



BLOOMFIELD BOARD OF EDUCATION - REGULAR MEETING

Regular Meeting AT Tuesday, March 23, 2010

Bloomfield Board of Education 1133 Blue Hills Avenue Board Room, 1133 Blue Hills Avenue ,
Bloomfield, CT 06002

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BLOOMFIELD BOARD OF EDUCATION – REGULAR MEETING

February 18, 2010

Bloomfield Board of Education

1133 Blue Hills Avenue

Board Room

PRESENT: S. Thompson, Chair D. Seldon, Vice Chair R. Dale, Secretary
R. Ike J. Michel D. Quinones (la) S. True
(la) – late arrival

ALSO PRESENT: D. Title, Superintendent
R. Cormier, Interim Assistant Superintendent
D. Munsell, Director of Business Affairs
K. Parks, Director of Curriculum and Instruction

1. ESTABLISH QUORUM AND CALL TO ORDER AND 2. PLEDGE OF ALLEGIANCE

S. Thompson, Chair, after determining that a quorum was present, called the meeting to order at 7:00 p.m. and led attendees in the Pledge of Allegiance.

3. CONSENT AGENDA

A. SPECIAL WORKSHOP MEETING

The Chair requested approval of the minutes of the December, 2009 Special Workshop Meeting.

A motion was made by D. Seldon and seconded by R. Dale to approve the minutes of the Wednesday, December 2, 2009 Special Workshop Meeting. The motion passed unanimously.

B. OTHER MEETINGS

The Chair requested approval of the minutes of four subsequent meetings.

A motion was made by R. Ike and seconded by R. Dale to approve the minutes of the:

- Tuesday, December 8, 2009 Regular Meeting.
- Tuesday, January 5, 2010 Special Meeting
- Tuesday, January 5, 2010 Executive Session
- Tuesday, January 26, 2010 Special Workshop Meeting

The motion passed unanimously.

4. PRESENTATIONS

A. STRATEGIC PLAN IMPLEMENTATION 2009-2010

The Chair requested the Superintendent brief the Board on this matter.

Dr. Title provided brief remarks on the implementation of the Strategic Plan and the Action Plans for the current academic year. There are six Action Plans being worked on this year plus two carryover items from last year.

Dr. Title called on the following staff and administrators to briefly provide updates to the Board on the following plans:

- Dr. J. Olzacki – volunteer mentors
- Dr. I. Zytka – career training at Bloomfield High School
- Ms. J. Naraine – character education
- Mr. P. Guzzo and Ms. T. Youngberg – character education and scholastic achievement (report cards)
- Ms. S. Way – develop system-wide intervention program for Special Ed students (SRBI)

- Ms. K. Parks – teacher evaluation plan, best practices, student achievement

It was noted this last effort has been slowed as the State has just revised its set of common core teaching standards in January, 2010. This document is used to evaluate teachers. The State will develop guidelines for evaluations next year.

Bloomfield will have an outline this year and, once State details are released, a plan next year. Bloomfield teachers are evaluated regularly every year and are counseled regarding student performance.

Dr. Title concluded the presentation and remarked these plans are all about improving student learning.

5. PUBLIC/PTO COMMENT

A. PUBLIC COMMENT

Mr. L. Gould addressed the Board with his concerns about Bloomfield's education system including student performance, teachers leaving the system, and rising cost per student. He provided a distribution to the Board.

B. PTO COMMENT

There was none.

6. SUPERINTENDENT'S REPORT

The Chair called upon the Superintendent to update the Board on the following matters:

A. NSBA'S LEGISLATIVE PRIORITIES

Dr. Title briefly outlined the National School Boards Association's (NSBA) legislative priorities for the year which he distributed to the Board.

B. CAUS OUTSTANDING ACADEMIC LEADERSHIP AWARD 2008-2009

The Superintendent reported the Connecticut Association of Urban Superintendents (CAUS) annually recognizes school systems that have substantial growth in percent of student achievement at the Proficient level. A five percentage point increase merits such recognition.

Bloomfield was recognized by CAUS for achieving the following percentage point increases last year:

	<u>Math</u>	<u>Reading</u>	<u>Writing</u>
Grade 5	+ 7.8	+ 10.6	+ 5.4
Grade 6			+ 6.7
Grade 7	+ 14.7	+ 11.0	
Grade 8	+ 14.0		

A plaque was issued to the district in recognition of these achievements.

C. TITLE II, PART D – ARRA GRANT APPLICATION

Dr. Title distributed copies of the district's Application For Educational Technology Entitlement Grants authorized under the American Recovery and Reinvestment Act (ARRA) of 2009 for the Board's information.

