards on May 28 and performed "The Gods Love Nubia" from the close of the first act of *Aida*. Gabby won the best performance by a leading actress in a musical out of eight nominees. She congratulated Gabby.
- Miss Krar thanked the Board for their support and noted that she learned a lot about public speaking.
- She explained that Dr. Semmel was sorry that he could not make tonight's Board meeting because he was attending the Volleyball Championship game.

Miss Gabrielle Baker reported on the following:

- Technically, today was their last day of school because final exams were starting on Friday.
- The seniors made a make shift beach in the parking lot today and were playing beach volleyball and hockey. She remarked that Dr. Semmel [Principal] took part in the activities. The seniors realized that this could be the last time that they see their fellow students and it was a nice way to end the year.
- Graduation is scheduled for June 19, 2014.
- Miss Baker thanked the Board for the public speaking opportunity and experience in a formal setting. She thanked the Board for the past 12 years of excellent schooling and stated that she was proud to live in Southington.

Miss Baker introduced the student representatives for the 2014-2015 school year. They are Elizabeth Veilleux who will be a senior next year, and Christopher Iverson and James Brino

who will be juniors. The new student representatives thanked the Board for the opportunity to serve on the Board of Education for the next school year.

Mr. Goralski welcomed the new student representatives and thanked the outgoing representatives.

8. REPORT OF THE INTERIM SUPERINTENDENT

a. Personnel Report

MOTION: by Mrs. Notar-Francesco, seconded by Mrs. Carmody:

“Move to approve the Personnel Report, as submitted.”

Motion carried unanimously by voice vote 9 - 0.

b. Curriculum & Instruction Committee Meeting ~ May 20, 2014

Mrs. Carmody reported that the Committee met on May 20 with a presentation by Ms. Dale Riedinger for textbook adoption of Big Ideas Math, Grade 6. They also had a presentation by Mrs. Stephanie Lawlor and Ms. Jennifer Jorgensen for a proposed new course at Southington High School of “Text to Film.” This would be an opportunity for the reluctant readers to engage in more reading. Mrs. Carmody reported that the Committee also had a presentation by Ms. Heather Allenback and Ms. Rebecca Migliaro pertaining to three new courses for social studies, which are AP Human Geography, Human Rights, and World Religions. The idea is to make social studies more global.

Miss Krar thought that these courses would benefit the students because students are more centered on what is happening in America and not in tune with current events in other parts of the world. This would give them a more rounded and culturally diverse background.

Mrs. Queen understood that they would be phasing out courses that were not as relevant and bringing in these new courses because the world is changing and these new courses would reflect that. Mr. Oshana noted that on a daily basis America is interacting with other countries, cultures and religions and these courses would give a lot of insight as to what is happening. He thought that the Text to Film course would be a very exciting class. Mrs. Notar-Francesco thought the Text to Film course naturally lent itself to differentiation so that all students could participate at their own levels.

c. Finance Committee Meeting ~ June 9, 2014

Mrs. Notar- Francesco reported that the Finance Committee met on Monday, June 9, 2014 with a lengthy agenda and that six of the nine Board of Education members were in attendance. There were several items that were being brought before the Board for action.

a. Transfer of Funds

The committee thoroughly reviewed the transfers requested for Southington High School, Kennedy and DePaolo Middle Schools and systemwide Building & Grounds for this year’s budget. The committee asked questions directed at the need to make some of these transfers, particularly at the middle schools. Mr. Madancy was present at the

Finance Committee meeting and addressed the questions and the need for the requests.

Mrs. Notar-Francesco reported that Mrs. DiNello, on behalf of the math coordinator, requested a transfer in next year's budget of \$20,000 from New Texts to Consumable Math Texts. This better aligns with the needs of the math curriculum. The Committee supported all of the transfers as presented.

MOTION: by Mrs. Notar-Francesco, seconded by Mrs. Lombardi:

“Move to approve the Transfer of Funds, as presented.”

Motion carried unanimously by voice vote 9 – 0.

b. Maintenance Vehicle Lease

Mrs. Notar-Francesco reported that the committee had much discussion on whether to lease or buy through Purchase Plan dollars the next Maintenance Department vehicle. At this time, the Finance Committee supports the four-year lease of a Ford F350 pick-up truck for the Maintenance Department. There is \$8,830 currently available in next year's budget for this item. She noted that Mrs. Lombardi raised the valid concern of the cost of leasing at 6.5% versus an outright buy and their need to explore the whole picture. The Finance Committee discussed and evaluated this point in relation to other needs in the district and financial planning opportunities, and decided that at this time leasing was the best option. The committee will revisit lease versus buy in the future as it pertains to the acquisition of the maintenance vehicles in the fleet.

