

SOUTHINGTON BOARD OF EDUCATION

SOUTHINGTON, CONNECTICUT

REGULAR MEETING

JANUARY 23, 2014

The regular meeting of the Southington Board of Education with Executive Session was held on Thursday, January 23, 2014 at 6:30 p.m. in the Municipal Center Public Assembly Room, 200 North Main Street, Southington, Connecticut.

1. **CALL TO ORDER**
2. **EXECUTIVE SESSION TO DISCUSS TRANSPORTATION CONTRACT AND SUPERINTENDENT OF SCHOOLS (NEXT STEPS) ~ 6:30 p.m.**

An Executive Session meeting was held from 6:31 p.m. through 7:01 p.m.

Board members present were Mr. Brian Goralski, Chairperson; Mrs. Terri Carmody, Vice Chairperson; Mrs. Jill Notar-Francesco, Secretary; Mrs. Colleen Clark, Mr. David Derynoski, Mrs. Patricia Johnson, Mrs. Terry Lombardi (*arrived at 6:35 p.m.*), Mr. Zaya Oshana and Mrs. Patricia Queen.

Present from the administration were Dr. Joseph Erardi, Jr., Superintendent of Schools (*left at 6:40 p.m.*); Mrs. Karen Smith, Assistant Superintendent (*left at 6:52 p.m.*); Mrs. Sherri DiNello, Director of Business and Finance (*left at 6:35 p.m.*); and Mr. Frederick Cox, Director of Operations (*left at 6:35 p.m.*).

3. **BOARD OF EDUCATION RECOGNITIONS**

At 7:05 p.m., in Celebration of Excellence, the Board of Education recognized Mr. Jeff Shaw, Southington High School Band Director, for being acknowledged by the national publication SBO (School Band and Orchestra) as Connecticut's recipient of the *SBOs 16th Annual 50 Directors Who Make a Difference Award*. One Band Director is selected from every state. State Representative David Zoni presented Mr. Shaw with a citation from the Connecticut General Assembly.

The Board of Education recognized Grade 8 students Christina Sack (Kennedy Middle School) and Tyler Peruta (DePaolo Middle School) as the recipients of the Martin Luther King Jr. Award at the 18th annual community celebration of Dr. Martin Luther King hosted by the First Baptist Church on January 12, 2014. They were selected as students who exemplify the outstanding qualities and beliefs that Dr. Martin Luther King, Jr. brought to this country. State Representative David Zoni presented the students with citations from the Connecticut General Assembly.

At 7:15 p.m., Mr. Goralski called for a recess.

4. RECONVENE MEETING ~ REGULAR SESSION

The regular session was reconvened at 7:35 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 were Dr. Joseph Erardi, Jr., Superintendent of Schools; Mrs. Karen Smith, Assistant Superintendent; Mrs. Sherri DiNello, Director of Business and Finance; and Mr. Frederick Cox, Director of Operations and Dr. Perri Murdica, Director of Pupil Services.

Student representatives present were Miss Abigail Harris and Miss Stephanie Krar.

There were approximately 55 people in the audience.

5. PLEDGE OF ALLEGIANCE

The audience recited the Pledge of Allegiance led by World War II Army Air Force Lieutenant Colonel Ret. Walter Hushak and cub scouts who were in the audience.

MOTION: by Mr. Derynoski, seconded by Mr. Oshana:

“Move Agenda Item 9.e ‘Southington Board of Education/Veterans Partnership Long Range Planning – Vision Statement’ to Agenda Item 6.c.”

Motion carried unanimously by voice vote.

6. APPROVAL OF MINUTES ~ January 9, 2014

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

“Move to approve the Board of Education minutes of January 9, 2014, as submitted.”

Motion carried unanimously by voice vote.

a. Budget Workshop #1 Minutes ~ January 14, 2014

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

“Move to approve Budget Workshops #1 minutes of January 14, 2014, as submitted.”

Motion carried unanimously by voice vote.

b. Budget Workshop #2 Minutes ~ January 16, 2014

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

“Move to approve Budget Workshops #2 minutes of January 16, 2014, as submitted.”

Motion carried unanimously by voice vote.

c. Southington Board of Education/Veterans Partnership Long Range Planning - Vision Statement (formerly Agenda Item 9.e)

Dr. Erardi distributed a copy of the Veterans Committee Mission Statement (*Attachment #1*). He explained that the mission statement came before the Board two weeks ago and is a partnership between the Board of Education, staff, administration and the veterans in Southington. He felt that this was a model for the school districts across the nation to replicate. He believed that this Mission Statement was the most powerful thing that has taken place since he arrived in the school district.

