

#SOUTHINGTON BOARD OF EDUCATION

SOUTHINGTON, CONNECTICUT

REGULAR MEETING

MAY 23, 2013

The regular meeting of the Southington Board of Education was held on Thursday, May 23, 2013 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 FOR SCHOOL SAFETY, PERSONNEL AND CONTRACTS ~ 6:30 P.M.

An Executive Session meeting was held 6:32 p.m. through 7:05 p.m. (*Minutes attached*).

3. BOARD RECOGNITIONS ~ 7:00 P.M.

At 7:10 p.m., in Celebration of Excellence, the Board recognized J. A. DePaolo Middle School eighth grade students, Hannah Olsen and Madison Aldieri, who competed in the Connecticut History Day Celebration that is annually sponsored by the Historical Society of Connecticut. They were First Place Winners for the regional competition. The students were presented with a Certificate of Excellence from Mr. Goralski, Board Chairman.

4. RECONVENE MEETING ~ REGULAR SESSION

The regular session was reconvened at 7:30 p.m. by Chairperson, Mr. Brian Goralski. Board members present were Mrs. Terri Carmody, Mrs. Colleen Clark, Mr. David Derynoski, Mrs. Terry Lombardi, Mrs. Jill Notar-Francesco, Mr. Zaya Oshana and Mrs. Patricia Queen. Board member absent was Mrs. Patricia Johnson.

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; Mr. Frederick Cox, Director of Operations; and Dr. Perri Murdica, Director of Pupil Services.

Student Representative present was Miss Abigail Harris.

There were approximately 40 people in the audience.

5. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Miss Harris.

6. APPROVAL OF MINUTES ~ May 9, 2013

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

“Move to approve the Board of Education minutes of May 9, 2013, as submitted.”

Motion carried with seven in favor and Mr. Derynoski abstaining.

7. COMMUNICATIONS

a. Communications from Audience

There was no communication from the audience.

b. Communications from Board Members and Administration

Communication from the Board Members:

Mrs. Notar-Francesco reported that she attended the Southington Future Farmers of America (FFA) Chapter annual banquet held at Aqua Turf. She noted that the students showed incredible leadership skills. They were well-spoken, very formal, poised and skilled public speakers who conducted the ceremony in parliamentary procedure. She was very impressed. She thanked the students and the Ag-Science teachers for a very enjoyable evening.

Mrs. Queen attended the Coffee House at the high school, which she found to be a rich experience. She thanked the teacher who has reinstated this program. She noted that there were a variety of talented performances and that she looked forward to future performances.

Mr. Goralski noted that Mrs. Johnson was absent this evening due to a trip out of the country; however, she did share with him some of her opinions on certain agenda items that he will share at the appropriate time.

Mr. Goralski stated that on Wednesday, May 15, Mrs. Notar-Francesco spoke for the last time as outgoing Chair of the CREC Council. He pointed out that she did a wonderful job representing the Southington Board of Education and the region for the past year. He was proud of her leadership skills.

Communication from Administration:

Dr. Erardi stated that he also attended the Ag-Science banquet and spoke to two students from Waterbury who attend the Southington Ag-Science program. He noted that their day starts at 6:00 a.m. riding the bus for one and one-half hours before arriving at Southington High School at 7:30 a.m. They are entrepreneurs who have a lawn care business after school and cut lawns until it gets dark. They are 14 and 15 years old, and mom drives them to their 20 customers. He felt that there was no better program than the Ag-Science program for authentic learning.

Dr. Erardi reported on the following:

1. Time on Task Update: Dr. Erardi stated that this addressed how often teachers are pulled out of class for meetings and will come to a close on Friday. An analysis of this will be given at the next School Board meeting.
2. Safety Update: Dr. Erardi noted that the Board of Education Safety Plan will be funded in full for the start of the 2013-2014 school year and a number of safety enhancements will be in place. Administration will be able to communicate with each other as well as with the police and fire departments. Entrance and exit doors and glass will be enhanced around the building. He plans to speak to this in his blog next week.
3. Military Luncheon – Change in Date: Dr. Erardi announced that the date has been changed to June 14 due to a senior who will be reporting for duty sooner than had been anticipated. The student will be missing his own graduation.
4. Annual Reports: Dr. Erardi announced that there will be two annual reports available soon for Board members. One report will be from the School Resource Officer at Southington High School and the other annual update will be from Christine Boulanger, Grant Writer, regarding grants.
5. Alta Program Review: Dr. Erardi reported that this review has been completed and will come before the Board in June. Dr. Erardi's administrative mentee, Mr. Mario Cruz, has put this into final draft which will be shared with the Board within the next week.
6. Cohort II – Aspiring Administrators: Dr. Erardi stated that Friday morning he will be meeting with the second group of aspiring administrators. They will be looking for meaningful work as far as internships for the next school year and will be looking into the Board's approved long-term plan. He will be discussing with them about creating personalized learning programs for the extended day elementary programs that will include world language, bio-science and STEM initiatives.
7. Welcome - Lisa Jones: Dr. Erardi introduced Lisa Jones, who is a new cabinet member replacing Philip Goodwin, Purchasing Agent.

c. Communication from the Student Representatives:

Miss Harris reported on the following:

- Tonight is Class Night in Wallingford, which is why Whitney DiMeo is absent from the Board meeting.
- Friday, May 24 is Class Day at High Meadows.
- The yearbooks will be distributed on Wednesday, May 29.
- Activities Night is June 3, 2013 with school clubs and organizations putting on displays for incoming freshmen.
- A Facebook page at Southington High School will be available in the future as a way to communicate with parents.