Mrs. Notar-Francesco requested that the Finance Committee minutes be amended to reflect this extended discussion.

MOTION: by Mrs. Notar-Francesco, seconded by Mr. Derynoski:

“Move to approve a four-year lease for a 2014 Ford F350 4x4 pick-up truck with annual payments of \$9,225.”

Motion carried unanimously by voice vote 9 – 0.

c. Healthy Food Certification

Mrs. Notar-Francesco reported that the Finance Committee received an update on the financials for the Food Service Program through March. The program has remained in the black this year due in large part to the sale of popular a la carte items. However, there is new federal legislation called “Smart Snacks” guiding nutrition requirements that will impact the sale of some a la carte items, such as People's Choice pizza, bagels and muffins. Food items that do not meet the requirements cannot be sold during the school day that, by their definition, begins at midnight and ends one-half hour after the school day ends. As a result of the stricter requirements of Smart Snacks federal legislation, administration is now recommending that we participate in the state's Healthy Food Certification which will enable the district to receive \$0.10 per reimbursable meal in state grant funds. It appears that numerous districts have also moved in this direction.

MOTION: by Mrs. Notar-Francesco, seconded by Mrs. Carmody:

“Move that the Board of Education will meet the standards required for the Healthy Food Certification; but will exclude from certification certain food and beverage items that do not meet Connecticut Nutrition Standards provided that:

- 1) such food is sold in connection with an event occurring after the end of the regular school day or on the weekend;**
- 2) such sale is at the location of the event;**
- 3) such food is not sold from vending machines or school store.**

Motion carried unanimously by voice vote 9 – 0.

d. Purchase Plan

Mrs. Notar-Francesco reported that the Finance Committee approves and endorses the Purchase Plan before the Board tonight. Through the funds available at year’s end, the Finance Committee recommends that the Business Office utilize any remaining budgeted funds specifically for items carried on this short list. The committee also required administration to look throughout the district for both extra office and classroom furniture before funding those purchases on the list. The Purchase Plan, as presented, emphasizes technology and technology infrastructure upgrades.

MOTION: by Mrs. Notar-Francesco, seconded by Mr. Derynoski:

“Move to approve the Purchase Plan, as presented.”

Mrs. Lombardi requested that the Finance Committee meeting minutes be amended to reflect that they should be looking at existing desks and any office furniture prior to expending those dollars. Mrs. Notar-Francesco replied that the Finance Committee minutes would be amended.

Mr. Goralski asked that Mrs. Notar-Francesco share this Purchase Plan with the Board of Finance to show our future vision is to expedite the improvement of technology in the school district through proper management of this year’s funds.

Mrs. Johnson requested a roll call vote on this agenda item.

ROLL CALL VOTE ~ YES: Mrs. Clark, Mr. Derynoski, Mrs. Johnson, Mrs. Lombardi, Mrs. Notar-Francesco, Mr. Oshana, Mrs. Queen, Mrs. Carmody, Mr. Goralski.

Motion carried unanimously 9 – 0.

Mrs. Notar-Francesco reported on the Finance Committee’s discussion regarding Instructional Management / Assessment Software. Coming to the Board through support from the Finance Committee is the proposed purchase of a critical software tool to collect assessment data of student records. There are enormous benefits to this proposal. It is called “Schoolnet” from Pearson, which integrates with PowerSchool, and was the proposed choice. There are, in fact, very few school systems that do not avail themselves of some type of data collection / assessment software. This is a critical piece that is missing in our district and our staff is currently maintaining data in Excel or on paper. She stated that the Finance Committee fully supports purchasing the software and recommends that it be an agenda item for the next Board meeting.

Mrs. Lombardi pointed out that they had been holding off on purchasing this software for a few years. She noted that Mrs. Smith polled all the other districts and found out that Southington is one of three or four that do not have the software. She noted that the Finance Committee had a big discussion regarding this and she would like the Finance Committee meeting minutes amended to reflect that.

d. Policy and Personnel Committee Meeting ~ June 11, 2014

Mrs. Clark reported that the meeting was held on June 11, 2014. She thanked Mrs. Michelle Passamano [Executive Secretary], Mrs. Kim Hunt [Personnel Manager] and Mrs. Queen for their speed in going through the work that the committee did last night to produce the new job description that was in front of the Board tonight. Mrs. Clark reported that the committee reviewed the new job description for the Middle School Media / Technology Integration Specialist and explained that the current job description is Library / Media Specialist, which was last revised in 1996. This new job description will come before the Board later in the meeting. She noted that the administration wanted this to come before the Board tonight because of time sensitivity.