D. OTHER

1. HAITI FUND RAISER

Dr. Title reported that the school district, its students, parents, staff, employees, and community supporters contributed \$7,400 in relief funds for the benefit of the nation of Haiti. A presentation will be made next week to the Red Cross.

2. FUNDING FOR ROOF REPAIR AT CARMEN ARACE SCHOOL

The Chair reported that a letter will be sent to the Town Council on 2/19/10 requesting release of \$58K of frozen capital funds for repairs of the roof at Carmen Arace School.

3. STUDENT REPRESENTATIVE TO THE BOARD

S. Thompson reported she will request the Superintendent arrange for a student representative to the Board be made available to attend regularly scheduled meetings.

4. DIRECTION TO CONDUCT A NATIONAL SEARCH

The Chair announced plans to conduct a national search to fill the principal's position at Bloomfield High School.

After some Board discussions concerning the particulars of the Chair's request for a motion to that effect, a motion, as amended by R. Dale that this specific item under discussion be added to the Agenda under OTHER, was made by S. True and seconded by R. Ike to direct the Superintendent to hire a search firm to conduct a national search for the new principal at the Bloomfield High School. The motion passed as follows:

For: R. Ike, D. Seldon, S. Thompson, S. True
Against: J. Michel, D. Quinones
Abstain: R. Dale

5. BATV PAYMENT

After some Board discussion of the matter, Ms. D. Munsell reported that BATV has been paid for the FY '09 period. Per Board direction, should the budget permit, FY '10 payment will be made at the end of the year.

6. SCHOOL RESOURCE OFFICER AND ZERO TOLERANCE POLICY

Dr., Title confirmed there is a police officer on duty at the High School. Additionally, a Zero Tolerance policy regarding school violence is in effect and enforced.

7. RECOGNITION OF SUPERINTENDENT'S ACHIEVEMENT AND STAFF PERFORMANCE

There was supportive Board comment regarding Dr. Title's recently being named Superintendent of the Year. Additionally, Board comments supported district staff for taking care of the district's business in a professional manner. The Board expressed their appreciation to all.

7. OLD BUSINESS

There was none.

8. NEW BUSINESS

A. FIRST READING OF PROPOSED POLICIES

Dr. Title briefed the Board on the last four policies under current review and the changes being made. There are no major changes. After his review, A motion was made by D. Quinones and seconded by R. Dale to approve the First Reading of the following four policies:

1. Policy – 5300 Student Dress
2. Policy – 9015 Student Representative to the Board
3. Policy – 9150 Meeting Conduct
4. Policy – 9160 Minutes

The motion passed unanimously.

B. PRESENTATION OF SUPERINTENDENT'S RECOMMENDED 2010-2011 BUDGET

Dr. Title began his introduction to the Recommended Budget with a PowerPoint presentation. The new year's budget remains unchanged from the current year at \$38,439,237.

The presentation outlined the reasons for this static condition as due to:

- lower enrollment in some areas
- full enrollment at the Wintonbury Early Childhood Magnet School
- savings in heat and electricity
- lower Special Ed tuition and transportation costs
- net reduction of 17 positions
- contained health insurance costs
- sequencing of renovations at two elementary schools.

The presentation covered renovations at two elementary schools in some detail including both the educational and operational benefits of sequencing renovation activity.

Both the budget document and the PowerPoint presentation are available on the district's web site.

C. MOVE INTO EXECUTIVE SESSION

At 8:45 p.m. a motion was made by D. Quinones and seconded by D. Seldon that the Bloomfield Board of Education together with Dr. Title move into Executive Session for the purpose of discussion of documents exempt from disclosure by attorney-client privilege. The motion passed unanimously.

9. ADJOURNMENT

Upon returning from Executive Session at 9:36 p.m., a motion was made by R. Dale and seconded by S. True to adjourn. The motion passed unanimously.

10. NEXT MEETING

The next scheduled Board meeting is on Thursday, 2/25/10 at 7 p.m.

Richard Dale, Secretary

BLOOMFIELD BOARD OF EDUCATION – EXECUTIVE SESSION

Tuesday, February 12, 2008

Bloomfield Board of Education

1133 Blue Hills Avenue

PRESENT:	J. Michel, Chair	D. Quinones, Vice Chair	D. Seldon, Secretary
	R. Dale	R. Ike	A. Kapsis

ABSENT: S. Thompson

ALSO PRESENT: D. Title, Superintendent
R. Buganski, Assistant Superintendent

At 7:33 p.m., the Bloomfield Board of Education together with Dr. Title and Mr. R. Buganski also in attendance, convened into Executive Session for the purpose of discussing pending claims and litigation.

Following a discussion, at 8:00 p.m., a motion was made by D. Quinones and seconded by R. Dale to adjourn from Executive Session and reconvene into Regular Session. The motion passed unanimously.