To share the history behind the formation of the Veterans Committee, Mrs. Queen, who represented the Board of Education on the Veterans Committee, described the tradition that Dr. Erardi brought to the high school graduation ceremony years before the formation of this committee. Each year, in the course of Dr. Erardi's speech, he asks the graduating seniors, who have enlisted in the military, to stand, then asks their parents, and finally all the Veterans in the audience. When all are standing, he invites the graduation attendees to show their appreciation. She described how a few years ago, there was a question around the school calendar when Veterans Day fell on the weekend. The Board was considering having school on the Monday following Veterans Day, which would have been a day off had Veterans Day been on a week day. When representatives of the veterans' community told the Board at that time that they were not in favor of that calendar plan because it did not honor the veterans, Dr. Erardi held a meeting with several veterans, the board chair, Mr. Goralski, and the board vice chair, Mrs. Carmody. What all parties discovered was that their goal was actually the same, to honor veterans. A formal partnership was created in the establishment of the Veterans Committee which included veterans from the community and staff from our schools. From this committee came many initiatives. While many veterans had been speaking in the schools, the Veterans Committee formalized this practice with a Veterans Speakers Bureau. Veterans now come into our schools to speak to our students district-wide throughout the year although there is a particularly coordinated effort around Veteran's Day. Mrs. Queen stated that we have incredible resources in the veterans, who are what historians would call a "primary source," and they share with our students what they have seen, heard, touched, smelled and felt in historical events. There is an annual concert that Mr. Shaw has organized around Veterans Day with the high school band. During the finale, the band plays the theme song from each branch of the military, and veterans in the audience who served in that branch stand during their song to be honored. The Veterans committee has also raised funds for the Fisher House [supports America's military in their time of need]. An annual luncheon is now held for students graduating high school who have elected to enter the military, so they can embark on their military service with the support of their community, words of wisdom from veterans and a sense of honor. Mrs. Queen noted that Mr. Hushak, a World War II veteran serving on the committee, suggested that the committee needed to define their mission, which resulted in the Mission Statement presented to the Board for approval at this meeting. Several members of the Veterans Committee formed a sub-committee to draft a mission statement which was unanimously endorsed by the Veterans Committee as a whole. Mr. Rick Terino, a member of the Veterans Committee and co-writer of the Veterans

Mission Statement came to the podium and read the Mission Statement. Mr. Goralski thanked the veterans for their past and present service and said that it was a privilege to have them in Southington’s classrooms giving firsthand accounts.

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

“Move that the Board of Education endorse the Mission Statement of the Veterans Committee.”

ROLL CALL VOTE: YES – Mrs. Notar-Francesco, Mr. Oshana, Mrs. Queen, Mrs. Carmody, Mrs. Clark, Mr. Derynoski, Mrs. Johnson, Mrs. Lombardi, Mr. Goralski. **Motion carried unanimously.**

Mr. Goralski thanked Dr. Erardi and hoped that other superintendents will follow his lead to make this a part of every school system throughout the country. Dr. Erardi stated that he would like to send a copy of the Mission Statement to every federal delegate in Connecticut, encouraging them to share this document in Washington, D.C.

Mr. Goralski called for a brief recess at 7:45 p.m.

The regular meeting resumed at 7:54 p.m.

7. COMMUNICATIONS

a. Communications from Audience

Art Cyr, 103 Berlin Avenue: He stated that he hoped the “Labienc challenge” regarding the budget would start with the Board of Education tonight. He believed that Mr. Labieniec was looking for a change of budget philosophy. He stated that two years ago it was a leap of faith with the Board of Finance to not hack up Mr. Brumback’s budget. He stated that the Town changed their budget philosophy and it worked well, and that he hoped that the Board of Education would do the same.

John Myers, Executive Director of the Southington YMCA: He thanked the Board of Education and the public schools for supporting the YMCA’s Annual Polar Plunge last week, which was a great success. He stated that the school system raised \$5,000 to benefit the children this summer, and noted the amount of participation from the teachers, administrators and Board members who made the plunge. He announced that the 10th Annual Polar Plunge would be held January 17, 2015. Mr. Myers announced that the 85th YMCA Annual Meeting will be held Wednesday, January 28 and he invited the Board to attend. He announced that Lisa Carol is the “Person of the Year” and Diana Sheard is the “Unsung Hero.”

Denise Feltz, parent [39 Canterbury Lane]: She spoke of the success that her son and some other children with significant disabilities had in a special education self-contained classroom at Hatton School. For the first time, they saw the beginning of growth and development in their child. She stated that, as these students were approaching Grade 5, with the help of Carol Bagwell, Sandy Kujawski and the teacher, Kathy Kennedy, a similar program was created at Kennedy Middle School, which was a town-wide program for those students. Ms. Feltz stated that the Kennedy program, with support from Pam Aldi, Carol Bagwell and the

teacher, Desiree Daigle, absolutely compares to no other program; it is better than outplacement. This town did a fabulous job in setting up an appropriate in-town program. She noted that her son is in Grade 8 now and his days at Kennedy are fabulous because they created changes in his educational and social well-being. She noted that her son's disposition changed for the better and he loves to go to school where he feels success both functionally and socially. She felt the transition from elementary to middle school was flawless. This would have never happened if it were not for the conscientious planning of people who went above and beyond to create a program and smooth transition. She pointed out that the self-contained program is a language-based program with functional academic curriculum in communication skills, vocational and social skills, and recreation. She noted that his success was also attributed to the one-on-one adult support staff that is in place for their individual directed learning. Ms. Feltz wanted the Board to know about the successes with these programs because of the self-contained EASE program. This is in the 2014-15 budget and would continue these successes at Southington High School. She was thrilled with the support that they had, and excited with the support of creating a program at Southington High School. She appreciates the opportunity to keep the children in-town and still maintain that same level of support that they need.