9. OLD BUSINESS

a. Town Government Communications

Mrs. Queen reported that she attended her first Facilities Committee meeting prior to tonight's Board meeting. One of the topics that they discussed was fundraising and developing a Fundraising Sub-Committee of volunteers. She noted that the committee discussed signage and a brick program. The committee also discussed at length the \$25,000 line item for the long-term turf replacement fund in the Board of Education budget and she told the Facilities Committee that the Board of Education would revisit it each year. The Facilities Committee will be charging \$5.00 per child for participating in the soccer, lacrosse and football youth leagues. Mrs. Queen explained that the current position shared by the Facilities Committee is that should the Board of Education choose not to include \$25,000 in its future budgets for the turf replacement fund, the alternative would be to charge the Board of Education a usage fee of \$5.00 per student to use the field. Mrs. Queen expressed skepticism about this potential plan of action.

Mrs. Queen stated that, through the middle school renovation projects, there will be some items coming from the middle school kitchens to the concession stands next fall. The concession stand will be available to all groups using the field, and it would become a community concession stand like it is a community turf field.

Mrs. Queen had a question for Mrs. DiNello regarding the Capital Plan and making the bleachers for the home side have disability access. Mr. Goralski pointed out that the bleachers are not in the Capital Plan because the current bleachers are maintained and, until the day that they need to be replaced, the Board is grandfathered from the ADA compliance issue. Mr. Cox clarified that refurbishing, sandblasting and painting the bleachers was in the Capital Plan for \$62,000, which is to maintain them; it is not an upgrade.

Mr. Goralski reported that many of the Board members attended the Town Council meeting where they discussed the Covanta Energy Recycling Program and GreenSkies Solar regarding power in facilities across the town. These are energy opportunities and educational opportunities for students. These two organizations will be coming before the Board of

Education at the next meeting. He hoped that the Board would consider these opportunities because over the summer there could be installation of solar devices and in the fall they could start a recycling opportunity for the students to teach them how to better maintain our planet.

Mr. Goralski explained that the last appropriation request for the year was sent to the Board of Finance for rentals and tuition revenues collected. Mrs. DiNello informed the Board that the request was approved at the Board of Finance meeting and now moves to the next Town Council meeting. Mrs. Notar-Francesco requested that the Finance Committee receive a copy of these appropriation requests.

b. Construction Update

This is Mr. Cox's last Board meeting and Board report, as he will be retiring this month after 20 years as the Director of Operations.

Middle Schools: Mr. Cox reported the contractors are anxious to get started on the summer work. For the last day of school, June 19, 2014, the plan is to start a modified second shift working until 8:00 p.m. or 9:00 p.m. to help make up for the days that were lost because of the extended school year due to the weather. About 80% of the remaining classrooms that have not been renovated will take place this summer.

Mrs. Johnson asked what type of work would be done during the summer. Mr. Cox replied that the Tech Ed wing has already been demolished and they are starting to build the interior walls. The cafeteria would be remediated with new floors, and the kitchen will be emptied. All new equipment will be roughed in because the kitchen equipment will be delivered sometime after the start of school due to some design changes. The classrooms, other than the science classrooms, would be completed. There will still be some classrooms that will have concrete floors and will not have ceilings at the start of next school year. The auditoriums will be addressed this summer.

Mr. Derynoski pointed out that Mr. Cox played an integral part on all the building committees over the years and did an outstanding job for the town. He wished Mr. Cox and his wife, Janice Cox who was also retiring from the school system, an enjoyable retirement.

Mr. Goralski announced that Mr. Cox would remain a consultant to the Board of Education for the middle school projects until their completion. He noted that Mr. Cox will continue to represent the Board as a consultant on the Building Committee.

c. Administrator Evaluation Plan Update

Mrs. Smith stated that there was no report at this time.

d. Teacher Evaluation Plan Update

Mrs. Smith stated that there was no report at this time.

At 8:37 p.m., Mr. Goralski called for a recess to continue the Celebration of Excellence and recognize the top three scholars at Southington High School for the Class of 2014. They are Alexis Dziubek, Essayist; Daniel Connolly, Salutatorian; and Alexander Queen, Valedictorian,

who is the son of Board member Patricia Queen. On behalf of the Board of Education, Mr. Goralski presented them with a Certificate of Excellence.

At 8:49 p.m. the Board of Education Regular meeting reconvened.

10. NEW BUSINESS

a. Elementary School Guidance Update

Mrs. Smith introduced Ms. Rita Stearns, the Elementary School Guidance Program Director, who gave a PowerPoint presentation overview of the Elementary School Guidance grant that the school district received in the amount of \$1.2 million. Ms. Stearns introduced the team of professionals with her and explained their various roles: Ms. Paula Quinn, External Evaluator associated with Quinn Evaluation Consulting; Alyssa Ferrone, Grant Counselor at Derynoski and Kelley School; Michele Cozzolino, Grant Counselor at Plantsville and Strong Schools. Two other Grant Counselors, Jessica Anthony at Hatton and Thalberg and Alexandra Uhlman at Flanders were in Seattle, Washington, at a Leadership Institute. They named themselves the Southington Elementary Counseling Collaborative. The grant was written by Christine Boulanger, District Grant Writer. They will find out in August if they are ready for year two, depending on if the United States Department of Education likes what they did this year; it would then be a three-year grant.