Derrick Seldon, Secretary

BLOOMFIELD BOARD OF EDUCATION – SPECIAL MEETING

February 25, 2010

Bloomfield Board of Education

1133 Blue Hills Avenue

Board Room

PRESENT: S. Thompson, Chair D. Seldon, Vice Chair D. Dale, Secretary
R. Ike J. Michel D. Quinones

ABSENT: S. True

ALSO PRESENT: D. Title, Superintendent
R. Cormier, Interim Assistant Superintendent
D. Munsell, Director of Business Affairs
W. Casper, Director of Facilities

1. ESTABLISH QUORUM AND CALL TO ORDER AND 2. PLEDGE OF ALLEGIANCE

S. Thompson, Chair, after determining that a quorum was present, called the meeting to order at 7:00 p.m. and led attendees in the Pledge of Allegiance.

3. WAIVER OF BOARD POLICY 4100 REGARDING HIRING OF BLOOMFIELD
HIGH SCHOOL PRINCIPAL

The Chair requested action on Board Policy 4100.

A motion was made by D. Dale and seconded by D. Quinones that the Bloomfield Board of Education approve the waiver of Board Policy 4100 regarding the hiring of Bloomfield High School Principal. The motion passed unanimously.

4. APPROVAL OF PLANS AND SPECIFICATIONS FOR LAUREL ELEMENTARY
SCHOOL

Dr. Title requested W. Casper brief the Board on these pending matters for renovation projects of the Bloomfield Elementary Schools. After a brief description and explanation, the Chair requested Board action on these matters.

A motion was made by D. Dale and seconded by D. Quinones that the Bloomfield Board of Education approve Phase 1 of 3, Hazardous Material Abatement and Selective Demolition for Laurel Elementary School Project #011-076EA. The motion passed unanimously.

W. Casper reported that more extensive work will begin this summer on the Metacomet School.

5. APPROVAL OF PLANS AND SPECIFICATIONS FOR METACOMET ELEMENTARY
SCHOOL

A motion was made by D. Dale and seconded by D. Quinones that the Bloomfield Board of Education approve Phase 1 of 3, Hazardous Material Abatement and Selective Demolition for Metacomet Elementary School Project #011-078EA. The motion passed unanimously.

6. PUBLIC COMMENT ON SUPERINTENDENT'S PROPOSED 2010-2011 BUDGET

Mr. J. Wactowski made comments and observations regarding the budget and expressed his concerns about trends between student population and district costs.

7. BOARD DISCUSSION ON SUPERINTENDENT'S PROPOSED 2010-2011 BUDGET

The Chair moderated this portion of the meeting and called upon Board members to ask questions concerning the budget. The following questions were asked and answered by the Superintendent:

Q: Why are there no reductions of key administrators in the budget?

A: There are two administrative personnel reductions within the budget. The people are needed to accomplish the district's work. Without strong leadership, little happens within the schools. This is the number required to run the school system effectively. There has been consolidation of positions over the time. There are significant reductions in the cost of Pupil Services. Programs are improving and costs are coming down. There's a lot of work to do.

Q: What are the roles these people perform in the organization?

A: The Assistant Superintendent's position deals with human resources matters, overseeing the hiring process, administering contracts, employee complaints, grievances, disciplinary action taken against employees failing to perform to standards, evaluating some of the administration, and overseeing the school system's technology efforts. There is more.

The Director of Curriculum and Instruction deals with revising and updating curriculum, ensures instructional materials are appropriate for students and teachers, instruction, professional development, overseeing all grants, new teacher support, and obtaining latest resources for children. These job specifications are available from the Superintendent.

Most administrators throughout the system are assigned between 14-16 areas of responsibility. Not only are the areas of responsibility identified for each person, but expected mutual expectations and commitments and performance objectives for each individual for the year are developed. These objectives are measurable and are the bases for performance evaluations. These documents are updated annually. It's a rigorous process.

Q: Why is this a status quo budget and not lower than last year's?

A: All bargaining unit employees have contracts that allow for 3.0-3.5% raises. The largest piece of the budget is salaries. The Executive Summary (pg. 28) shows a decrease in Certified Salaries and an offsetting increase (approximately) in Non-Certified Salaries. Employee Benefits are increasing by \$345K. These costs are offset by decreases in other areas brought about by good leadership. There are cost drivers in the budget driving the budget up but they are offset by budget decreases.

Q: Are there any administrators in the school system who aren't teaching?

A: With the exception of principals there is only one hybrid position, the Director of Visual and Performing Arts, who splits time between teaching and administering. All other administrators do not teach. Elementary School principals decrease by one position next year.

Q: Why is Health Insurance cost increase (pg. 65) relatively low compared to other towns?

A: There are two components to health insurance cost – utilization and plan design. While utilization is hard to control, plan design offers more options to do so. The district has made a lot of headway in this area.

