

Southington Board of Education Meeting

Thursday, March 14, 2013 6:30 PM
Municipal Center Public Assembly Room 200 North Main Street
Southington, CT 06489
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Southington, CT 06489



BOARD OF EDUCATION REGULAR MEETING

1. CALL TO ORDER
2. Executive Session for Safety ~ 6:30 P.M.
3. Board Recognitions ~ 7:00 p.m. - SHS Wrestling State Champions and Girls Class L Gymnastics Team
4. Reconvene Meeting ~ Regular Session ~ 7:30 P.M.
5. Approval of Minutes ~ February 28, 2013
6. Communications
 - a. Communications from Audience
 - b. Communications from Board Members and Administration
 - c. Communications from Student Representatives
7. Report of Superintendent
 - a. Personnel Report
8. Committee Reports
 - a. Curriculum Committee Meeting ~ March 12, 2013
 - b. Policy & Personnel Committee Meeting ~ March 7, 2013
9. Old Business
 - a. Town Government Communications
 - b. Construction Update
 - c. Applied Behavior Analysis (ABA) Program Proposal
 - d. Proposed Budget 2013-2014
 - e. Middle School Referendum
10. New Business
 - a. Technology Pilots
11. Adjournment

SOUTHINGTON BOARD OF EDUCATION

SOUTHINGTON, CONNECTICUT

REGULAR MEETING

FEBRUARY 28, 2013

The regular meeting of the Southington Board of Education was held on Thursday, February 28, 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 STUDENT DISCIPLINE AND SAFETY ~ 6:30 P.M.

An Executive Session meeting was held 6:35 p.m. through 7:01 p.m. (*Minutes attached*).

3. BOARD RECOGNITIONS

At 7:09 p.m., in Celebration of Excellence, the Board recognized the Southington High School art students who received awards from the Connecticut Art Education Association for their artistic talents. The student artwork was juried by professional artists and university art faculty. The award winners were:

Meg Gallagher, Gold Key in Painting and Silver Key in Drawing
Weronika Lewkowicz, Honorable Mention in Mixed Media and Drawing
Kaylee Storm, Honorable Mention in Mixed Media
Amanda Crawford, Honorable Mention in Drawing
Jessica Goralski, Honorable Mention in Mixed Media
Bridget Scanlon, Honorable Mention in Painting

The art students were presented with a Certificate of Excellence from the Board by Mr. Goralski.

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, Mr. Zaya Oshana and Mrs. Patricia Queen. Board member absent was Mrs. Jill Notar-Francesco.

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, Senior Coordinator of Special Services.

Student Representative present was Miss Whitney DiMeo.

There were approximately 15 people in the audience.

5. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Miss DiMeo.

Mr. Goralski called for a moment of silence in memory of Mrs. Madeline Topshe, a retired paraprofessional who worked at Flanders and South End Schools for 24 years and recently passed away.

6. APPROVAL OF MINUTES ~ January 24, 2013

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

“Move to approve the Board of Education minutes of January 24, 2013, as revised.”

Motion carried unanimously by voice vote.

7. COMMUNICATIONS

a. Communications from Audience

Arthur Cyr, 103 Berlin Avenue, addressed school access sidewalks. He noted that the Town Ordinance Review Committee was looking at eliminating three areas of school access sidewalks where schools no longer exist. Mr. Cyr asked the Board of Education to review a memo from Mr. Cox to the Town Manager dated November 28 regarding school access sidewalks that listed 12 streets on it, nine of which were never discussed by the Ordinance Review Committee. Mr. Cyr asked that the Board of Education vote on any changes to the school access sidewalks before the Town Council votes on it because there were some upset people at the Ordinance Review Committee meeting. Mr. Cyr asked that the Board also look at the Strong School access sidewalk area because some people are claiming a deal was made in the 1970s that the town would maintain the sidewalks, not just plow them.

Mr. Goralski clarified that the memo from Mr. Cox simply updated the Town Council on information that they requested for their Ordinance Review Committee and that there was no action needed from the Board of Education. The streets are no longer public access sidewalks for the schools.