Ms. Stearns noted the many people who comprise the Grant Advisory Team, along with the many people who work behind the scenes. Ms. Stearns gave an update of the progress that they were making with this grant and discussed in detail the following:

- What they aim to accomplish in the three years.
- What connections they have made with personnel and community partners.
- The Second Step Curriculum and what is happening in the classroom.
- How the parents have benefited so far.
- How the teachers and parents are connecting.

Ms. Paula Quinn addressed the data results that they have seen so far and what results they are still exploring, such as the change in the number of discipline referrals, changes in student classroom behavior, changes in student achievement, and changes in teacher-parent relationships. She noted that the United States Department of Education was interested in the ratio of students to counselors and in the first year the ratio of K-5 students to school counselors dropped from 748 students to one counselor down to 356 students to one counselor, which makes one of the goals achieved already. She noted that of the 1,782 Southington Public School students who completed a Second Step Assessment, the average score was 90%, and 92% of students earned a score of at least 75%.

Mrs. Lombardi noted that to engage parents in school activities and programs is a challenge these days and asked how they were getting the parents involved. Ms. Stearns replied through free childcare and homework help. At all their workshops they had paraprofessionals and high school volunteers who helped out with childcare and homework.

Mrs. Queen noted that this was a three-year grant and asked if they would survey middle school administrators and guidance counselors in year three to see if they witness changes. Ms. Stearns replied that it is a great idea and that they have to show sustainability in this grant. This

year, counselors taught all the Second Step lessons in the classroom and teachers were asked to stay in the classroom and participate; year two the counselors and teachers will co-teach; in year three the teachers will have it as their own curriculum. Ms. Quinn replied that they do not have any plans to collect data from middle schools to see the kind of impact. However, she thought that they should be gathering some baseline data now to look at that in the future. She thanked Mrs. Queen for the suggestion.

Mrs. Johnson thought that this was a wonderful program, but had a few concerns. She noted that one of the things the counselors were seeing was students who were stressed. One of the Board's jobs has been to increase rigor in the curriculum and with Common Core they are placing more academic stress on children. She asked how they could combat this stress without reducing the need for rigor. Ms. Stearns replied that one of the things that she did as a fifth grade teacher was to assure the students that everything was okay and they did calming down strategies. She felt that it is how the teachers handle the situation and that they are doing these strategies such as belly breathing, counting, and self-talk. She noted that the stress also stems from social and family issues, and the students are coming to school not being able to handle emotions.

Mrs. Smith added that they are surveying the teachers also because this is new learning for them. She explained that this was much like the Columbia model for Readers and Writers Workshop where experts come in and model, and then coach, and then they leave, which is the theory behind this grant.

b. Textbook Recommendations ~ First Reading

MOTION: by Mrs. Carmody, seconded by Mrs. Notar-Francesco:

“Move to waive the first reading for the Textbook Recommendations.”

Motion carried unanimously by voice vote 9 – 0.

MOTION: by Mrs. Carmody, seconded by Mrs. Notar-Francesco:

“Move to approve the purchase of the Big Ideas Math Textbook that is endorsed by the Curriculum and Instruction Committee.”

Motion carried unanimously by voice vote 9 – 0.

c. ABA Program Review Update

Mrs. Smith announced that this was also the last Board of Education meeting for Dr. Perri Murdica who was the Director of Pupil Services for three years. Dr. Murdica will be leaving the district for another job opportunity.

Dr. Murdica gave a Prezi presentation on the ABA (Applied Behavioral Analysis) Preschool Program. She introduced the ABA team members present who were in the audience and an integral member of the ABA program change: Sandy Kujawski, Elementary Special Education Coordinator, and Allison Gadbois, BCBA. The Preschool teachers and Mrs. Sally Kamerbeek, Principal of Hatton School, were unable to attend tonight's meeting due to prior commitments. They were all instrumental in the development of the program.

Dr. Murdica stated that she has done PowerPoint presentations for many years; however, tonight she was giving a Prezi presentation through the help of Thalberg School teacher Jonathon Cop and the Thalberg fifth grade Techsperts.