8. COMMITTEE REPORTS

a. Curriculum & Instruction Meeting ~ May 16, 2013

Mrs. Carmody reported that the committee reviewed English Language Arts for Grades 6-8 to make sure that it followed the Common Core State Standards. Ms. Betsy Chester and

representatives from the Middle School English Language Arts Committee gave a presentation. She noted that they will be increasing the rigor across the curriculum. Mrs. Carmody stated that Ms. Dale Riedinger gave a presentation of the middle school mathematics curriculum aligning with the Common Core State Standards. A major change is that part of algebra I (Grade 9) is moving to Grade 8. Mrs. Carmody reported that the committee also reviewed textbook replacements for 2013-2014, which will be brought before the full Board for approval at the next Board meeting.

b. Policy and Personnel Committee Meeting ~ May 20, 2013

Mrs. Clark reported that the committee discussed access sidewalks. This week she spoke to the Chair of the Access Sidewalks Committee, who indicated that she was waiting for information from other towns. Once received, it would be discussed within committee before it is brought to the Board of Education Policy and Personnel Committee to make sure that they were all in agreement.

Mrs. Clark stated that the committee discussed the change of the Purchasing Agent job description to a new position of Accounting / Purchasing Manager, which was in the process of being updated. The committee is continuing to update that position's job description. At the committee's June meeting, Mrs. DiNello will attend to help clarify that position. The committee also agreed that they will be looking at all job descriptions in the 4000 Series to make sure that everything is up-to-date. Mrs. Clark stated that the 2000 Series has been completed and was in the process of being edited. The full Board will have a completed set by the end of the summer for their approval.

Mrs. Clark reported that the committee met with the Turf Committee and discussed policies relating to the turf. They decided to wait and see how things progressed over the summer when school is not using the turf, and the community is using and renting it.

9. OLD BUSINESS

a. Town Government Communications

Mr. Goralski reported that the Turf Advisory Committee met and that he was told by Mr. DeFeo that the spring activities on the field were going well between the community events and school events. He noted that Mr. Eric Swallow [Athletic Director] and Mr. David Lepreay [Director of Recreation] are working out that system satisfactorily. He noted that the brick paver program is being promoted in the newspaper. The Relay for Life will be taking place on the turf field on May 31-June 1, which is a big community event and the first non-sporting event on the field.

Mr. Derynoski was very concerned about old habits and the new field. In the past, people went out and performed activities on the old grass field, which cannot be allowed on the new field. Mr. Goralski pointed out that Mr. Swallow was working very closely with the Relay for Life Committee and has been a partner in their planning.

b. Construction Update

Mr. Cox reported that last Friday Newfield Construction met with the State School Facilities Unit (SFU). He has been in weekly contact with the SFU and, as of this morning, they have confirmed that they received all the necessary paperwork (for the second time) so they can do their second review. The goal is to complete these before they break ground at DePaolo and Kennedy Middle Schools.

Mr. Cox reported that several contracts were awarded by the committee on Tuesday for the site work that will begin at the end of the school year for the middle school projects. He noted that one-third of the building will be abated of materials during the summer.

Mrs. Clark asked if the state reviewer to close-out South End School and Plantsville School was the same person as before or had that changed again. Mr. Cox replied that it was the third reviewer in the last 18 months.

c. Administrator Evaluation Plan Update

Mrs. Smith reported that they had two meetings, with the next one scheduled for May 30. Members of the administrative team have been working with her and Dr. Erardi in developing a program for the SEED adoption for administrators. The Administrator Evaluation Plan will be the same as the Teacher Evaluation Plan. Once again, there will be a tremendous amount of professional development required with time to learn, implement and process. Next year, teachers and administrators will be in this together. Mrs. Smith will continue to keep this as an agenda item to give the Board updates.

d. Teacher Evaluation Plan Update

Mrs. Smith reported that on Tuesday, May 21, every single level of instructor was given the roll out on common language consistency on what the Teacher Evaluation Plan and professional growth plan will look like next year. This was done at the high school level with the high school staff breaking up into five groups, which was mostly facilitated by teachers. The middle schools did the same thing and met together at Kennedy, which was facilitated by Mr. Pepe and Mr. Joel Patrick Leger. The elementary schools broke up at Derynoski School with the late schools led by Mrs. Jan Verderame and Mrs. O'Neil and the early schools led by Ms. Rita Stearns and Mrs. Karen Smith. The feedback meeting is scheduled for Tuesday, May 28 and they will be processing all questions, answering all questions as a team, and sending Q&A [questions and answers] out to everyone. This will be done within a week of the next meeting.

The administrators have been planning for their two-day retreat to be held in August at the VOAG Center. On one of those days, they will be bringing in a consultant who will be working with them on the calibration of administrative observations in classrooms. She noted that department chairs and assistant department chairs will be invited to join them so they will be all using this common language when they begin their observations next year. This will be an ongoing professional development plan with updates to the Board.

Mrs. Carmody complimented all the work that was done on the new Teacher Evaluation Plan and how very well organized Southington is compared to other school systems in the state.