The district's benefits are very good for employees. Over the past seven years, the district has increased employees' contribution rates, introduced a high deductible option, as well as requiring higher co-pays for office visits and prescriptions. All these are cost saving measures for the district. Over time, this impacts utilization which also keeps costs down.

The district's average annual cost per employee, with a family plan, is about \$19K whereas for Town employees it's about \$22K. This is basically due to plan design differences brought about by administrator leadership.

Q: How do the 10.5 Certified Staff deletions impact the basic academic quality of education?

A: Any reductions are taken seriously. These reductions will have an effect, but choices have to be made. The reduction in Elementary Classroom Teachers (-5.0) is brought about by declining enrollment. This reduction does keep the same classroom sizes.

Three teachers are moving to the Wintonbury Early Childhood Magnet School because enrollment there is increasing. At Arace School, art class sizes have gotten low. This “right sizes” the unified arts staffing level with the academic class staffing level. There are no program eliminations.

There is one small program at the High School that is being eliminated. Funds aren’t available for everything and choices have to be made. There is a small uptick in class sizes at the High School. Overall, class size is below 20 and the Superintendent is comfortable with that. Some reductions are due to attrition.

Q: What are the non-academic program enrollments at the schools?

A: There are 15-17 students in Dance Class at the High School. There’s one teacher for both the High School and Arace School.

An exhibit on page 90 shows average class sizes for Unified Arts subjects. That average class size is 12.6 students. This can increase without damaging anything.

Q: Why are we eliminating staff that will impact the number of program offerings?

A: There are two separate points to this question. The first point deals with non-academic programs offered during the day. The second point deals with after school activities.

We offer quite a few after school activities at the Arace School as well as the High School that are extensive and not being cut in this budget. They are not athletic programs. For example, we offer a program through the University of Hartford for Fifth and Seventh grade students after school that is grant-funded.

There is declining enrollment in the Elementary Schools. There will be six Kindergarten classes at WECMS. The net reduction in Elementary teachers is two. The Class Size report (pg. 87) for Elementary Schools shows the adjustments being made for the class sizes as the students move through the system. When we decrease enrollment, we decrease staff.

Q: Do we realize any benefit by closing one elementary school and equalizing class sizes across the district by staffing just two schools?

A: Elementary Schools’ class sizes are pretty consistent across the district. While there is no benefit as far as personnel needs, there is a benefit to equalizing class sizes for a grade by having consistency in classroom numbers.

Q: What happens if there’s an influx of students into the district?

A: There are a number of children from Bloomfield leaving the district for magnet schools elsewhere and there are a number from elsewhere coming into the district (150+at WECMS, 50+ at Big Picture School).

There was a showdown recently over tuition at Hartford magnet schools that could have produced that kind of an impact. If the choice is paying tuition cost at \$4,600 per student vs. bringing students back into the district, it’s cheaper to bring the students back in.

With the renovation projects now underway, we’ll be in good shape to bring students back, We are adding space at both Laurel and Metacomet Elementary Schools.

Declining enrollments is not a phenomenon unique to Bloomfield. It's happening all across almost every school district. Having an increase in enrollment would be a good problem to have.

Q: What is the impact of reducing summer school expenditures (pg. 71)?

A: Ongoing renovation work in buildings throughout the district will reduce the space available for this effort. We just don't have the space available this year. To offset this effort, student remediation work will be done both before and after the regular school day. The effort will shift into the regular school year rather than be done all at once in the summer. Space will be again available in the summer of 2012.

Q: Why are we cutting field trips?

A: We are not cutting field trips. The old bus contract did include field trips for WECMS to Auer Farm whereas the new contract does not. The new contract is time-based. By expanding the hours of service it becomes more cost effective vs. paying for each trip. There is no impact on the educational enrichment provided students by field trips.

Q: How can we maintain educational enrichment through greater use of technology while still decreasing the audio-visual budget (pgs. 47 and 71)?

A: Some of what's happening is costs are reduced in the new budget if expenditures are lagging in the current period. Additionally, expensive AV supplies (projector bulbs) are being phased out with use of smart boards. Additionally, there are no Metacomet expenses in the budget.

Q: Previously the Dance program changed to a full time teacher. Enrollment is now less.

A: This program was never the draw it was expected it to be. The teacher's time was expanded to cover both the Arace and High Schools but the interest just isn't there. Choices have to be made. Sacrifices have been made across the board in constructing this budget.

Q: What is the effect of reducing the Internship Coordinator at the Big Picture High School?

A: This is a critical part of the program. The guidance counselor's time at the school has been increased. It's a tradeoff. It's a more economical way to get the same result and trying to do more with less.

Q: Are the three new teachers going to WECMS currently on staff?