Dr. Murdica explained that an external program evaluator from Rethink Autism was hired who reviewed and evaluated many indicators and interviewed many people involved in the program. Dr. Murdica addressed the goals in the original proposal and their vision for changes in the ABA program. She discussed at length the following:

- Status of implementation
- Program Area “Quality Indicator” ratings
- Key findings in the strengths of positive outcomes for students
- The staff training model
- Data collection and progress monitoring
- Recommendations for areas of improvement
- Short-term and long-term next steps

Dr. Murdica explained that the tool used to evaluate the program was the Autism Program Quality Indicator (APQI) that has 75 indicators across many domains. They were rated on a scale of zero (0) through three (3) and the overall score was 98% indicating all of the areas were fully developed; however, the curriculum area fell short compared to the other areas. The report that they received had 25 recommendations that were prioritized by the evaluator. She noted that the evaluator was very impressed with what was going on in the classrooms. Dr. Murdica explained that the strengths under the key findings were maximized learning opportunities in the least restricted environment, and the accelerated rate of learning through the teaching of prerequisite skills.

Dr. Murdica noted that by the start of the next school year the student numbers will have drastically increased and that they will have approximately 11 Preschool ABA students. She pointed out that this is year one in a five-year rollout.

Dr. Murdica invited Mrs. Conway, a parent of one of the ABA students, to the podium to speak. Mrs. Conway discussed the positive impact that the ABA Preschool Program had on her son. She is very happy with the results of the program. She noted that her son is not the same child as when he started at the beginning of the school year. The communication, partnership, and the goal of doing what was best for her son were evident throughout the entire school year.

Mrs. Lombardi explained that the Board asked for this audit and review to make sure they are striving for excellence in the decision the Board had made. She pulled out four different areas in the formal report and wanted to make sure that they have the next steps with action items for the administration in this area. She noted that in the report there is a whole theme of parent engagement, participation and involvement with the curriculum being brought home; there was a whole theme of needing to increase social skills and measuring those social skills; there was the recommendation for a formal program manual and she suggested that they go electronically with a manual. Mrs. Lombardi stated that the last area was the data collection technology processing system. For the record, she wanted to make sure this is future follow-up from staff that the Board is looking for.

Mr. Goralski asked that the Prezi presentation, be added to the minutes (*Attachment #1*) and posted on the CABA portal and that in the future Dr. Murdica’s colleagues should have

handouts of the presentation in case there is a technology glitch. What is being talked about should always be attached to the agenda item.

d. Approval of Job Descriptions ~ Second Reading

MOTION: by: Mrs. Clark, seconded by Mr. Oshana:

“Move that the Board of Education approve the job descriptions for Production Secretary, Network Manager, and Administrative Assistant as recommended by the Policy and Personnel Committee.”

Motion carried unanimously by voice vote 9 – 0.

e. Review of Class Sizes

Mrs. Smith reported that the data speaks for itself. She pointed out the hot spots. She noted that Plantsville School is the hottest spot right now for first grade enrollments. She will keep the Board updated with current enrollment charts at the next Board meeting because the data changes daily.

f. Program of Studies

MOTION: by Mrs. Carmody, seconded by Mrs. Notar-Francesco:

“Move that the Board of Education approves the proposed high school courses as recommended by the Curriculum and Instruction Committee.”

Motion carried unanimously by voice vote 9 – 0.

g. Compensation of 2014-2015 Unaffiliated Employees

This agenda item was tabled until after Executive Session.

h. Middle School Media / Technology Integration Specialist ~ First Reading

Mr. Goralski stated that this agenda item was added as a first reading and that if any Board member has any changes they are to contact the chair of the Policy and Personnel Committee so it can be reflected in the second reading discussion.

Reconvene to Executive Session:

At 9:58 p.m., following the regular meeting, Mr. Goralski announced that the Board was returning to Executive Session.

Board members present were: Mrs. Terri Carmody, Mrs. Colleen Clark, Mr. David Derynoski, Mrs. Patricia Johnson, Mrs. Terry Lombardi, Mrs. Jill Notar-Francesco, Mr. Zaya Oshana, Mrs. Patricia Queen, and Mr. Brian Goralski.

Present from the administration was Mrs. Karen Smith, Interim Superintendent. Mr. Timothy Connellan was also present.

Mr. Goralski declared the Executive Session ended at 11:01 p.m. and the Board returned to public session.

Reconvene to Regular Session:

10.g Compensation for 2014-2015 Unaffiliated Employees

MOTION: by Mr. Derynoski, seconded by Mrs. Carmody:

“Move to approve the compensation grid as discussed by the Board of Education and as presented.”

Motion carried unanimously by voice vote 9 - 0.

MOTION: by Mrs. Johnson, seconded by Mr. Oshana:

“Move to approve the contract for the Assistant Superintendent with changes as discussed by the Board of Education.”

Motion carried unanimously by voice vote 9 - 0.