Jay O'Brien, 63 Mooreland Drive, spoke about the proposal of transitioning the current program for children with Autism, which has been run by CREC, to a Southington-run ABA Program starting at the preschool level. He has a son with Autism who was diagnosed at 22 months, entered the preschool program at age three and is 10-years-old now. He noted that the parents are extremely satisfied with the program run by CREC, which he felt was the best in Connecticut. The CREC program has many layers and a database of knowledge and expertise in ABA and Autism. He felt that to not have a supervisory person in an ABA program above a

BCBA [Board Certified Behavior Analyst], who is an expert in Autism, has proven to be a disaster in other districts. Mr. O'Brien stated that this level of service could not be duplicated because the parents have layers of expertise, a warehouse of data and resources at their fingertips. He noted that the Board would be discussing reducing overhead, level of expertise, and the Rethink Autism proposal this evening and he quoted a comment by Dr. Erardi at a recent meeting that "*the intention is to create a program that is equal to or greater than the one that we have right now.*" Mr. O'Brien did not feel that this was realistic. He noted that Windsor, Glastonbury and Plymouth have tried to do this and failed and chose to hire CREC back. He stated that last night (at a parent meeting with Dr. Murdica and Dr. Erardi), parents were given a very high level proposal that did not provide much detail and did not go beyond two years. They were informed that if their child currently had CREC programming, they would continue to have ABA services provided by CREC and nothing would change. He pointed out that this means Southington would run parallel programming. He would like clarification of the promises made to parents related to being grandfathered in the program. Mr. O'Brien asked the Board to read the e-mail that his wife sent to them today, to ask the tough questions and invite the experts from CREC above the BCBA-level to present to the Board exactly what services they are providing in the district. He asked the Board to listen and ask questions of the parents, and to question the qualifications and expertise of the BCBA that Southington was seeking to hire. He noted that a BCBA with expertise in Autism is difficult to find.

Joe Marino, 78 Strawberry Lane, spoke regarding the ABA Program proposal. He has a six-year-old with Autism who was diagnosed at 18 months. His son received Birth-to-Three services and went into the Pre-K Three-year-old Program at Hatton School where he went through ABA and Inclusion. He was concerned about the quality of future services. He was not sure that the proposal can replicate the kind of programming that his son came out of especially if the ABA component is taken out. Both he and his wife, who is a special education teacher in another district, believe the current ABA Program to be one of the most nurturing, viable and successful ABA Programs known to them. After hearing some of the details of the proposed changes to the Southington ABA Program at last night's meeting, they cannot support a proposal of this magnitude without some assurances that the provision of future services to children with Autism will have the same proven success as currently exists. Mr. Marino stated that there are several paraprofessionals who have been trained by CREC, but one thing that they do not know is to what extent there might be any difference between those students who have been serviced by CREC personnel as opposed to others who did not go through that rigorous training. They would like to see some efficacy data to support that to ensure them that going forward, those paraprofessionals have the right skills and can nurture and guide the students the way CREC has. He asked the Board to reconsider the use of Rethink Autism, a web-based program that is part of the proposal. He believed that the curriculum and support services as well as the BCBA supervision should be done onsite as it is now. Assuming there is a level caseload, he believed that the proposal should have a least two BCBAs in perpetuity and at least one BCBA as is currently in place. He planned to send the Board a copy of his comments.

Lisa Davis, 182 Partridge Drive, spoke regarding the ABA Program proposal. She has a six-year-old daughter who was diagnosed with Autism after her third birthday and attended the Hatton program. She noted that the CREC program taught her daughter social skills, patience, and sensory motor skills and that without the one-on-one with her daily, her daughter would never be acting, eating, or accepting as she is now. Ms. Davis is a licensed Workers' Compensation Adjustor and a Safety Analyst for a local municipality in Connecticut with a large