A: Yes. This is a staff transfer. Their salaries are paid by a State grant. While their salaries are off the books, they are still in the district's headcount.

Q: Where are the two reductions in Elementary School teachers?

A: One is in the Third Grade and the other in the Fourth Grade.

Q: How can the budgeted staff reductions not adversely affect teaching students the basic skills of reading, writing, math, and science?

A: We are trying to strike a balance in all areas without hurting the arts or is detrimental to subject matter tested by the CMT and CAPT. We want to maintain our Business and Health programs also.

By consolidating the elementary schools, we can supplement support efforts for students at Arace School. Class sizes at Arace will be manageable and we can provide more support for those students struggling academically. We are "right sizing" the district staff. The Superintendent is comfortable we can absorb these changes and keeping a balanced, comprehensive program.

Q: Is it possible to substitute the expenditures shown for equipment (pg. 53) to offset staff reductions?

A: Over time you're in a bigger hole if you delay replacing old, used equipment rather than address the issue. There are equipment issues that really need to be addressed. There were sizable

reductions in last year's Equipment, Supplies, and Textbooks budgets to save staff. Deferred expenditures will generate more problems with funding in the future.

Q: There is Town Council comment that all district revenues are not being disclosed.

A: Pages 22 and 23 of the budget document include every revenue source. The issue is do you construct a gross or net revenue budget? We do a net revenue budget. When Dr. Title first arrived, generally, a gross revenue budget was presented. The problem with a gross budget is that if revenues are short but the Town has approved a gross school district budget, the Town is liable for the shortfall.

When an audit report was issued, one of the audit recommendations to the Town is that it use the gross budget method. There was no similar recommendation for the school district. There was a report in a sub committee of the Town Council concerning this matter. However, there was no vote and no communication to the school district concerning this matter prior to budget preparation.

All revenues for the district that go to the Town are shown on page 23.

Q: What kind of Worker's Compensation claims are we experiencing (pg. 23)?

A: CIRMA recommends a 10% increase based on current experience. Some of it is due to slips and falls in the parking lots. Not only are staff expenses increasing but substitutes are required, driving costs higher. The administration believes the recommendation is legitimate.

Claims are monitored and when necessary, an item is challenged.

Q: Is the Unemployment Compensation increase due to layoffs (pg. 34)?

A: The district anticipates it will need that amount to cover claims due to layoffs. People are staying on the rolls longer now. People who voluntarily leave are also in this number. The Federal government continues to increase benefits under the Stimulus plan but there are no federal or state funds to pay for this benefit.

Q: Why is Severance decreasing (pg. 34)?

A: Severance payments are covered by collective bargaining agreements. Some years there are greater numbers than others. If a retirement notice is received by 12/1, the payout occurs in July of the next year. This year there were very few retirements and it's a lower number. A late notice is made in the next subsequent year.

Q: What happened to .2 of an Art teacher in the Elementary Schools (pg.80)?

A: One Art teacher spends one-fifth of her time at the High School. Wherever possible, the district tries to consolidate teacher time so as to eliminate people driving around inefficiently. There are not enough students at the High School to merit a second full-time teacher.

The downside to this situation is the teacher has to move between buildings but the upside is we can offer an additional class at the High School. There is only a cut of one Art teacher. There are no cuts in Music teachers.

There is an area at the High School where dance is conducted. That space is used for PE at other times.

Q: The district is eliminating the district concert at the Bushnell (pg. 35).

A: The subsidy for the concert is being deleted in order to put that money into saving a teacher position in the new budget. It may be restored in the future if funds allow. The Superintendent suggested that private funding may have to be used or a change in venue in order to provide this experience for students. It's a matter of choices.

Q: Are we back on pace to resume textbook purchases every five years to keep the curriculum current (pgs. 51, 52, 74, 75)?

A: The district is on a six-year replacement cycle and is back on track to support that effort. Not all expenditures were eliminated this year. It's like Equipment replacement.

Q: Why are Life Insurance premiums decreasing?

A: This year's estimate was too conservative and this shows the reduced estimate.

Q: How was it determined that 2 reductions in Language Arts and Social Studies teachers at the High School could be accomplished?

A: This takes advantage of attrition. Positions are eliminated without laying off anyone. Class sizes may see a small uptick.

Q: There are no reductions in the Music program.

A: Existing staff will cover a reduction in staff due to loss of a stipend. There will be growth in video production classes. This is a program the district expects to take off. The Superintendent is comfortable with the current staffing.

Q: Is there anything missing/needs to be added in the academics department?

A: Bringing in a zero increase budget means trimming has to occur to do it. Overall, the staffing is adequate across the board. There are no major sacrifices in either the academic or arts programs.