MOTION: by Mr. Derynoski, seconded by Mrs. Johnson:

“Move to approve the contract for the Director of Business and Finance with changes as discussed by the Board of Education.”

Motion carried unanimously by voice vote 9 – 0.

MOTION: by Mrs. Clark, seconded by Mrs. Lombardi:

“Move to approve the contract for the Director of Technology with changes as discussed by the Board of Education.”

Motion carried unanimously by voice vote 9 – 0.

11. ADJOURNMENT

MOTION: by: Mr. Oshana, seconded by Mrs. Queen:

“Move to adjourn.”

Motion carried unanimously by voice vote 9 - 0.

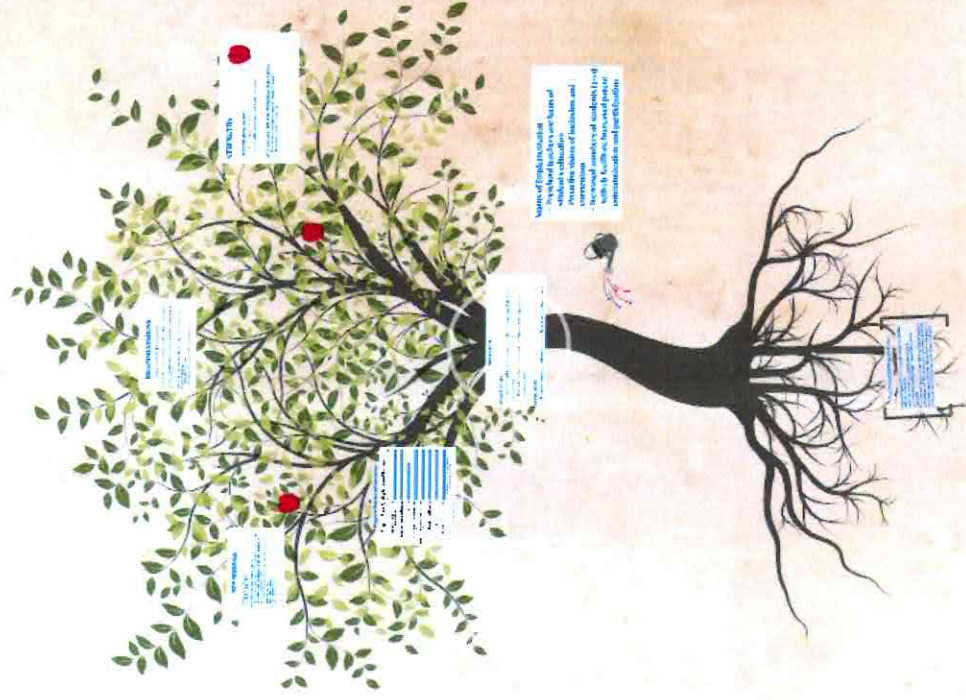
The meeting adjourned at 11:08 p.m.

Respectfully submitted,
Linda Blanchard
Recording Secretary

POSITIONS	2013-14 ADOPTED	2014-15 ADOPTED	\$ INCREASE	% INCREASE
CERTIFIED ADMINISTRATORS				
ASSISTANT SUPERINTENDENT	\$147,908	\$ 156,782	\$ 8,874	6.0%
DIRECTOR OF BUSINESS AND FINANCE	\$120,709	\$ 127,348	\$ 6,639	5.5%
CLASSIFIED ADMINISTRATORS				
TECHNOLOGY DIRECTOR	\$94,952	\$ 98,750	\$ 3,798	4.0%
SUPERVISOR of BLDG & GRDS	\$82,973	\$ 85,047	\$ 2,074	2.5%
ACCOUNTING/PURCHASING MANAGER	\$72,000	\$ 72,720	\$ 720	1.0%
PERSONNEL MANAGER	\$74,510	\$ 76,745	\$ 2,235	3.0%
OTHER STAFF				
TECHNOLOGY ANALYSTS	\$46,570 - \$62,993	\$47,967-\$64,883	\$1,397 - \$1,890	3.0%
(lead tech analyst) stipend	\$ 2,112	\$ 2,175	\$ 63	3.0%
SOFTWARE SPECIALIST	\$27.00	\$ 27.54	\$ 0.54	2.0%
TECHNOLOGY ASSISTANT	\$13.33	\$ 13.73	\$ 0.40	3.0%
AUDIO VISUAL TECHNICIAN	\$51,652	\$ 53,202	\$ 1,550	3.0%
PAYROLL SUPERVISOR	27.58	\$ 28.68	\$1.10	4.0%
MAINTENANCE FOREMAN	\$67,422	\$ 69,445	\$ 2,023	3.0%
SECRETARIAL				
EXECUTIVE ADMINISTRATIVE ASSISTANT	\$32.64	\$ 33.95	\$1.31	4.0%
EXEC SECRETARY: ASST. SUPERINTENDENT	\$26.55	\$ 27.61	\$1.06	4.0%
EXEC. SECRETARY: DIR BUS & FIN.	\$26.55	\$ 27.61	\$1.06	4.0%
PART TIME CERTIFIED STAFF				
SUMMER SCHOOL DIRECTOR	\$6,009	\$ 6,129	\$120.18	2.00%
JUMP START DIRECTOR	\$4,378	\$ 4,466	\$87.56	2.00%
CONT. EDUCATION DIRECTOR	\$12,328	\$ 12,698	\$369.84	3.00%