Mr. Oshana asked if there will be informal evaluations of the administrators. Mrs. Smith stated that there will be many opportunities to do informal and formal observations. She stated that new administrators will be evaluated a minimum of four times officially by Dr. Erardi and/or herself and two formal and informal observations for veteran administrators. These will be determined by the event, time, and collaborative effort between Dr. Erardi and herself. They want it to be meaningful and she envisioned attending a workshop being presented by an administrator or attending a parent meeting that is appropriate and does not breach confidentiality.

Mrs. Notar-Francesco asked Mrs. Smith if the state has approved their submission. Mrs. Smith stated that today Dr. Erardi sent an e-mail to the state indicating that Southington has not heard anything from them. Dr. Erardi replied that he received three e-mails back from the State Department of Education: 1) they indicated that they received his first e-mail; 2) they were looking; 3) they have yet to figure out whether they have or have not received the submission. Dr. Erardi hopes to hear something tomorrow. He stated that most towns heard last Friday whether their submission was approved.

10. NEW BUSINESS

a. Reallocation / Adoption of 2013-2014 Operating Plan

Mr. Goralski explained that tonight the Board had the difficult task before them of tackling a \$1.1 million reduction from the operating plan that they had sent forward to the town.

Dr. Erardi spoke to a PowerPoint presentation (*Attachment #1*) of administration's recommendation to the Board for reductions that were built on three foundations that were untouchable:

1. Safety
2. Technology
3. All-Day Kindergarten with a half-day component

The first part of the presentation included add-ons and subtractions since January of 2013 which exist today that could not have been predicted or projected five or six months ago. The additions to the budget were: 1) the underfunding of the Adult Education program by \$8,925 that needed to be added back into the proposal; 2) the current real number enrollment hot spots for Grades 1-5 that require three FTEs totaling \$138,180. The reductions were: 1) CIRMA Workers' Compensation confirmed that there will not be an increase in premium for 2013-2014 resulting in \$18,000 reduced from the budget; 2) A drop in claims for Unemployment Compensation that resulted in a \$25,000 reduction in that line item.

Dr. Erardi noted that the most talked about item by all elected officials over the past four to five weeks has been health insurance that resulted in a \$295,000 reduction in that line item. Mrs. DiNello explained that the Self Insurance Committee traditionally sets the budget for the following year in December. This past December, the committee based that information on an estimate from Anthem along with input from the benefit consultants. December is so early in the budget process that there is a lot of risk involved in that number. The committee revisited the trend data over the past four months with claims. At their early May meeting, the Self Insurance

Committee was very comfortable revising their original estimate from December by reducing the anticipated increase from nine percent (9%) to six percent (6%). She explained that the Board of Education represents 76.5% of that overall fund which allowed the administration to take a reduction in next year's budget by \$295,000.

Dr. Erardi explained that administration held a placeholder of \$3.31 per gallon for fuel oil and in April they were able to lock-in at \$3.15 per gallon, netting a reduction of \$11,840.

Dr. Erardi explained that our present custodial contractor has agreed to a zero percent (0%) increase now for six straight years, netting a reduction of nearly \$5,000. Mr. Cox explained the summer custodial savings because of the double shifts that will be in place with the middle school construction projects. This will net a reduction of \$13,360.

Dr. Erardi explained that in the equipment line item there will be a savings of \$4,320 for desks at the high school due to donations from Waterford High School. Waterford's castaways became Southington's treasure. Waterford built a new high school with all new furniture and Southington was one of the first schools to go down to tag items at no cost to the district.

Dr. Erardi explained that the Pupil Services Department worked hard to enhance the programming for students who have exceptional needs and were able to bring back to the district five outplaced students. Between transportation and bringing their program back on-site the savings were \$25,600 in transportation and \$126,000 in special education outplaced tuition.

Dr. Erardi stated that the reductions since January of 2013 represent (\$524,746) with additions of the Adult Education program and enrollment totaling \$147,105. By statutory obligation, the reductions still needed to balance the budget were (\$722,359).

Dr. Erardi emphasized that he did not support what was being presented this evening. He shared that same sentiment with the Board of Finance one month ago. He does not support the elimination of the enrichment programs. He does not support that the High School Literacy Specialist will be starting mid-year or the delay of hiring a K-12 Coordinator of Science. However, he does support the work that needs to be done with the consensus endorsement moving forward to reach our bottom line. It is important to realize that, when the School Board sent forward an already reduced budget from the Superintendent, these items were all in the budget. This was a very sad moment for him as School Superintendent, because they are now eliminating an entire enrichment program. In 2009-2010, the gifted and talented reductions started at the high school and in 2010-2011 it continued with the reductions at the middle schools. This now represents the end of enrichment regarding dedicated staff in our district with the recommendation of eliminating the K-5 SOAR Enrichment Program for next year.

Dr. Erardi pointed out that, although the incoming enrollment had dropped by an average of 51 per year students in the past five years, it had not affected the high school population. Southington High School continues to be one of the largest schools in Connecticut with well over 2,000 students. He pointed out that the 2013-2014 operating budget already came in extraordinary lean with requests. In front of the Board this evening was the last opportunity for any additional support for a mandate by the State Department of Education. The High School Literacy Specialist and Coordinator of Science must hit the road running with a January beginning point.