b. Communications from Board Members and Administration

Communication from the Board Members:

Mrs. Notar-Francesco reported on the Uniform Regional School Calendar Task Force summary that was presented to the CREC Council on January 15, 2014. The Uniform Regional School Calendar was written into legislation and all six RESCs in Connecticut (CREC is one) has been charged with forming a task force to make recommendations to the legislature about the details surrounding the calendar. She noted that some of the recommendations to the Education Committee at the state legislature are:

- The deadline for this implemented be delayed to 2016-2017.
- There are no recommendations on a common end date, so that each school district can end school as needed depending on snow days, etc.
- There is a common start date of the last Wednesday in August; however, it could be a plus or minus of three days in either earlier or later.
- There will be a December break, April break, and a summer vacation.
- Election Day will be a Professional Development Day and there will be one other Professional Development Day developed within the calendar that could be common.

Mrs. Notar-Francesco pointed out that for the most part it follows the calendar that Southington currently has in place.

Mr. Goralski reported that there will be STEPS Advisory Board meeting on Saturday, January 25, 2014 from 8:00 a.m. through 1:00 p.m. at Hawk's Landing in preparation for their March conference.

Communication from Administration:

Dr. Erardi thanked the exceptional learners at the high school for providing treats for the Board of Education this evening.

Dr. Erardi recognized Mr. Brian Durbin, social studies teacher at Southington High School, who is an outstanding role model and teacher, and who now is an outstanding author. Dr. Erardi announced that a complimentary copy of Mr. Durbin's published book Paine - Time of Anarchy was available for the Board to read.

Dr. Erardi reported on the following:

1. Retreat – Saturday, February 1, 2014: Dr. Erardi reminded the Board that the Retreat arrival time was 8:30 a.m. with a 9:00 a.m. start time working through noon. At this time, the focus area will be on four different agenda items. He asked the Board to notify him as soon as possible if there are changes to the agenda.
2. Library Advisory Update: Dr. Erardi asked Stephanie Patterson, Library/Media Specialist at Southington High School, to come to the podium with her two student co-chairs. He noted that she volunteered to be Chair of the Library Advisory Committee. Mrs. Patterson introduced Alexa Taylor, Grade 11 student, and Jason Tosta, Grade 10 student, who were her co-chairs. She noted that the committee has been working hard and that Board member, Mrs. Queen, was a member of the committee. She will be bringing more information to the Board in the near future.
3. Diversity K-12 Update: Dr. Erardi announced that the district follows the ABC classrooms and the month of February 2014 is *Cultural Competence*, which is, “the young person has knowledge of and comfort with people of different cultural, racial, and ethnic backgrounds.” He stated that the person behind much of the work at the secondary level was Antoinette Delfino [teacher at Southington High School]. Dr. Erardi pointed out that in the Municipal Center lobby the showcase is about “Diversity.” He asked Ms. Delfino to come to the podium to share some of the work at the high school. Ms. Delfino reported that at the high school they held their Fifth Annual Celebration of Cultures. She noted that the families are very proud to represent their cultures and to connect with other families. The students are also taking a stance and recognizing cultures different from their own. They are currently working on the Second Annual Latin Night to be held in the spring. She thanked the Board for their support. Dr. Erardi noted that, when the club meets after school, it is a place of comfort and safety for all students, not just students of ethnic background. He thanked Ms. Delfino for her volunteer work.
4. AHCA Conference: Dr. Erardi explained that Connecticut Superintendents and their Business Managers would attend a conference on January 29, 2014 to better understand the fiscal impact of the Affordable Health Care Act. He noted that Mrs. DiNello was very instrumental in putting this conference together, along with the keynote speaker Joe Spurgeon, who is Southington's health insurance consultant.

Mr. Goralski advised the Board members that, if they had any intent to change the recommended agenda for the Retreat, they get that information to him and Mrs. Albaitis tomorrow [Friday] because they will be posting that agenda shortly.

Mr. Goralski thanked the students from the Library Advisory Committee and the Diversity Club for attending tonight's meeting. He noted that it was a tribute to Ms. Delfino to have so many students in attendance to support what she is doing.

c. Communications from Student Representatives

Miss Stephanie Krar reported on the following:

- She congratulated Mr. Shaw on his award. She is a member of the Band and personally thanked him for all his hard work and making the program something special as well as being an inspiration to the band and orchestra students.
- The “Let Us Know” boxes (LUK) have been implemented at the high school. It is a program that started at DePaolo Middle School. The boxes are positioned around the high school for students to anonymously write down their thoughts, concerns, and advice for school improvements. The boxes are checked twice a day with Dr. Semmel personally reading the comments. It is a way for administration to find out what is going on in the high school if the students don’t want to tell them in person.
- A Scholarship Assembly was held today after the last mid-term exam. She noted that Dr. Semmel informed the seniors of the local, regional and national scholarships available and how to access them on Naviance.