Dr. Title called the Board's attention to page 11 of the Budget. A list of student achievements is displayed there. Things aren't perfect and progress is being made. It's hard to understand how using less money can accomplish more in the school district.

Q: What are the future implications of a zero increase budget this year?

A: The whole state is headed toward a big budget hole. Stimulus money is coming in this year and next. It stops after that. The State's Education Cost Sharing (ECS) funding this year amounts to \$770K. That money goes away in FY '11-'12. There is a looming problem due to the State cutting back in Special Ed and federal money. That is not related to any district budget cuts.

Q: Are we short changing our students?

A: The district is trying to be responsible to both the students and the taxpayers. This budget provides that measure of equity. Further cuts would be detrimental to existing programs.

There were favorable Board comments concerning the effort put forth to generate this budget. It was praised as a document that is clear and consistent and the efforts of all the teachers and staff were appreciated.

8. APPROVE SUPERINTENDENT'S PROPOSED 2010-2011 BUDGET

A motion was made by D. Dale and seconded by D. Quinones that the Bloomfield Board of Education approve the Operating Budget for 2010-2011 in the amount of \$38,439,237 as presented. The motion passed unanimously.

The Chair called everyone's attention to the large check displayed in the Board Room. It represents the amount donated to the Red Cross by the district for the Haitian relief effort in the amount of \$7,433.

9. ADJOURNMENT

At 8:50 p.m., a motion was made by D. Dale and seconded by D. Quinones to adjourn. The motion passed unanimously.

10. NEXT MEETING

The next scheduled Board meeting is on Tuesday, 3/23/10 in the Board Room.

Dick Dale, Secretary

**BLOOMFIELD PUBLIC SCHOOLS
BUDGET PROJECTION
2009 - 2010**

(As of February 28, 2010)

	Account Groups	Budget 2009 - 2010	Projected Actual 2009 - 2010	\$ Under (Over) Budget
1	Certified Salaries	\$ 16,481,588	\$ 16,257,069	\$ 224,519
2	Non-Certified Salaries	5,907,629	6,075,840	(168,211)
3	Employee Benefits	6,141,522	6,135,588	5,934
4	Contracted Services	1,405,585	1,440,995	(35,410)
5	Pupil Transportation	2,425,880	1,953,576	472,304
6	Insurance	226,673	235,597	(8,924)
7	Communications	207,039	275,616	(68,577)
8	Tuition	2,221,216	2,214,900	6,316
9	Other Purchased Services	99,576	115,594	(16,018)
10	Supplies	790,943	792,265	(1,322)
11	Operation and Maintenance of Buildings	1,775,753	1,632,956	142,797
12	Textbooks/Library Books/Other Supplies	266,698	268,790	(2,092)
13	Equipment	309,270	316,190	(6,920)
14	Miscellaneous	179,865	181,951	(2,086)
	Totals	\$ 38,439,237	\$ 37,896,927	\$ 542,310

STUDENT DRESS

The Bloomfield Board of Education believes that reasonable regulation of student attire in the schools furthers important educational interests. Accordingly, the Board has established a dress code for all students enrolled in the Bloomfield Public Schools.

GRADES K-8

Uniforms are mandatory for all students enrolled in the Bloomfield Public Schools in kindergarten up to and including grade 8. The designated uniform shall be as follows:

- a. Tops: Short- or long-sleeved collared (polo) shirts in either white or the designated color for the individual school the student attends. Shirts must be tucked into skirts or pants. Shirts with each school's logo may be purchased through the school, but shall not be required.
- b. Bottoms:
 - i) For boys and girls: casual or dress pants sized to fit the student, of twill or corduroy, in solid khaki, navy or black only. All other types of pants, including but not limited to jeans, overalls, sweatpants, velour or other athletic pants, and tight fitting or sagging pants, are not permitted. From May through the end of October, students may wear shorts sized to fit the student, of twill or corduroy, in solid khaki, navy or black only.
 - ii) For girls: skirts or jumpers that are not more than 3" above the middle of the knee (front and back), sized to fit the student, of twill or corduroy, in solid khaki, navy or black only, may be worn. Tight fitting skirts and/or jumpers are not permitted.
- c. Footwear: Dress shoes, sneakers or low cut boots only. Open toed shoes are not permitted.
- d. Sweaters: Khaki, navy, black or school colors. No sweatshirts.
- e. Exceptions for Physical Education classes and recess will be addressed in the student handbook by each school.