school district. She talked about budgetary items that she wanted the Board to take into account regarding taking ownership of a program. Southington is self-insured along with the municipality that she works for. She handles the Workers' Compensation claims daily and sees the injuries to the paraprofessionals associated with working with children. She noted that the Southington Board of Education is talking about taking a liability onus off of a contractor where right now the contractual liability for both professional and comp is transferred to CREC. If an incident or accident happened, Southington has the ability to transfer their risk. If Southington owns this program, they then accept the liability and accept the risk. She asked the Board to look at what are their exposures. They are going to pay more in unemployment taxes because they are going to be bringing in more employees. Are these employees entitled to health benefits? If they are, there will be an increase in premiums. The Self-Insured Retention program would be affected because they will have to set aside reserves for claims or possibly incur claims down the road. She ran a sample of one claim from where she works for one paraprofessional over the past six years. He had 11 injury claims resulting in \$56,700, which was a direct hit to their Workers' Comp expense because they were self-insured. The average claims for Workers' Comp run 13 to 23 claims per year with an actual paid value of \$11,000 to \$28,000 per year. She asked the Board to look into their self-insured retention for liability. She was concerned with a two year phase-in with the ABA Program if it goes forward. She thought a five year phase-in was more realistic with long term projections. Ms. Davis volunteered to serve on any committees to look at trends, run figures, and to work at marketing some of the programs. She urged the Board to look at the big picture.

Sabina Vance, 74 Ferncliff Drive, stated that she has a four-year-old son who will be entering Kindergarten next year and is on the Autism spectrum. She spoke about the proposed changes. Her son currently attends Integrated Preschool at Hatton where he has support from a CREC paraprofessional and also in related services. She noted that the growth he has made is amazing and is because of the intensive early interventions and the support from the ABA Program that CREC runs at Hatton. As parents of children with Autism, they watch their children work very hard to attain skills their typical peers may learn with ease. The parents fear that their children will regress due to a change in that programming. She felt that the current ABA Program was phenomenal because of multiple areas of leadership, vast knowledge and experience within CREC. She sees the collaboration between CREC and the Southington Public Schools staff at Hatton where she works. They are the experts brought in to support Southington staff, and they work beautifully together to help students succeed. Before she can fully support the new proposal, she had a few questions. Will the BCBA be a full-time employee or only work the school year? Currently, she can talk to the BCBA throughout the summer about any issues that arise with her son. She would like more information about how the plan would grow in years three through five as well. Will the new BCBA take on new grades every year? How long will the CREC staff work in conjunction with the Southington Public Schools staff? She pointed out that her job as a parent is to advocate strongly for her son. She asked the Board to weigh all the information presented tonight, consider the program changes, ask the important questions, and make the best decision for the children.

b. Communications from Board Members and Administration

Communication from the Board Members:

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

“Move to move Agenda Item 11.b ‘Applied Behavior Analysis (ABA) Program Proposal’ to Agenda Item 7.d.”

Motion carried unanimously by voice vote.

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

“Move to add Agenda Item 11.c. ‘Student Expulsion’ to the agenda.”

Motion carried unanimously by voice vote.

Mr. Goralski announced that the Third Annual Southington Education Foundation Spelling Bee would be held on April 4, 2013 at 7:00 p.m. He would like to continue with representation of a Board of Education team with Mrs. Queen as part of the team.

Communication from Administration:

Dr. Erardi reported on the following:

1. Board of Finance – Public Hearing: Dr. Erardi announced that on Monday, March 4, 2013, 7:00 p.m. at DePaolo Middle School, the Board of Finance would be holding a public hearing on the budget.
2. Board Partnership – Medication Program: Dr. Erardi announced that there will be a Medication Return Program for disposal of unwanted medication on Saturday, April 27 from 10:00 a.m. through 2:00 p.m. at the Water Department.
3. Southington’s Safe Schools Tipline – STEPS Partnership: Dr. Erardi announced that in partnership with STEPS there are business cards located throughout the community that promote the Southington Safe Schools Tipline. He hoped that many people would put the card in their wallets.
4. Diversity Update: Dr. Erardi announced that there will be a celebration of Spanish culture called “Latin Night” presented by the Diversity Club on Tuesday, March 12 from 6:30 through 8:00 p.m. in the Southington High School Cafeteria.
5. Regional Safety Meeting: Dr. Erardi reported that administration would be holding a Regional Safety Meeting with area police chiefs and school superintendents on Wednesday, March 13, 2013. This will prepare administration for the executive session that will take place at the March 14 Board of Education meeting.
6. Referendum: Dr. Erardi stated that on Tuesday, March 19, the Middle School Referendum will be held only at Derynoski Elementary School from 6:00 a.m. to 8:00 p.m.

c. Communication from the Student Representatives:

Miss DiMeo reported on the following:

- Zack Maxwell has won the State Open in wrestling representing Class LL and will be competing at the New England’s in Providence.
- The Gymnastics Team won the Class L State Championship and will be competing at the State Open in New Milford.