Miss Abigail Harris reported on the following:

- She thanked everyone, including Dr. Semmel, who took part in the Polar Plunge, which was a worthwhile event.
- The high school students are in the midst of mid-terms exams, and finished the second round today with two more days of mid-terms remaining.
- The students liked the 90-minute delay due to weather on Wednesday this week because the students were well rested and more focused on the mid-terms. She thought that it would be a good consideration for future mid-terms.
- She thanked the people who provided them with the treats tonight and the book authored by Mr. Durbin, which she was excited to read.

8. COMMITTEE REPORTS**a. Curriculum & Instruction Committee Meeting ~ January 21, 2014**

Mrs. Carmody reported that the committee looked at the possible implementation of a World Language Pilot Program at South End Elementary School for the 2014-2015 school year. She acknowledged that Tina Riccio gave a well-prepared presentation to the committee in keeping with the district’s 20/20 Vision. It would be a phased-in Spanish language program, starting with students entering Kindergarten and Grade 1. District students who are not assigned to South End could participate in a lottery system for selection to attend this program at South End. Mrs. Carmody noted that the benefit of providing world language at South End School would also be to increase the school’s enrollment for state reimbursement purposes. The committee will explore other options to increase student enrollment at South End, such as the possibility of creating or moving a district-based preschool program.

Mrs. Carmody reported that the committee discussed the Southington High School Profile Report prepared by Mrs. Julie Robertson, Director of Guidance at Southington High School. A sub-committee comprised of Mrs. Robertson, Mrs. Queen and Mrs. Smith will meet to discuss updating the profile.

9. OLD BUSINESS**a. Town Government Communications**

Mr. Goralski did not have anything to report.

b. Construction Update

Mr. Cox reported that the Architect and Construction Manager are focused on the first phase of moving into the new wings and are on schedule. Windows are starting to go into both wings and stairwells have been put into place in the classroom wing. They are starting to primer the walls on the inside. Next week, the Architect will go to Hartford to review the phone system and technology with the School Facilities Unit.

Mr. Derynoski asked if Mr. Cox has heard anything on the close-out of South End and Plantsville Schools since it has been going on eight years since they were completed. Mr. Cox replied that the work continues and they are getting closer with the state on that. He noted that Governor Malloy has removed 5,000 jobs in Hartford, which has slowed down the process.

c. Administrator Evaluation Plan Update

Dr. Erardi stated that there was no report.

d. Teacher Evaluation Plan Update

Mrs. Smith reported that they are in the mid-year status on the calendar for administrative observers to be meeting with all teachers. It is not the calendar mid-year, but the time when mid-year benchmark data has been given and analyzed. In some cases, mid-year conferences may not occur until the end of February; however, they are beginning the process.

c. Southington Board of Education / Veterans Partnership Long Range Planning – Vision Statement (*Moved to Agenda Item 6.c*)**10. NEW BUSINESS****a. 2014-2015 Grade K Registration**

Dr. Erardi explained that, for the 2013-14 school year, the parents of entering Kindergarten students were given the option of a full-day or half-day of school. The parent option resulted in all students moving into a full-day program. He stated that administration was looking for direction from the Board on their intent to offer the same option to 2014-2015 parents or to follow the current trend of offering a full-day opportunity. In February, they will be holding planned informational evenings for Kindergarten parents.

Mr. Derynoski was not in support of a half-day because there is a lot of extra work with scheduling and housing a very small group of children. He thought that it should be all day; however, he thought that the Board should keep an open mind. Dr. Erardi noted that for 2013-2014 there were four students whose parents wanted half-day; however, they ended up sending their children to full-day Kindergarten. Mr. Oshana would like to see the half-day continued to

be an option to see what the turnout would be. Mrs. Notar-Francesco would like to offer the half-day Kindergarten for one more year and, if the parents overwhelmingly opt for the full-day, then the Board has their decision for the following year. Mrs. Clark asked if there was any input from parents of incoming Kindergarten students who were interested in a half-day. Dr. Erardi replied that he heard from one parent who has an interest. Mrs. Queen supported offering a half-day to see what the numbers look like again. Mrs. Lombardi, Mrs. Carmody and Mrs. Johnson would like to leave the half-day option. The consensus was to offer the half-day option again for the 2014-2015 school year.

b. Transportation Contract Extension 2014-2015

Mrs. DiNello stated that a transportation study was done by Transportation Advisory Services (TAS) in the fall of this year. TAS was very complimentary of the current services that the school district is receiving from New Britain Transportation. The recommendation from TAS was a one-year contract renewal and to look at negotiating a number of contract language changes in future years for a long-term contract.

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

“Move that the Board of Education approve a one-year contract extension and price adjustments for the 2014-2015 school year.”

Mrs. Johnson asked when the new negotiations would begin. Mrs. DiNello replied that the long-term contract negotiations would begin in late February or early March.

Motion carried unanimously by voice vote.

c. Review / Adoption of the 2014-2015 Board of Education Budget

Mr. Goralski noted that the Board had 21 questions regarding the budget that were answered in follow-up communication through the workshop process. He asked if the Board members had any further questions. Mr. Goralski explained that he marked four areas in the budget that they would like to revisit in a consensus format.