Bloomfield High School

- Pants – Pants must be appropriately fitted at the waist and belted. Tan, navy blue or black pants are acceptable. Absolutely NO baggies, cargo pants, jeans or sweat suit pants, pajamas, logos, insignias, pictures or messages will be allowed on pants or shorts.
- Shorts – Shorts must be appropriately fitted at the waist and belted. Tan, navy blue or black shorts are acceptable. Shorts can be no more than 3 inches above the middle of the knee (front and back).
- Shirt – Shirts may be button down Oxford style shirt or Polo shirt. Shirts can be short or long sleeve. White or light blue are acceptable colors. Shirts must be tucked into the pants. Shirts with the Bloomfield High School logo may be purchased through the school store but shall not be required.
- Skorts – For girls: Only skorts purchased through designated uniform company will be accepted. Acceptable colors are tan, navy blue and black. Skorts can be no more than 3 inches above the middle of the knee (front and back).

Optional Accessories:

- ~~Vest – Sweater or fleece – Navy blue, black or grey are acceptable colors.~~
- ~~Sweater – Cardigan V-neck buttons – Navy blue, black or grey are acceptable colors.~~
- **Sweaters/Vests – Acceptable solid colors (no overt design or artwork) are black, navy blue, light blue, white, grey or tan. No patterns including argyles. Sweaters/vests can include cardigans, v-neck sweaters, pullovers or zippered varieties. No fleece garments or sweatshirts allowed.**
- **Undershirts – Considered garments worn under the uniform shirts. These can be long or short sleeved. These shirts can be crewneck, v-necked, collared or turtleneck. Acceptable solid colors (no overt design or artwork) are black, navy blue, light blue, white, grey or tan.**
- No sweatshirts or hoodies will be permissible.

GRADES K-12

In order to maintain an environment conducive to the educational process, the Board of Education prohibits the following from wear during the academic school day at all schools:

- a. Coats, jackets or other attire normally worn as outerwear. Outerwear includes: coats, jackets, windbreakers, nylon pullovers, down vests, and other clothing the administration deems inappropriate. Clothing or outer wear shall not be worn, carried or kept in the classroom during regular school hours.
- b. Head coverings of any kind, including but not limited to scarves, bandanas, masks, headbands, visors, kerchiefs, athletic sweatbands, hats, caps or hoods. Approved coverings worn as part of a student's religious practice or belief

shall not be prohibited under this policy. Head coverings shall not be worn, carried, hung on belts or around the neck or kept in the classroom during regular school hours.

- c. Items a. and b. above, must be secured in the student's locker before school starts. Items not stored will be confiscated by Principal.
- d. Footwear which mars floors or is a safety hazard.
- e. Sunglasses, whether worn or carried.
- f. "Name" or other oversized metal belt buckles and all metal belts or combination of metal and leather belts.
- g. Spiked or studded bracelets, chains, chain wallets, oversized or multi-finger rings, belts or any other article of attire with spikes or studs attached, or any other clothing item that may present a safety hazard to the student, other students or staff.
- h. Attire or accessories which contain overly offensive or disruptive writing or pictures likely to unduly disrupt the educational environment, or which constitute "fighting words."
- i. Attire or accessories which depict logo or emblems that encourage the use of drugs, tobacco products, or alcoholic beverages.
- j. Shirts and/or blouses which reveal the abdomen, chest, or undergarments.
- k. See-through clothing, tank tops or sleeveless shirts.
- l. Shorts, miniskirts, or pants which reveal the upper thigh or undergarments. Spandex garments are allowed only if they are covered by shorts or skirts.
- m. Pants that do not remain at the hips or above at all times.
- n. Pants and shirts that are not properly sized.
- o. Backpacks and/or book bags are permitted to be carried between classes, but shall not obstruct safe passage in the classroom or in the corridors.
- p. Pajama pants/nightwear.

Compliance

Students who fail to comply with Board policy and regulations concerning student dress will be subject to school discipline up to and including expulsion in accordance with the Board's policy on student discipline.

Adopted: ~~May 12, 2009~~

Second Reading: 3/23/10

STUDENT REPRESENTATIVE TO THE BOARD

The Bloomfield Board of Education recognizes the importance of maintaining open communication with the student body. Being cognizant of student interest in the affairs of the Board and also of the Board's interest in knowing the opinions of those under its charge, it is vitally necessary that the lines of communication between the two groups be as open and effective as possible.

If the Board determines that a student representative is desirable, a Bloomfield high school student shall be selected ~~one student~~ as a representative to the Board. The student member may attend all public session regular and special meetings of the Board and present a report at the time specified on the agenda.

The student representative shall receive copies of all regular meeting agendas, minutes, and other pertinent publications when made available to Board members.

The student member may not cast an official vote on any motion or resolution. The student member may not be allowed to attend executive sessions and negotiation sessions.