- It is the end of the season for both Boys and Girls Basketball. The girls will start their play-off in Newington and South Windsor. The boys will have their first play-off game in East Hartford.
- The third Advisory Period was held, and she felt that the relationships between the teachers and the students were improving.
- Sophomores had an assembly for CAPT, which starts next week. There are incentives for students such as a CAPT breakfast if they all reach goal. If 75% reach goal in math, 70% in reading, 70% in writing and 60% in science, then 58 teachers, including Dr. Semmel, will dance during all the lunch waves.
- Robotics will be competing in Virginia for regionals with “Frisbee” the name of the game.
- The National Honor Society is sponsoring an ongoing book drive for victims of domestic abuse. They are accepting any books for any age group.
- The Drama Club production of “Kiss Me Kate” starts on March 22 and runs through March 24.
- There currently is an identification badge debate with some students in favor of it and others against it.

Mr. Goralski asked Miss DeMeo to spread the word that suggestion boxes have been installed in the high school and middle schools as part of the initial stages for students to give advice, recommendations and opinions such as something like identification badges.

d. Applied Behavior Analysis (ABA) Program Proposal (*Moved from Agenda Item 11.b*)

Dr. Murdica explained that the Applied Behavior Analysis proposal is a long-term proposal and will be a collaboration between the Southington Public Schools and CREC. It is a phase-in proposal with programming. Implementation of the Southington Public Schools ABA Program will begin at the Preschool level. The current K-12 students will continue direct ABA programming from CREC. It also includes indirect consultation services provided K-12 by a BCBA, which is a position they are looking to hire. They are designing a new ABA therapist position and using a web-based program “Rethink Autism” as the content training tool. She stated that all the principles of Applied Behavior Analysis would continue in this proposal and that it was a phase-in and collaboration between CREC and the Southington Public Schools working together to change the programming. In essence, Southington certified staff become the locus of our education around ABA. Programmatic changes can continue to build. With CREC being in the school system for 15 years, our staff, teachers and related services staff, have learned a great deal from them and will be able to continue. It is an integrated approach, which provides increased access to our certified staff. Starting at the Preschool level is very important; early intervention is critical. Doing it in this manner, the Preschool classroom will serve as an authentic setting for seamless learning and generalization of skills through discrete trial instruction, very similar to what is going on right now except with oversight of a Southington Public School hired BCBA and ABA therapist. She noted that the Board had some draft job descriptions that included some of the key pieces of what those staff members would need in order to be considered in the hiring process. There would be increased opportunities for the district in building team and collaboration to design individualized instruction, which is really critical in special education. Individualized instruction must always continue for all of the students and can never stop. This integrated approach is with certified and classified staff and

results in cost effective management and, most importantly, solid programming for students on the Autism spectrum disorder.

Dr. Murdica stated that Mrs. Sandra Kujawski was integral in designing this proposal and was available to answer any questions from the Board.

Mrs. Queen asked who would serve as the BCBA supervisor in the Southington Public School programming. Dr. Murdica replied that it would need to be determined who that supervisor would be. Right now, in our district, there is a doctoral level BCBA, a professor, working with some of the school psychologists who could be that person. That piece has not been flushed out yet. Mrs. Queen asked if Southington's program would include that role. Dr. Murdica replied that if that was a necessary component, then they would include that role.

Mrs. Carmody assumed that there would be no changes to the services that the children are now receiving. Dr. Murdica replied that was correct and that during the transition it would be collaboration between CREC and the Southington Public Schools. Mrs. Carmody asked if it would eventually move to have it completely under the auspices of the Southington Board of Education. Dr. Murdica replied that was the plan with the collaboration of CREC, and there would be no changes to the services the children are now receiving.