Mr. Goralski asked the Board if there was anything on pages 10, 11 or 12 of the budget regarding new personnel that the Board would like to revisit. Mrs. Carmody stated that she would like to take the School-to-Career Counselor out of the budget.

Consensus: To remove the School-to-Career Counselor

YES – Mrs. Carmody, Mrs. Johnson, Mrs. Clark, Mrs. Notar-Francesco,
Mrs. Lombardi, Mrs. Queen, Mr. Derynoski, Mr. Oshana, Mr.
Goralski

Mr. Goralski explained that, when the Board takes these consensuses, it is not because they do not believe in the value and need for these personnel or items; it is the Board making decisions where they think the money needs to be allocated.

Mrs. Notar-Francesco stated that on page 12 she would like to reduce Teacher Leaders from four to three. Mrs. Johnson noted that the request was for two elementary, one middle

school and one high school teacher leader, and asked which one would be removed. Mrs. Notar-Francesco felt that she would like that decision to be at the discretion of administration.

Consensus: *To reduce Teacher Leaders from four to three*

YES – Mr. Oshana, Mr. Derynoski, Mrs. Queen, Mrs. Lombardi, Mrs. Notar-Francesco, Mrs. Carmody, Mrs. Clark, Mrs. Johnson, Mr. Goralski

Mrs. DiNello stated that the reduction would be \$46,750 and clarified that it is the replacement salary for that position, not necessarily the salary for a Teacher Leader.

Mrs. Carmody requested to remove the Administrative Secretary, which is a position at Central Office.

Consensus: *To remove the Administrative Secretary at Central Office*

YES – Mrs. Carmody	NO – Mrs. Queen
Mrs. Notar-Francesco	Mr. Derynoski
Mrs. Lombardi	Mr. Oshana
Mrs. Clark	Mrs. Johnson
Mr. Goralski	

Mrs. Johnson felt that the reason it was requested was because it is needed, and that the Board knows the amount of work that goes through the Central Office administration. She recommended that this be a half-time position and see how it works. Dr. Erardi explained that Central Office has taken on a number of responsibilities without staffing. He noted the central registration that comes out of Mrs. Smith’s office that takes a lot of time, the growth of technology that comes out of Mrs. Veilleux’s office, and that Mr. Cox is involved in many things including a \$90 million project. Dr. Erardi stated that his office has taken on a lot of partnerships that did not exist in previous years. He pointed out that it was a position that is needed.

Mrs. Lombardi noted that, when the Board looked at the list of all the requests that came in from the principals, she saw a need for additional office clerk time. She noted that there is a lot going on at Central Office with the principals also. The Board did not approve clerk time for the principals and that everyone across the school system was being strapped for more clerical time. She felt that the Board was trying to bring in technology to reduce labor time and processing. With the potential new Superintendent yet to be hired, they don’t know how that person would be restructuring Central Office staff. She thought that they should wait one year. Mrs. Clark felt the same way regarding the new Superintendent who may have new or different ideas on staffing. She would rather wait a year and revisit this in the next budget. Mr. Derynoski explained that this item in the budget was to allow funds for that position in the event that there is a need. If it becomes evident that there is a need and it is not in the budget, they will have to dig to find out how to fund it. He knows the amount of work that goes on in Central Office currently, and he did not think that the workload will get any lighter. In planning for 2014-2015, he thought that the funding should be put in place for that. Mr. Oshana thought that regardless of who is in that position going forward, his concern is, if they don’t get someone in Central Office to help out, it will continue to eat away at the time that each of the group leaders is trying to get their job done and push the new initiatives forward. Mr. Goralski noted that he sees how very hard everyone in Central Office works; however, he supports the elimination of the position. He is not interested in reducing any other position on the New Personnel requests

that impacts Central Office because he strongly supports the Technology Secretary position, Network Manager, and the high school Athletics Secretary's increased hours.

Mrs. DiNello noted that by consensus it eliminates the Administrative Secretary position at Central Office by five in favor and four against.

Mrs. Queen requested that a consensus be taken to add a half-time Administrative Secretary, Class I, at Central Office. Dr. Erardi explained that they could design a half-day secretary many different ways, but ideally it would be somebody that works Monday through Friday with a shortened day rather than two and one-half days. He stated that the person would have responsibility initially from the Superintendent's office and designation throughout all of Central Office, depending on whose office is busiest. His first thought is five-days a week, an A.M. or P.M. secretary.

Consensus: To add a half-time Administrative Secretary to Central Office

YES – Mrs. Queen	NO – Mrs. Carmody
Mrs. Johnson	Mrs. Notar-Francesco
Mrs. Clark	Mrs. Lombardi
Mr. Oshana	
Mr. Derynoski	
Mr. Goralski	

Mr. Goralski summarized that the Board just subtracted \$44,004 and added back \$22,000 to the budget. Mrs. Johnson asked if the half-time Administrative Secretary would have full benefits. Dr. Erardi replied that it would be structured that it would not be a benefit position.