Increase annuity by \$1500

POSITIONS	2013-14 ADOPTED	2014-15 ADOPTED	\$ INCREASE	% INCREASE
OTHER STAFF				
BOARD MEETING SECRETARY	\$24.37	\$ 24.37	\$0.00	0.0%
SUBSTITUTE SERVICE	\$13,069	\$ 13,461	\$ 392	3.0%
PT. TIME CUSTODIAN	13.81 - 14.60	\$14.16-\$14.97	\$.35 - .36	2.5%
SCHOOL PHYSICIAN	\$12,020	\$ 12,260	\$240	2.0%
MATRONS	\$15.54	\$ 15.93	\$0.39	2.5%
CROSSING GUARDS	\$15.86 PER SHIFT	\$16.34 per shift	\$0.48	3.0%
PART TIME CLERKS	14.68 - 18.62	\$15.05 - \$19.09	\$ 37- \$ 47	2.5%
ESY/ JUMPSTART AIDES	8.10 - 9.08	\$8.70*-\$9.26	\$ 40 - .18	2.0%
ESY/JUMPSTART PARAS (non union)	10.93 - 13.03	\$11.15 - \$13.29	\$ 22-\$ 26	2.0%
SUBSTITUTE PARAS	\$10.25	\$ 10.46	\$0.21	2.0%
SUBSTITUTE CUSTODIANS	\$13.84	\$ 14.12	\$0.28	2.0%
SUBSTITUTE NURSES	\$19.50	\$ 19.89	\$0.39	2.0%
SUBSTITUTE SECRETARIES	\$12.30	\$ 12.55	\$0.25	2.0%
TUTORS- MATH & LITERACY	12.91 - 14.03	\$13.30 - \$14.45	\$ 39- .42	3.0%
ELL TUTORS	13.00 - 18.41	\$13.39 - \$18.96	\$ 39 -\$ 55	3.0%
HALL MONITORS DES	10.46	\$ 10.67	\$0.21	2.0%
SUBSTITUTE TEACHERS	\$70 DAY	\$70-100 DAY	\$0-\$30	0.0%
NON UNION LPN	20.61	\$ 21.13	\$0.52	2.5%
ABA PROGRAM				
BCBA	84,000	\$ 84,840	\$840.00	1.0%
ABA THERAPIST	\$17.00	\$ 17.51	\$0.51	3.0%
FUNDED OUTSIDE OF OPERATING BUDGET				
FOOD SERVICE DIRECTOR	62,804	\$ 65,316	\$2,512	4.0%
SECY/BOOKKEEPER LUNCH	23.94	\$ 24.66	\$0.72	3.0%
FOOD SERVICE CLERK	11.58	\$ 11.93	\$0.35	3.0%
EARLY CHILDHOOD COLL. - DIRECTOR	38,117	\$ 39,261	\$ 1,144	3.0%
EARLY CHILDHOOD COLL. - PROGRAM COORD.	17.31	\$ 17.83	\$0.52	3.0%



External Program Review and Evaluation: Southington Public Schools Preschool Applied Behavioral Analysis (ABA) Program