Mrs. Johnson stated that the Curriculum Committee visited Hatton to observe the program and talk to the children and teachers. She was still not clear on what the program entails. She would like a copy of what the CREC program actually provides to our students. The Southington Public Schools is paying a considerable amount of money to CREC for this program, and she would like to see what they are paying for. On the written form that Dr. Murdica sends to the Board about what CREC provides, she would like indicated what the Southington changes might be and if the Southington person would receive the same kind of training as CREC.

Mrs. Lombardi asked Dr. Murdica how they would evaluate success at the end of year one and year two. Dr. Murdica replied that they would look at student outcomes. Are the children able to sit in a classroom? Are they able to continue to learn? Is the staff meeting their needs? Are their IEP goals and objectives being met? Are they making progress along those IEP goals and objectives? Is staff able to perform the duties that they should? She stated that part of the role of the BCBA is to monitor the fidelity of implementation of any kind of programming as well as the student's response, data collection, and the student's progress. Dr. Murdica pointed out that Mrs. Kujawski went through some of the training program and noted that it is not an easy program. It is very challenging. Mrs. Lombardi asked why this program was not implemented sooner. Dr. Murdica replied that this was not a new concept and was presented some time ago to a different Board of Education. She noted that we should be looking at our own internal capacity and should be reducing the number of external consultants who are not part of the school system and use them in the way that they are intended to be used. She explained that CREC is a regional education service center and what they are supposed to do is come in with their area of expertise to support districts in their time of need. Dr. Murdica noted that Southington did not have the expertise 15 years ago and that the population of Autism was growing at that time. Southington did not have the staff capacity to handle it, and it was for all the right reasons that they brought CREC in at one point many years ago. She explained that CREC is supposed to go into a school district, support, fade their services, and then leave.

Mrs. DiNello explained that she has been employed as the Director of Business and Finance for 13 years and for at least 10 years there has been conversations regarding Southington taking ownership of the program. The previous special education coordinators and previous principal at Hatton would talk about the opportunities that they felt would be very positive if Southington Public Schools took ownership of the program. A number of years ago, an actual proposal came to the Board looking to phase-out the relationship with CREC and take ownership of the program and hire a BCBA. At that time, the proposal was very different than the proposal that Dr. Murdica shared today because they were not going to continue the relationship with CREC. The proposal that Dr. Murdica is bringing forward is continuing to use CREC ABA therapists with the current identified student population. In her proposal, the new students through Preschool would begin with Southington Public Schools ABA-trained therapists, and our own BCBA would have oversight of the program. Mrs. DiNello thought the current proposal was well thought out and that having the parent input was very helpful in redesigning the original thought of the proposal from the special education department.

Mr. Derynoski stated that many years ago. It was brought to the Board many times about having it done internally. The problem has always been the availability of hiring qualified staff. He asked if the four preschool therapists were where the actual savings would be realized. Mrs. DiNello clarified that it was five full time therapists for four students. Dr. Murdica explained that there is an extra therapist that they purposely put in beyond the projections because they wanted to ensure that in case of absences, they would have an extra person to accomplish the tasks that are really critical. Mr. Derynoski questioned the cost associated with that. Mrs. DiNello replied that they were projecting if they have the same student population today for next year. If they have more than four students in that preschool program, they would be hiring more than five therapists. The numbers would change based on the enrollment, but for the purposes of giving the Board an understanding of the current level of services, these numbers were provided. It did not make sense to Mr. Derynoski that the current cost projection with CREC is \$400,000 and yet they are going to have five ABA therapists for \$110,000. Mrs. DiNello stated that was correct and that they were also going to have the BCBA position that would also be providing oversight. There are other costs within the preschool program other than the five individuals. Mrs. DiNello stated that the ABA therapists rate of pay falls in line with the salaries of paraprofessionals but is a different job description and different training for the expectation of individuals they would be hiring as these therapists. She has information regarding the current hourly rate for the individuals paid by CREC in these similar positions and is very confident that Southington could hire at that rate of pay.