Mrs. Johnson asked Mrs. Veilleux [Director of Technology] to talk about the Network Manager position. Mrs. Johnson referenced the graph that shows who reports to whom in technology that was in the budget workshop follow-up of January 14, 2014. She asked what positions that the Network Manager would oversee. Mrs. Veilleux replied that there would be some assistance from the Tech Assistants as far as scheduling of daily duties. Other tasks would be day-to-day network operations to make sure that everything is up and running, and network back-ups were performed, and overseeing the health of the overall network. For the long-term, this position would work with where the school system should be going with the network, virtualizing servers, things that are at a higher level that the Tech Analysts do right now. Mrs. Johnson was concerned that there were five analysts and three other people besides Mrs. Veilleux's secretary who report to her. She questioned if the Network Manager would relieve her of some of this responsibility or would this add to it. Mrs. Veilleux hoped that the Network Manager would assist with the Tech Assistants because there are four part-time and one full-time. Mrs. Johnson asked how Mrs. Veilleux decided that she needed a Network Manager at \$65,000, as opposed to one of her Technology Assistants who might be bumped up. Mrs. Veilleux replied that she originally requested both the Tech Analyst and the Network Manager position. She contacted other school districts the size of Southington regarding their structure. She pointed out that Southington's network is very sophisticated, and they need someone who is technical enough to lead some of the projects, such as the \$90 million middle school projects where they are designing the networks for those buildings. She needs someone in a technical position, but over the Technology Analysts and under the Director of Technology.

Mrs. Johnson had some concerns about initiating the half-time Library / Media Teachers at this time at the middle schools. She thought that the more sensible thing would be to wait until the new libraries were finished at the middle schools, so that the new staff would assist in a new library. Mr. Goralski responded that, as a member of the Building Committee, he has walked through the library/media centers that are not traditional libraries, but state-of-the-art, and will open in April 2014. Mrs. Johnson was concerned with the timing. Mr. Christopher Palmieri [Assistant Principal at DePaolo Middle School] who was in the audience and a member of the Building Committee stated that the space would be turned over to Kennedy and DePaolo Middle Schools in April, and the plan for this year is to maintain the current media centers that they have on the second floor. The space that is currently the media center will be converted into art classrooms, so that space will need to be taken over for the construction. The new space will be used as the media center for next year, and they would like someone in this position, which is half-time at Kennedy and half-time at DePaolo, to create a dynamic environment and work with the modern technology e-books, not necessarily traditional materials, to bring us into the 21st Century. Mrs. Clark stated that they need someone in these media centers who not only know books, but also media. She never realized the depth and breadth that the Library / Media Teacher needs to know. She would rather see a full-time position, but would be happy with a half-time because they need someone in the Library / Media Centers when they open. Mrs. Johnson stated that she did not want to take a consensus.

Mrs. Carmody requested to remove \$25,000 from Account 32301, Upkeep of Grounds, because she does not support the replacement of the turf. Mrs. Clark stated that the Board of Education takes their responsibilities very seriously. They know that they must provide a high quality education for all the students, while being mindful of the economic conditions facing the taxpayers of Southington. Almost two years ago, the Town installed a turf field at the high school that is now used not only by the students of Southington High School but also the entire community. She pointed out that the vision for this field that was presented to this Board two years ago was that a field could be used for the entire community and also be a revenue generating source with its rental to outside entities and the advertising opportunities available at the field. As a Board, that concept was what they agreed to. Yet, here they are including in their budget a line item for \$25,000 to fund the turf field replacement in eight to ten years. She knows that the students have received the largest benefit from the use of the field, and she felt that they should pay a share of the replacement; but, they are not only contributing the \$25,000 that is in the budget, they have also contributed \$6,000 by giving a dollar from every ticket sold at the athletic events held at the field. By the end of this year, the Board will have contributed well over \$30,000 to the replacement fund. She felt that they have the responsibility to maintain their facilities, even those facilities that they did not ask for. She wondered what the responsibilities were of the Turf Committee to fund the replacement. In this budget, the Board has stepped up, and she felt that they should, but she wondered when their partners in this endeavor will step up.

Mrs. Lombardi noted that this has been a subject with a great deal of passion. She pointed out that they know right now that the Town and Board of Education is sharing maintenance on this field. They know that all of their teams, whether they are town teams or high school teams, and hundreds of children are playing on this field. They know that they are in their first year of operating this field. They know that, as a Board, they did not want a penny to come out of their operating budget when they discussed this. However, after the installation was approved by the Town Council, an Advisory Board was formed and directed by the Town Council. It was directed to do three things: 1) to monitor field usage; 2) to control costs; and 3) to generate revenue. She noted that they monitored field usage with the high school teams using

the field as well as other teams in town. She noted that the Town Council said that the Board was to control the costs, and from the Board of Education perspective they have incurred approximately \$330 in costs. However, when it comes to generating revenue there has only been around \$7,000 that has been generated out of a \$50,000 estimate per year. She asked if the Board would be in a different place if they generated the revenue and did aggressive fundraising and had a financial plan that went after fundraising as the focus area chartered by the Town Council. She believed that they would, with goals and accountability for that fundraising. She would be willing to go forward with the \$25,000 for one year and give the task to the Town Council to direct this Advisory Committee to raise the \$25,000. For her, it would not be a recurring line item, but a revisit line item. She added that the people who are serving on this Advisory Committee are volunteers, and their intent is to do the best thing for this town and for the children. She felt that they needed to re-direct their efforts towards fundraising.