Dr. Erardi explained the funding for the current 2012-2013 operating budget. He noted that the \$250,000 supply line items of 25%, that are held back every year, has transcended to too many people believing that this was a contingency fund. He emphasized that it was not a contingency fund because the supply line items were already underfunded. For example, supplies in math, reading, science, art, music, physical education, etc. are being held back by 25% with a per pupil allotment that is 144 out of 166 in the state of Connecticut. This is nothing to celebrate. Dr. Erardi noted that the Excess Cost Grant increased \$70,832. He addressed the anticipated fund balance of \$239,168, which represents less than .3 of 1% of the total Board of Education Operating Budget. For comparison, this translates into a family with an annual budget of \$100,000 having \$290 remaining in the bank after paying all of their bills for the year. He thought that to be able to come up with a .0029 percentage point was remarkable. The total 2012-2013 operating budget funds to be used to cover the budget shortfall would be \$560,000.

Dr. Erardi recommended that the Board front load the following line items out of the \$560,000 from the 2012-2013 budget: 1) New Program Textbooks at \$135,000; 2) All-Day Kindergarten furniture, fixtures and equipment at \$147,745; 3) Infrastructure upgrades at \$271,303; and 4) Furniture replacement at \$6,430 for a total of \$560,478. In summary, the bottom line with the reductions, changes since January 2013, eliminations, and items reallocated to the 2012-2013 budget results in a balanced budget. It is a budget that he was embarrassed and unhappy to present to the Board, but it was a reality of where they are today.

Dr. Erardi pointed out that over the past six years there has been a reduction of (-21.70) certified teachers. He noted that they have stretched as far as they could to retain an education for every child in Southington and that there was nowhere else to go.

Dr. Erardi stated that there is a tipping point in every organization and the Southington Board of Education has reached that point. At some point, the decision was made this budget season to reduce taxes in town rather than to fund the Board of Education proposal, which was troubling to him because we were already in trouble moving forward. He presented to the Board of Education a 4%-plus budget with the integrity of what was needed for the school system. He was proud of the work that the Board of Education did because it was thoughtful and there was a rationale behind everything that the Board did. He will continue to speak to the Board of Finance, but the community cannot continue to have the expectation of moving from good to world class with our public schools. At some point, the decision will have to be made on how we are going to get to world class. Already, there is alternative funding in place, administration has worked so hard with creative staffing, and the hours are long for the dedicated administrators and staff. The proposal in front of the Board allows them to grow an All-Day Kindergarten at the sacrifice of the enrichment program and other programs. Dr. Erardi saw this evening as a sad day for Southington Public Schools.

Mrs. Carmody thanked Dr. Erardi for his very thorough presentation. She believed that the budget that she voted to approve was reflective of the needs of Southington's students as well as the voice of many in the community. She supported All-Day Kindergarten because as an educator she knows that giving students at an early age the support and opportunity to develop both academically and socially will affect their future success in school. She also supported the appropriations for technology knowing that these skills are essential for our students in the 21st

Century. Reluctantly, she now has to decide the reallocation of funds and how to make all of this possible. She assured the community that this was not an easy task for the Board.

Mrs. Queen endorsed the idea that their mission was to move from good to great and to world class. She knew that tonight would be very difficult with the decisions that needed to be made. She was particularly concerned with the elimination of the SOAR program. As a district, they are committed to meeting the needs of every student. She asked how they would meet the needs of the exceptional learners without the SOAR program. Dr. Erardi replied that with the Common Core there is a consistency with depth of knowledge, which means that all children should be challenged at a much greater level in the immediate future. He noted that was the professional development that has been taking place throughout this school year with the K-12 staff. With the new cohort of administrative aspirants, their focus area will be extending the school day in personalized learning. It would be opportunities in all the elementary schools for afterschool programs such as STEM, world language or bio-science. He noted that the district has been working on differentiation for a long time, and it will be a focal point in Grades K-5 with the elementary school principals.

Mrs. Smith added that this proposal clearly does not mean that what we have been doing is not effective. We have only had two staff members for the entire elementary district responsible for the lifting of enrichment for everyone, not just those who are identified. The two staff members have done a wonderful job in attempting to reach mandates and to service many children. If we could hire six more of them, we would be able to run a truly effective program. When push comes to shove, it is time to look creatively again outside of our box to see how we can accomplish and improve so that more children can benefit from enriching experiences during and beyond the school day.

Mrs. Queen asked how they would evaluate and assess the effectiveness of attempting to do more with less. She asked for an update sometime next year whether the needs of the exceptional learners were being met. Dr. Erardi replied that the administrative cohort convenes tomorrow and will meet with him during the summer. The intent would be to bring a framework around opportunity, extended days, and personalized learning, which includes enrichment. He would be comfortable to bring the framework to the Board prior to the start of the new school year.

Mrs. Notar-Francesco found much of this very troubling. However, there were two numbers in the presentation that were bothersome to her. One of them is the supply line items, holding back the 25% and moving that into what is needed to fund this budget. She pointed out that those dollars were there for a reason. She asked how the schools could now manage and make due. Mrs. DiNello replied that sadly this has become the common practice of this district. They have always held back 25% because they need to have a balanced budget at the end of the year. There are so many uncertainties that happen during the year with variables within the special education department that they wanted to make sure that, if there were issues with specific accounts and they had to tap in somewhere, they did not want to have to ask the Town for a special appropriation to balance the budget. If they were to release this money, every building principal would quickly have a list of items within their buildings that they would like to order such as enhancing classroom libraries, buying computer software, consumables, etc. The administrative team is willing to forego the 25% of their budget in an effort to support the All-Day Kindergarten proposal and the much needed technology in the district. She has regular

conversations with the administrators and, if there is a need in their school to get them to the end of the year, they continue to make those purchases.