Mrs. Queen thought there was a component to this that CREC charges were beyond just the cost of their staff. Dr. Murdica replied that each student under the auspices of CREC has charges that include costs that are not necessarily paid to a staff member but are associated with their BCBA oversight. If there is \$10,000 of overhead per student, and there are multiple students, there is a lot of cost savings in that area. Mrs. DiNello added that when they are looking at the current program, they pay it as per student tuition and included in that tuition is covering the cost of the teacher in the program, the ABA CREC therapist in the program, and the oversight that CREC provides for the overall Autism program within the Southington school district.

Mr. Oshana asked how the transition would work for the CREC ABA therapist position and if that position is going to always be there. Dr. Murdica replied that it would start at the

preschool and be phased-in. Mr. Oshana summarized that it would start and stay, and there will be a CREC representative throughout this whole process. Dr. Murdica replied that the CREC ABA therapist will transition out because Southington would have the new position of the Southington Public Schools ABA therapist available to them. It would be starting in August 2013. Mrs. DiNello clarified that they are looking to continue using CREC ABA therapists with the student population that is outside of preschool and in K-12. They would continue using those CREC therapists with the students that they are currently identified with. The CREC ABA therapist will eventually transition out as next year's preschool students' move out of preschool into Kindergarten and Grade 1, and they would continue with Southington Public Schools ABA therapists. CREC ABA therapists are staying with the students that they are with now.

Mr. Oshana pointed out that Mrs. Vance asked a question about the BCBA being available year round. Dr. Murdica replied that would still be the case.

Mrs. Clark stated that CRECs original intent was to come in, help, and then leave. She asked if CREC would still be available to collaborate if there is a situation where a student needs additional help beyond the scope. Dr. Murdica replied that was absolutely how it would work and the reason for the collaboration. We will continue to work with CREC around the transitioning of our BCBA into the district and working with the students at the preschool level so CREC could be available at any time. We will continue our collaboration with the CREC people who are working in our district. If the district runs into trouble in any way, CREC is always available as an outside source that could be called in, if needed. She noted that is what school districts do. Currently, we have collaboration with CREC and do work with them. CREC has known about Southington's consideration of a proposal for some time, and they have been engaged and onboard with Southington to work toward that. She noted that a couple of years ago, CREC had already started transitioning the paraprofessionals from CREC therapists to our Southington ABA therapists. She stated that Mrs. Martino, the BCBA, wanted that because she was challenged in getting staff to actually participate in the way that we needed them to.

Mrs. Clark noted that Mr. O'Brien spoke earlier on the layers of expertise and her concern was that they would still have access to those experts if the need arises. Dr. Murdica replied that they would if the need arises, but they would also have their own layers of expertise as well.

Mrs. Carmody wanted to reassure the parents that after studying this program, the Board of Education has the best interest of their children at heart also. This program does appear to her that it would continue to do that. The Board would continue to look for the input of the parents as to how well it is working.

Mrs. Lombardi summarized that the current children who are being serviced by CREC will continue to be serviced by CREC; they would be grandfathered. The current services that we are providing to our children will be the same in the future. We would employ our people, and they would be providing the services to new children, and we would be saving approximately over \$100,000 one year and almost \$75,000 the next year. We would evaluate it based on the current process in terms of the outcomes.

Mrs. Queen noted that Mr. O'Brien paraphrased Dr. Erardi from the meeting last night saying that they would only implement this program if it was "*equal to or greater than the one*

that we have right now.” It seems to her that there are two areas that could possibly provide a “greater than.” She asked Dr. Murdica for some examples of how taking ownership of this program would increase services to this same population of students. Dr. Murdica explained that the biggest gain is these students have to be part of the curriculum and the Common Core Standards. Our staff is learning to be experts in that area, so curriculum is critically important for all children, not just some children. She would expect that aside from the discrete skills that students may need to learn in a different setting, our staff will be much more ready to engage the students with the rigor of the curriculum as appropriate for the students. We need to have high expectations for all of our students. They all have to be assessed in one way or another and to be successful. Dr. Murdica explained that the teaming piece comes naturally. For the district and the building teaming collaboration, it is a lot easier to have school staff who work with each other all the time. For example, the speech and language pathologist, the school psychologist, certified special education teachers and regular education teachers are going to build expertise and work together as a team to help the child become successful.