Mr. Oshana added that they were asking the Town for \$25,000 to come from the taxpayers to the Board budget that they are going to send back to the Town. He did not know why they don't leave it with the Town and have them do it and for the Board to use their budget to pay for education activities. He noted that it goes to the concept that it is coming out of the taxpayers' pocket whether it is the Board of Education's budget or the Town's budget. He was in favor of removing the \$25,000 for Upkeep of Grounds.

Consensus: *To remove the \$25,000, Upkeep of Grounds, from the budget*

YES – Mr. Oshana	NO – Mr. Derynoski (leave it for one year)
Mrs. Carmody	Mrs. Queen
Mrs. Johnson	Mrs. Lombardi (for one year)
	Mrs. Notar-Francesco
	Mrs. Clark
	Mr. Goralski

Mr. Goralski pointed out that he serves on the Turf Advisory Committee and admitted that the committee has not met the charge of the PowerPoint presentation that people keep talking about. He supported the \$25,000, and he would like to see fundraising, non-taxpayers dollars, stepped up. Mrs. Queen reiterated that this committee was a committee of volunteers so, if the charge was going to be to raise funds, they may need to spend funds to raise funds. She did not expect the five people who are on that committee to raise the money on their own and that the charge of the committee should be expanded.

Mrs. Clark requested to add a new line item "New Musical Equipment" in the amount of \$10,000. Mrs. DiNello stated that she could put a placeholder for a line item account 44200. Mrs. Clark felt that, if they have a line item for athletics, they should have a line item for musicians. Mrs. Johnson added that this was also a curricular item, not extracurricular, at the high school. Mrs. DiNello suggested that this be a system-wide account under the direction of Mr. Shaw for Grades K-12.

Mr. Derynoski stated that over the years they relied on the Band Backers to raise funds to supply some of the equipment. He agreed that it was a curricular issue and they need to support it because that is the Board's responsibility. The longer that they hold back doing this, they will end up in the same situation that they were a few years back to catch up to where they need to be.

Consensus: *To add a line item #44200 as a district-wide account in the amount of \$10,000 for New Musical Equipment*

YES – Mrs. Johnson, Mrs. Clark, Mrs. Carmody, Mrs. Notar-Francesco, Mrs. Lombardi, Mrs. Queen, Mr. Derynoski, Mr. Oshana, Mr. Goralski

Mrs. Carmody asked for a consensus on removing the Special Education Coordinator. She would prefer to wait to see the restructuring with what they have before she would support this and then revisit it next year. Mr. Goralski stated that he would rather throw support more to teachers than administrators and that restructuring would be a better approach before they add another administrator.

Consensus: *To remove the Special Education Coordinator position*

YES – Mrs. Carmody, Mrs. Notar-Francesco, Mrs. Lombardi, Mrs. Queen, Mr. Derynoski, Mr. Oshana, Mrs. Johnson, Mrs. Clark, Mr. Goralski

Mr. Goralski noted that would be a removal of \$113,640 from the budget.

Mrs. Notar-Francesco had questions regarding the Board Certified Assistant Behavior Analyst (BCaBA). She believed that there were a total of 31 students who were Southington Public Schools (SPS) owned in the ABA population and that the BCBA supports 24 of those students with K-12 receiving consultation throughout the district. It was her understanding that, when that program was brought in under the SPS last year, the program was going to support the entry-level students coming in Pre-Kindergarten or Kindergarten. She thought that it appears that they have now expanded the responsibilities of the BCBA. Dr. Murdica explained that last year, when they met with families around this big change, the challenge that they faced was to move forward with continuing with relationships with families and CREC and taking ownership of this program for their own staff. In that process, there was a particular group of students that received direct services from the BCBA from CREC, and they also had a CREC therapist assigned to them. In addition to those students, across the district K-12, there are also students who were being seen by CREC, but did not have a CREC therapist. In the commitment that they made with the families that had the direct service, which means they were being overseen by the CREC BCBA and they had a CREC-trained one-to-one therapist assigned that those students were the ones who would remain with CREC and any new students coming in to the Preschool would be part of the SPS program, and we would absorb any of the other families that were receiving consult services that did not have the direct service with an ABA Therapist from CREC assigned to them across the district. Nothing changes in their commitment or proposal it was just that there was a number of other students across the district, which has grown. Anytime there is a growth, the Southington Public Schools are picking it up. Officially, there are 31 students for which our BCBA has oversight. Five of them are in Preschool; two are in a self-contained program and these would be the CREC direct service students who have an assigned ABA-trained therapist with them and have oversight with our BCBA. There are still services for seven students across the district that remains with the CREC BCBA. Dr. Murdica stated that nothing has changed.