Mrs. Notar-Francesco stated that the other troubling number is the \$239,168 because within Dr. Erardi's comments he had suggested this number could change from now to the end of the year. If they move forward with this budget, how are they going to know that they would have this money available to them? Mrs. DiNello replied that on a quarterly basis she has been doing her best to spend the time analyzing every one of the accounts. There are still ongoing staffing changes that happen daily in the district that cannot be controlled, but she was fairly confident that they would end the year with a fund balance around \$239,168 to allow them to move forward with the reallocation proposal.

Mr. Oshana pointed out that, when the Board first met to discuss the budget, one of the comments that he made then was that he was afraid this was going to go to the Board of Finance and they would make a hard decision that would come back to the Board of Education. The Board would then be pitting one program against another, which they are now doing. He had a difficult time pulling out the SOAR program at this point. He agreed with Mrs. Smith that the two staff members who are working in that program were doing really good work. Mr. Oshana also had an issue with the supply line because it is already underfunded. He noted that he did not see any statistics about where they are in terms of new home developments in town and the number of new students coming into the district and whether or not that will have an impact going forward. In looking at the half-year positions, he pointed out that next year it is going to be a full year and the cost will be there and will continue to grow every year and compound each year that the Board goes through this process. He felt that there were a lot of issues to look at before going forward and making all these changes.

Mr. Derynoski stated that this is never an easy process. He does not want to be put in the position to pit one program against the other. However, he is a big proponent of the All-Day Kindergarten program. He noted that they also have to provide enrichment for the above average learners in the elementary area. There are a lot of programs at the high school which the students can take to enrich their experience at the high school. We don't have that ability in the elementary schools. He felt that the students benefit from the work that the two staff members perform and he would hate to see it terminated. He asked to do more research in other areas to save the program. Mr. Derynoski noted that in all the years that he has served on the Board, they have never spent the 25% hold back in advance of the school year. He felt that they would be in a very serious position if any unexpected expenses come forward. He felt that they have been lucky the last few years; however, to spend it in advance and to have something come up would put them in a very serious condition. He felt that it was a gamble that they would not be hit with an extraordinary special education cost, which has happened in the past. He had some serious concerns with the supply line account in conjunction with the SOAR program.

Mrs. Lombardi stated that once the Board loses a program it is hard to get it back and recoup it. As a Board, they want every educational experience possible to give to the children. However, as adults and decision-makers, people find themselves faced with difficult decisions in their own lives with safety and the well being of their own children. She pointed out that the Board worked hard to communicate what they stood for which was student achievement, top education, good to great, providing the children with the 21st Century Skills and positioning them for a successful life. She stated that the Board hates to pit one program against the other, but the

reality is that they have to make a decision. She pointed out that this budget keeps class sizes at the levels the Board has set as objectives for themselves, complies with the state of Connecticut mandates, responds to the overwhelming number of parents, teachers and administrators who want All-Day Kindergarten and includes the deployment of technology for testing, learning and communications. She endorses this reallocation proposal.

Mrs. Clark was angry because she sat through all the budget meetings cutting items presented to them by Dr. Erardi and the administration, which the Board did not want to cut. The Board talked publicly about things the district needed to move forward. She attended the Board of Finance meetings and listened to what they had to say about the Board of Education budget, which the Board members worked very hard on. She went to a Town Council meeting where she heard that frozen accounts were called a “surplus” and that the school system had lost 500 students this year. She felt that the Board of Education had done their due diligence and now they are in the position where they have to pit a program against another program for a savings to the taxpayers of \$4.00 a year.

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

“Move that the Board of Education adopt the 2013-2014 Operating Budget.

On behalf of Mrs. Johnson, Mr. Goralski read that she strongly supports All-Day Kindergarten at the expense of anything else that came before the Board. Aside from her sharing her opinion in favor of that, she also strongly supports the gifted and talented program. She would like the Board to wait on reallocating the budget and continue to work on it.

Mr. Derynoski stated that he supports All-Day Kindergarten, but he cannot support the motion. He did not think that the Board needed to approve the budget tonight. He felt that the Board could make commitments to certain parts of the reallocated budget this evening; however, he would like to spend more time formulating the final budget because he still had serious concerns about the supply account. He believed that with a little ingenuity they could come up with some money for the gifted and talented program. He did not want to lose a program in order to implement another. Due to timing issues, he was willing to commit to technology and All-Day Kindergarten; however, he could not support the budget in its present form.

Mr. Goralski stated that he equally supported technology and All-Day Kindergarten and that he always supported safety as a priority. From now until the end of the school year, he did not feel that they could do a better job than the administration in coming up with these recommendations. He noted that Mr. Derynoski had previously told him how the state of Connecticut gambles from year to year and that the Southington Board of Education is almost like them. Mr. Goralski agreed with Mr. Derynoski that they were gambling like the state does with this budget. He felt that they were gambling with this year’s dollars at the sacrifice of staff and students. If the Board passes the motion before them, the gamble is that those numbers that Mrs. DiNello works on all year long holds for 20 days to the end of the year. The gamble is that the purchase of infrastructure, textbooks, All-Day Kindergarten and some furniture will be allowed to go forward. He pointed out that the Town Council had to gamble because they don’t know what the state will be giving us next year. He felt that if the state can gamble, then the Board of Education is forced to gamble too. He was not in a position to better reallocate than the professionals. The only way he could see restoring the SOAR program would be if they get

more retirements this summer, which would be his recommendation if they find retirement savings over the summer.