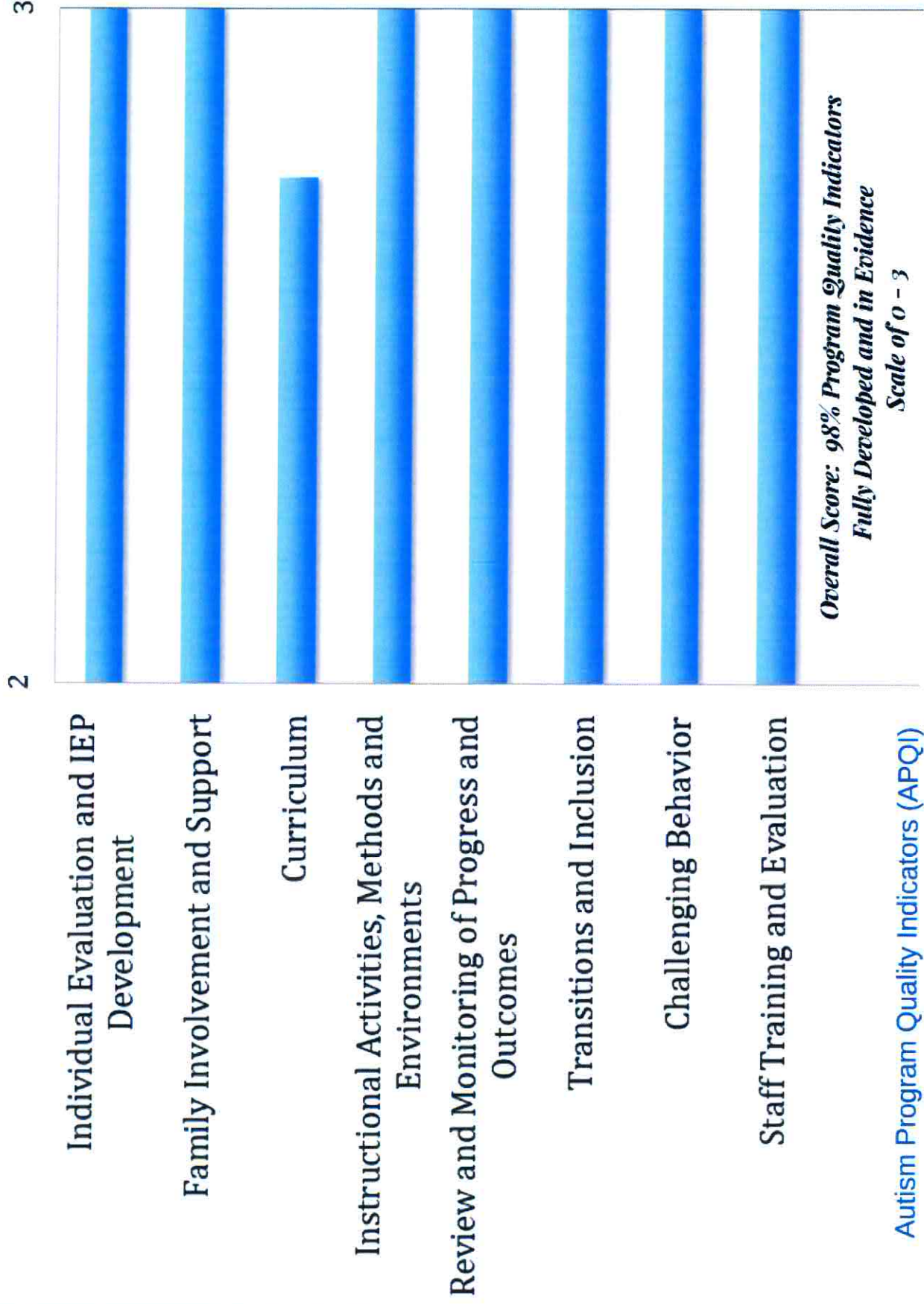
Preschool ABA Program Goals

- Integrated approach with increased access to certified staff and curriculum
- Authentic setting for seamless learning and generalization of skills taught through discrete trial instruction
- Programmatic changes build staff knowledge in working with children with Autism and other behavioral disabilities
- Increased opportunities for collaboration in the design of individualized instruction that meets needs of students

Status of Implementation

- **Preschool teachers are locus of student's education**
- **Proactive vision of inclusion and curriculum**
- **Increased numbers of students (3-11)**
- **Actively facilitate increased parent communication and participation**

Program Area "Quality Indicator" Ratings





KEY FINDINGS

STRENGTHS

POSITIVE OUTCOMES FOR STUDENTS

- MAXIMIZED LEARNING OPPORTUNITIES by programming for students from the beginning to promote learning in the least restrictive environment
- ACCELERATED rate of learning through the teaching of prerequisite skills
- 961 targets mastered
- 292 objectives mastered
- 93 goals mastered



STRENGTHS



STAFF TRAINING MODEL

- ABA trained therapists
- Use of video modeling and BCBA oversight

DATA COLLECTION AND PROGRESS MONITORING

- Day to day changes based on student needs
 - Maximizes student learning
- 



RECOMMENDATIONS

AREAS FOR IMPROVEMENT

Documentation in the form of MANUALS for staff and parent training

Increase social skills groups in classrooms to improve generalization across all settings

Add use of Verbal Behavior Milestones Assessment and Placement Program (VB-Mapp)

- Developmentally based
 - Includes transition assessment for levels of inclusion
- 



NEXT STEPS

SHORT TERM

- Sustain Practices that have resulted in improved student outcomes
- Annual program review for continued refinement and improvement

LONG TERM

- Expand program options to K- 12, based on student needs
- 