Bylaw Adopted: ~~August 13, 2002~~

Second Reading: 3/23/10

MEETING CONDUCT

1. Meeting Conduct

- A. Meetings of the Board of Education shall be conducted by the Chairperson in a manner consistent with the provisions of the Freedom of Information Act and the adopted bylaws of the Board.
- B. All Board meetings shall commence at or as close as practicable to the stated time, provided there is a quorum.
- C. All regular and special Board meetings shall be guided by an agenda which will have been prepared and delivered in advance to all Board members and other designated persons.
- D. Robert's Rules of Order shall govern the proceedings of the Board except as otherwise provided by these bylaws.

2. Smoking

- A. Smoking will not be permitted in any room in which a meeting of the Board of Education is being conducted, nor during the time immediately prior to the meeting.
- B. A sign notifying the public that no smoking is allowed in the place designated for the meeting will be prominently posted.

3. Public Address

- A. The Board may permit any individual or group to address the Board concerning any subject that lies within its jurisdiction during a portion of the Board's regular meetings so designated for such purpose.
 - (1) ~~The Chairperson may limit~~ The time allotted to each speaker **is two minutes.** The Board may ~~modify these limitations~~ **reduce the time allotted** at the beginning of a meeting if the number of persons wishing to speak makes it advisable to do so.
 - (2) A Board of Education member shall be appointed by the Chairperson prior to the meeting to act as timekeeper for the meeting, if deemed necessary by the Chairperson.

- (3) No boisterous conduct shall be permitted at any Board of Education meeting. Persistence in boisterous conduct shall be grounds for summary termination, by the Chairperson, of that person's privilege of address.
- (4) All speakers must identify themselves by name and address **on the sign-in sheet provided and prior to their comments.**

Legal References:

Connecticut General Statutes

- 1-225 Meetings of government agencies to be public.
- 1-226 Recording, broadcasting or photographing meetings.
- 19a-342 Smoking prohibited in certain places. Signs required. Penalties.
- 1-231 Executive Sessions.
- 1-232 Conduct of meetings. (re: disturbances)
- 1-206 Denial of access of public records or meeting.
Notice. Appeal.

Bylaw Adopted: ~~January 21, 2003~~

Second Reading: 3/23/10

MINUTES

1. In compliance with legal requirements, a complete and accurate set of minutes of each meeting shall be kept.
2. Minutes shall be maintained at the Administrative Offices of the school district in an official record book designated for said purpose.
3. The minutes shall constitute the official records of proceedings of the Board of Education and shall be open to public inspection at all reasonable times.
4. The minutes shall include the following:
 - A. The time, place and date of each meeting.
 - B. The names of those members in attendance.
 - C. The disposition of all matters on which action was recommended.
 - D. All motions and resolutions and their disposition, listing all votes, abstentions and absentees.
 - E. All decisions concerning future meetings and agendas.
 - F. By request, a brief statement of a Board member may be included.
5. A record of votes taken at each meeting shall be reduced to writing and made available for public inspection within forty-eight hours of the conclusion of the meeting at which the votes were taken. Votes taken shall also be reflected in the minutes of each meeting, and the minutes shall be made available for public inspection within seven days of the date of the meeting to which they refer.
6. **Within seven days of any Board meeting, the unapproved minutes shall be posted on the Board's official website.**

Legal Reference:

Connecticut General Statutes

1-225 Meetings of government agencies to be public.
Recording of votes.

ADOPTED: ~~Summer, 2000~~

Second Reading: 3/23/10

REQUIREMENTS FOR GRADUATION

A graduate of the Bloomfield Public Schools must have earned the minimum number of credits and met the established credit distribution requirement. In accordance with the law 10-223a, students must meet additional performance standards. Performance standards must be met in Writing, Mathematics, Reading and Science.

MINIMUM CREDITS AND COURSE REQUIREMENTS (*classes of 2010 through 2013*)

• English	4.0 Credits
• Mathematics	3.0 Credits
• Science (includes Biology)	3.0 Credits
• Social Studies (includes U.S. History & Civics)	3.0 Credits
• Arts or Vocational Education	1.0 Credits
• Physical Education/Health	1.5 Credits
• Electives	7.5 Credits
• Mathematics Competency	.1 Credit
• Writing Competency	.1 Credit
• Reading Competency	.1 Credit
• Science Competency	<u>.1 Credit</u>
	23.4 Credits

MINIMUM CREDITS AND COURSE REQUIREMENTS (*class of 2014 and later*)

• English	4.0 Credits
• Mathematics	3.0 Credits
• Science (includes Biology)	3.0 Credits
• Social Studies (includes U.S. History & Civics)	3.0 Credits
• Arts or Vocational Education	1.0 Credits
• Physical Education	1.5 Credits
• Health	.5 Credits
• Electives	7.0 Credits
• Mathematics Competency	.1 Credit
• Writing Competency	.1 Credit
• Reading Competency	.1 Credit
• Science Competency	<u>.1 Credit</u>
	23.4 Credits