Mr. Derynoski noted that they need one more retirement in order to be balanced and that they are gambling right now. He asked what type of plan they would have in place in the event an issue arises with a shortfall. They have a fiduciary duty associated with being members of the Board of Education. If they accept an underfunded budget, they are personally responsible for that. The \$250,000 issue is something he has a serious concern about and being in a position where they are pitting one program against another, this motion clearly eliminates it. Mr. Derynoski pointed out that the Board does not have anything to fall back on with the balanced budget.

Mrs. DiNello added that oftentimes throughout the reallocation process they have been in a position where they have moved things out of the next year's budget and worked together with the Board of Education through the Finance Committee on a Purchase Plan for things specifically like buying textbooks in advance. Within the next month, she would bring to the Finance Committee the prioritized list of the items that they are moving from the 2013-2014 budget into this year's. The Finance Committee would work on prioritizing that list. In the event, they have an unforeseen expense next month, they would have to scale back one of those items.

Mr. Goralski believed that the motion made by Mrs. Carmody needed to include the dollar amount for the budget.

AMENDED MOTION: by Mrs. Carmody, seconded by Mrs. Clark:

“Move that the Board of Education adopt the 2013-2014 Operating Budget in the amount of \$84,233,204.”

Mrs. Queen liked the concept that in the summertime, if there were unanticipated retirements that come in, the Board might be able to relook at funding the SOAR program; however, the current motion will not allow for that. Mr. Goralski explained that the Board could always modify the budget. However, this motion eliminates a program and puts forward another program. It also gambles with purchasing items with money that the Board believes will be there at the end of the year. Mr. Goralski believed that the Board could always change how they are spending the money during the course of a school year, such as in August, when they add teachers due to fluctuations in class sizes.

ROLL CALL VOTE: YES – Mrs. Lombardi, Mrs. Notar-Francesco, Mrs. Queen, Mrs. Carmody, Mrs. Clark, Mr. Goralski. NO – Mr. Oshana, Mr. Derynoski. **Motion carried with six in favor and two against.**

Mr. Goralski thanked the administration for their work, the extended administration for their sacrifice, his colleagues for their work and respect for one another. He extended his apologies to the staff and students who are sacrificing now to make next year a reality.

11. ADJOURNMENT

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

“Move to adjourn.”

Motion carried unanimously by voice vote.

The meeting adjourned at 9:07 p.m.

Respectfully submitted,

Linda Blanchard

Recording Secretary

**SOUTHINGTON BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

EXECUTIVE SESSION

MAY 23, 2013

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

Board Members Absent: Mrs. Patricia Johnson.

Administration Present: Dr. Joseph V. Erardi, Jr., Superintendent of Schools.

1. CALL TO ORDER

Mr. Brian Goralski, Board Chairperson, called the meeting to order at 6:32 p.m.

2. EXECUTIVE SESSION FOR SCHOOL SAFETY, PERSONNEL AND CONTRACTS

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

“Move that the Board go into Executive Session, excluding the public and the press, for the purpose of discussing School Safety, Personnel and Contracts, and upon conclusion reconvene to public session.”

Motion carried unanimously by voice vote.

The Board went into Executive Session at 6:32 p.m.

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

“Move to reconvene into public session.”

Motion carried unanimously by voice vote.

The Board exited Executive Session and recessed at 7:05 p.m.

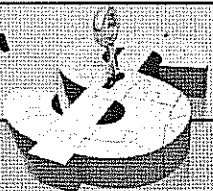
Respectfully submitted,




Jill Notar-Francesco, Secretary
Southington Board of Education



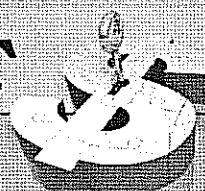
	BUDGET	
	Board of Education Budget Request	\$ 85,333,204
	Town Council Action	\$ 84,233,204
	Reductions Needed ➡	\$ 1,100,000

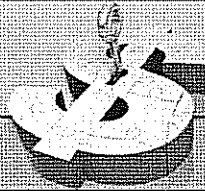
STARTING POINT			
Changes since January 2013			
Additions			
Continuing Education	+	\$	8,925
Enrollment Shifts, Grs. 1-5 ▪ FTEs Needed = 3	+	\$	138,180
			<u>\$ 147,105</u>

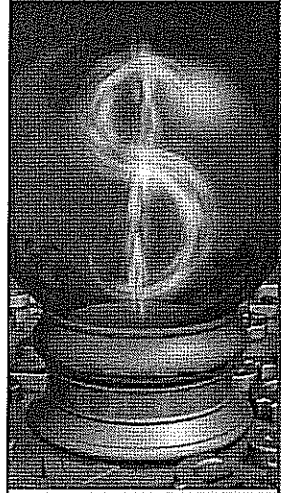

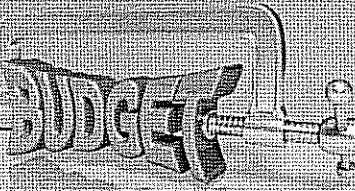
STARTING POINT			
Changes since January 2013			
Reductions			
Workers Compensation ▪ Regular Ed (\$15,000) ▪ Special Ed (\$ 3,000)	-	(\$	18,000)
(CIRMA confirmed that there will not be an increase in premium for 2013-2014)			
Unemployment Compensation	-	(\$	25,000)
(Monthly claims dropped from \$ 9,660 to \$ 1,600 since last fall)			