Mr. Goralski stated that he has great passion for this program for some personal reasons and that he respects parent opinions. When this came before the Board previously, he was not comfortable because of the rapid change; however, he is very comfortable with the phased-in change. The known experts are involved in the transition. He was not sure that all experts or professional development come into a district with the goal of training and leaving because he felt that all employment is self-serving. He is not accusing that of CREC. However, he asked the parents and our experts to watch that their training and collaboration remains in the best interest of Southington students and not in their ongoing necessity to be here. He asked administration to be prudent and responsible in the selection of these replacements. He told Dr. Murdica that the Board took pride in hiring her to do this because the Board wants ownership and to feel that Southington can do better. Mr. Goralski pointed out that Mrs. Kujawski’s specialty is the Preschool Program. The Board has experts, and they hire the experts to make the Southington Public Schools better. He stated that the Board holds them accountable to that through the superintendent.

Dr. Erardi pointed out that the ongoing practice is to never bring something to the Board with a first read and to look for action. He thanked the parents, particularly Mr. O’Brien, who was appropriately and correctly quoting the superintendent in regard to the new program, which will be *“equal to or greater than the one that we have right now.”* He suggested that between now and the March 14 or March 28 Board meeting, he would like to bring back to the Board the program framework of our present program offered through CREC that Mrs. Johnson requested. Dr. Erardi offered the opportunity for any Board member to visit the present CREC ABA Program at Hatton School. Dr. Erardi had a high level of confidence that they will attract outstanding staff to be a part of this transition. He would use as an exemplar the quality of administrator in our last round of retirees and the struggle the Board of Education had because there were so many outstanding candidates.

8. REPORT OF SUPERINTENDENT

a. Personnel Report

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

“Move to approve the Personnel Report, as submitted”

Motion carried unanimously by voice vote.

9. COMMITTEE REPORTS

a. Curriculum & Instruction Meeting ~ February 5, 2013

Mrs. Carmody reported that the committee discussed how the new leveling at Southington High School was working this year. She noted that 96% of the students were passing. There were some areas that the department heads wanted to change. The high school and middle schools are meeting and working on the rigor. There has been a survey to parents regarding leveling and they will continue to do surveys with students and teachers about the new leveling. She was very proud to read in the newspapers about the number of students at Southington High School who are in honors classes and how well they are doing compared to other districts.

b. Board of Education Finance Committee Meeting ~ February 19, 2013

a. Transfer of Funds

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

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

Motion carried unanimously by voice vote.

b. Preschool Tuitions 2013-2014

Mrs. DiNello explained that the committee is recommending that the two days per week program increase to \$1,150 annually, the three days per week program increase to \$1,400 annually, and the four days per week program to \$1,700 annually.

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

“Move to approve the 2013-2014 Preschool fee structure as recommended by the Finance Committee.”

Motion carried unanimously by voice vote.

c. VOAG Consensus

Mrs. DiNello explained that the committee annually reviews the Vocational-Agriculture tuition projections because it is a large amount that is included within the overall town budget. It is scrutinized by the Board of Finance and Town Council members. The committee shared what the projected enrollment would be from out-of-district students and the committee would like a consensus of the Board that the revenue projections for 2013-2014 would be \$537,462 based on

an out-of-district enrollment of 62 students. The Board consensus was to move that forward to the Board of Finance so they could include that number in their operating budget.

Mrs. Queen asked how they were doing for this year. Mrs. DiNello replied that the current amount of \$535,000 was the revenue projection that was given the town, and we will be collecting close to \$570,000. We are way ahead in the projections of the current year.