Mr. Goralski asked Dr. Murdica why they are not adding a teacher and adding this position instead. Dr. Murdica replied that they knew the numbers were bordering on potentially being difficult to manage, but they thought that they would be able to manage for the first year. The thought was that they would need an additional higher-trained staff member than just a

therapist to be able to teach the child, as opposed to providing support for the child. As they continue to grow their program, they thought that for the same cost there was another type of position that aligned to the model that CREC had that would be a more appropriate position to have because that person has a different skillset than a special education teacher has. Mrs. Smith added that now that they have had one year of experience with the BCBA, the rationale may change. At the conclusion of the half-year point, it is very clear that the BCBA that they hired, who is doing a great job, is not able to be as accessible on a call basis to the principals, schools, and students who are surfacing. With a BCaBA, that would be possible. Mr. Goralski asked what the odds were that they would find a BCaBA who has a special education certification. Dr. Murdica replied that it was a definite possibility. She added that it would be the absolute best-case scenario.

Mrs. Notar-Francesco requested a consensus on removing the BCaBA position and revisiting it again next year.

Consensus: To remove the BCaBA position

YES – Mrs. Notar-Francesco
Mrs. Carmody
Mrs. Lombardi

NO – Mrs. Queen
Mr. Oshana
Mrs. Johnson
Mrs. Clark
Mr. Derynoski
Mr. Goralski

Mr. Goralski stated that the BCaBA position would remain in the budget.

Dr. Erardi pointed out that the present percentage increase after the consensus just taken is 3.37% with the work the Board has done so far this evening. Mrs. DiNello added that the starting point tonight, after the two adjustments the Board received earlier for the magnet school tuition and the equipment adjustment, was \$87,271,474. After tonight’s consensus, there was a reduction of \$199,469, bringing them to a current budget amount of \$87,072,005, which is a 3.37% increase.

Mrs. Lombardi asked if the \$87,271,474 included the grant funding. Mrs. DiNello replied that the 3.37% does include the increase in the budget for the increased grant-funding that will be recorded on the Town revenue side, but funding additional expenses within our budget. Mrs. Lombardi noted that the grant funding is not revenue that the taxpayers would be responsible for, and she would assume the percentage increase is down to 3.20%. Mrs. DiNello replied that was correct. Mrs. Lombardi summarized that the 3.20% would really be the impact to the taxpayers.

Mrs. DiNello stated that the grant amount was for \$142,706.

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

“Move to approve the Board of Education budget for the 2014-2015 school year at \$87,072,005.”

Mrs. Johnson would like to note that, based on the grants they would be receiving, that amount is actually a 3.20% increase. Mr. Goralski acknowledged that he would include that information in his cover letter to the other Boards and elected officials.

Mr. Goralski thought that it was powerful when this Board works together as a team and he is very proud of the work that they have done together as a team. He appreciated the work of the administration and he hoped that they understand that the Board's decisions are in no way a reflection on their work.

ROLL CALL VOTE: YES – Mr. Derynoski, Mrs. Johnson, Mrs. Lombardi, Mrs. Notar-Francesco, Mr. Oshana, Mrs. Queen, Mrs. Carmody, Mrs. Clark, Mr. Goralski. **Motion carried unanimously.**

d. Acceptance of Superintendent's Resignation ~ Dr. Joseph V. Erardi, Jr.

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

“Move to accept the resignation of Dr. Joseph V. Erardi, Jr., Superintendent of Schools, with April 11, 2014 as his last day.”

Motion carried unanimously by voice vote.

Mr. Goralski stated that regrettably it was a unanimous acceptance.

Mr. Goralski stated that the Board was privileged this evening to have Mrs. Karen Smith as part of the discussion in Executive Session and the Board has asked her to consider serving as the Interim Superintendent on April 11, 2014. He noted that to the Board's great pleasure she graciously accepted, and between now and April 11 they will work through the details of that. He wanted the Southington community to know that they are confident that she will continue to guide the school system. With her leadership, direction, and teamwork with the Board of Education they are confident they will continue to do things that right way. He thanked Mrs. Smith for accepting the offer and look forward to planning the transition with Dr. Erardi. Mrs. Smith thanked the Board and stated that it was an honor.

11. ADJOURNMENT

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

“Move to adjourn.”

Motion carried unanimously by voice vote.

The meeting adjourned at 9:30 p.m.

Respectfully submitted,
Linda Blanchard
Recording Secretary

Veterans Committee Mission Statement

Lest they forget.

We, the Southington Public Schools,
join together with our community, veterans, and others
to raise awareness that there is a cost to freedom,
that there have been and are those who have paid, are paying, and will pay that
cost
while wearing the uniform of our armed services
in war and in peace,
in visibility and anonymity.
These men and women deserve America's recognition, gratitude, and honor.

Herein lies our cause:
Neither their selfless sacrifices
nor the impact they will continue to have on our lives and nation
must ever be forgotten.

Therefore, we commit ourselves:
To inform and teach students in the schools of Southington the necessary and
important role of military veterans in the preservation of the Constitution of the
United States of America;
To preserve the individual memories and collective history of our veterans; and
To foster a sense of individual obligation to the community, state, and nation.