STARTING POINT	
Changes since January 2013	
Reductions	
Health Insurance ▪ Regular Ed (\$ 213,816) ▪ Special Ed (\$ 81,184)	- (\$ 295,000)
(Self-Insurance Committee reduced funding level based on positive claims trend)	
Fuel Oil	- (\$ 11,840)
(Locked in price of \$3.15 per gallon in April 2013 ~ Budgeted \$3.31 per gallon)	

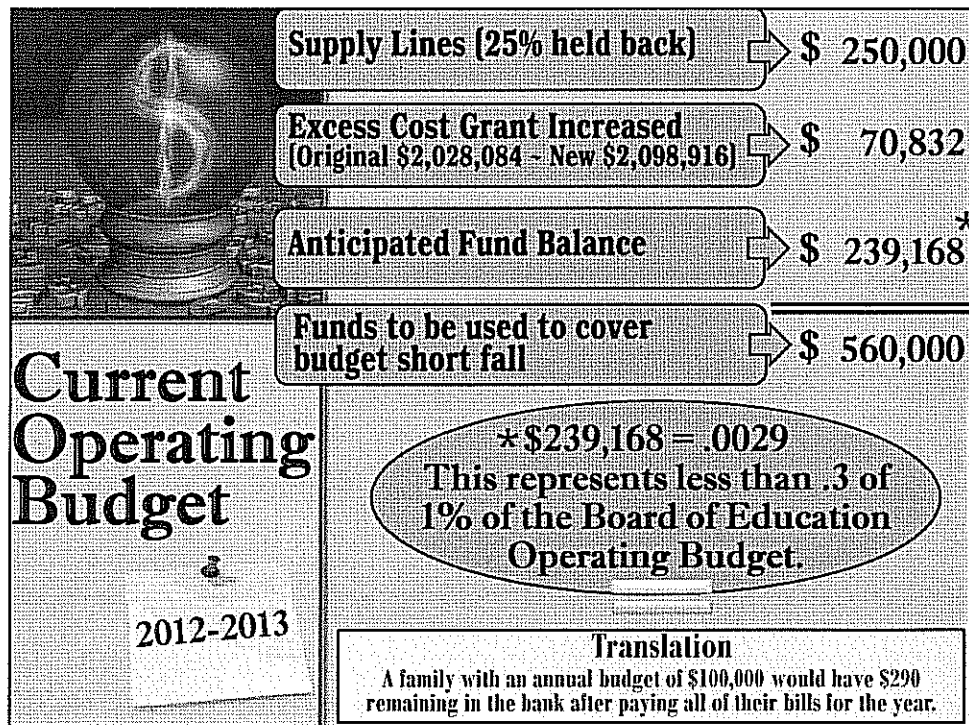
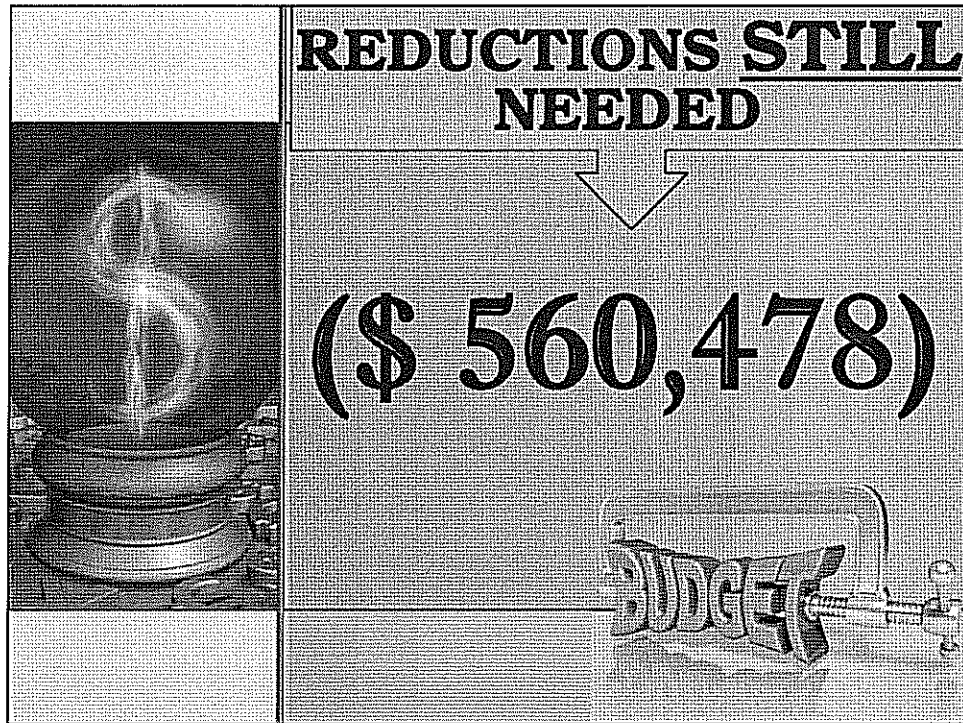
STARTING POINT	
Changes since January 2013	
Reductions	
Contracted Custodial Services ▪ Negotiated 0% increase (\$ 4,840) ▪ Summer Savings * (\$13,360)	- (\$18,200)
(*The middle schools will be running 2 construction shifts)	
Equipment ~ Desks at SHS	- (\$ 4,320)
(Donation from Waterford High School)	

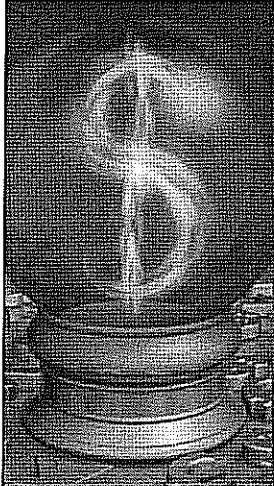
STARTING POINT			
Changes since January 2013			
Reductions			
Transportation Savings			
▪ Regular Ed (\$ 56,000)	-	(\$ 26,500)	
▪ Special Ed \$ 29,500			
<i>Regular Ed. accounts have been reduced to better reflect Technical and Private school needs. Special Ed. accounts have been increased. The larger increase is in town transportation primarily due to increases in the pre-school and its summer programming.</i>			
Special Ed Outplaced Tuition			
(Net change in the number of outplacements ~ 5 students)	-	(\$ 125,886)	
		<hr/>	
		(\$ 524,746)	
		<hr/>	

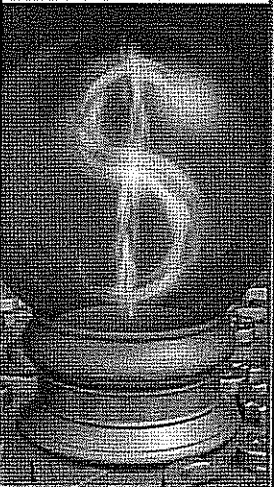
RECAP			
Changes since January 2013			
ADDITIONS	\$\$\$\$	REDUCTIONS	\$\$\$\$
Continuing Ed	8,925	Workers Comp	(18,000)
Enrollment	138,180	Unemployment Comp	(25,000)
		Health Insurance	(295,000)
		Fuel Oil	(11,840)
		Custodial Services	(18,200)
		Equipment	(4,320)
		Transportation	(26,500)
		Special Ed, Outplaced	(125,886)
↓		↓	
TOTALS:	\$147,105		(\$524,746)

	<h1>REDUCTIONS STILL NEEDED</h1>
	<div style="text-align: center;">  <h2>(\$ 722,359)</h2>  </div>

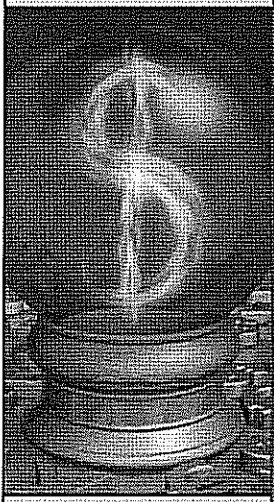
Eliminate	
<ul style="list-style-type: none"> • SOAR Enrichment Program, K-5 (FTE: 2) 	(\$ 93,500)
History of Gifted and Talented Reduction: 2009-10 = High School FTE: 1 2010-11 = Middle School FTE: 2	
Delay Start Date for Positions to 1/2/14	
<ul style="list-style-type: none"> • HS Literacy Specialist 	(\$ 20,107)
<ul style="list-style-type: none"> • Coordinator of Math/Science 	(\$ 48,274)
	SUB-TOTAL: (\$ 161,881)



	RECOMMENDED	
	Line items to be considered within the 2012-2013 funding plan:	
	New Program Textbooks	\$ 135,000
	All-Day K (FF-E)	\$ 147,745
	Infrastructure Upgrade	\$ 271,303
	Furniture Replacement	\$ 6,430
	TOTAL	\$ 560,478

	REALLOCATION SUMMARY	
	Reductions Needed	\$1,100,000
	Changes since Jan 2013	
	• Additions	\$ 147,745
	• Reductions	(\$ 524,746)
	Reductions/Eliminations	(\$ 161,881)
	Items reallocated to 2012-13	(\$ 560,478)
	Budget in Balance	\$ 0

Historical Data – Certified Teachers							
	2006	2007	2008	2009	2010	2011	2012
	2007	2008	2009	2010	2011	2012	2013
Certified Teachers (SEA)	572.70	571.30	566.80	562.20	563.50	565.00	551.00
Change from previous year		-1.40	-4.50	-4.60	1.30	1.50	-14.00
Net reduction over 6 years FTE							-21.70

2013-2014		
	CERTIFIED TEACHERS [Reductions] / Additions	FTE
	REDUCTIONS	
	Grade 1-5 Reduction Due to Class Size	(4.0)
	Middle School Reduction	(2.0)
	SHS Reduction	(4.0)
	SOAR Reduction	(2.0)
	TOTAL REDUCTIONS	(12.0)
	ADDITIONS	
	All Day Kindergarten Addition	14.0
	SHS Literacy Specialist Addition	0.5
	TOTAL ADDITIONS	14.5
	NET CERTIFIED STAFF (REDUCTIONS) / ADDITIONS	2.5

Questions? Comments?