Mrs. DiNello reported the committee discussed the level service budget for the Board of Education for the 2013-2014 school year. The administrative team had difficulty in developing that number which was requested by the Board of Finance this year because of the changes with mandates such as the Common Core Standards, Teacher Evaluations as well as enrollment shifts and how that played into the calculation of the cost for All-Day Kindergarten. She stated that Board members had the opportunity to weigh-in on the development of the level service budget and have come to a consensus that the requested level service would be equal to \$84,755,896 or a 2.81% increase over the current operating budget. This dollar amount was attained by starting with the current year budget, adding the contractual and the anticipated contractual increases as well as including the reduction for anticipated turnover savings. She was proud of the decision that the Board made in looking at this calculation because in their goal of being very transparent in how we do our calculations, the Board felt that there were a number of items that needed to be included in the level service calculation because of the mandated curriculum and evaluation changes. However, in the effort to be very transparent, the Board also took into consideration the ability for administration to continue having level services next year by reducing the number of elementary staff by six, which was included in the level service calculation. If the Board members were comfortable with this, she would report a 2.81% increase to the Board of Finance in response to their question on the weekly grid.

Mrs. Carmody asked if All-Day Kindergarten was out. Mr. Goralski stated that was not the case. He clarified that the Board of Finance Chairman asked for a footprint that exists in the school district today; the services that we provide our students as they are currently. Mr. Goralski stated that All-Day Kindergarten is not out and is in the budget, but All-Day Kindergarten is not reflected in the dollar amount of level services because that is not within the current footprint. Mrs. Queen stated that the difference between the percentage increase of the proposed budget and the level service budget was .7 and that for .7%, Southington could have an All Day Kindergarten program. Mr. Derynoski added that also in the .7 %, besides the All-Day Kindergarten, are some additional aspects to the budget that are part of the increase to meet our demands.

The Board members agreed to include that reply in the weekly Board of Finance grid.

c. Policy & Personnel Committee Meeting ~ February 25, 2013

Mrs. Smith distributed the minutes of the February 25, 2013 Policy and Personnel Committee Meeting (*Attachment #1*). Mrs. Clark reported that the committee reviewed the bid language with Attorney Mark Sciota. They discussed contracts and how vendor reference checks were completed. The committee indicated that for vendors new to the Town or the Board of Education, the language requesting additional information may be implemented, and the results would be shared with the Finance Committee for bid award determinations. The committee reviewed Regulation #2250, Procedures for Monitoring the Progress of Schools in Achieving

Stated Goals. The committee postponed reviewing this until 2015 because some of the programs were going to have a name change at that time. The committee revisited the organizational chart and will be presenting it to the full Board at the next meeting. The committee continued the review of the 2000 Series and began the review of the 3000 Series and the discussion regarding the Turf Advisory Committee. The policies need to be revised to indicate that the high school football field was no longer under the auspices of the Board of Education because it has now been transferred to the Town. They will be working closely with the Turf Committee to make sure that Board of Education policies are in line with the Town.

Mr. Goralski stated that the Turf Advisory Committee asked him to express their appreciation to the Board members and the Policy & Personnel Committee for allowing them to move forward in principle. The Board of Education needs to change the policy regarding rentals. The high school football field is now a community field, and the rental of it can begin. Mrs. Clark stated that the committee will begin to work on that.

10. OLD BUSINESS

a. Town Government Communications

Mr. Goralski reported that the Turf Advisory Committee met earlier this evening and took action on the online calendar. People can go to the website www.southingtonsports.com for the ability to see the schedule for the use of the community field. He noted that Mr. Swallow [Athletic Director] and Mr. Lepreay [Director of Parks and Recreation] entered items that are school and community-based on the calendar. There will be a means for the public to inquire for the availability to rent. There is a fee structure in place, which is an hourly rate. He stated that the field is used by the schools Monday through Friday and by the community on the weekend. The fee structure is \$100 per hour, and lighting is an additional fee of \$100 per hour. There is an Event Supervisor for certain events per the guidelines. There are custodial rates to all outside people renting the field because our custodians are used. The contract is currently being written and will go before the Town Council for approval. He noted that the Southington Public Schools Maintenance Department has concerns regarding the care of the fields.

Mr. Derynoski stated that in setting the policies, the Turf Advisory Committee needs to be aware that someone needs to be the decision-maker regarding when security for a specific event would be needed and not leave it up to whoever is renting it. He felt that cleaning up after an event has ended should also be addressed, and if they don't clean up, there will be some form of a charge. Mr. Derynoski suggested that the website should be linked to the Town's website; otherwise, it will be a challenge to find, and people would think it was a private entity. Mr. Goraski agreed to bring those concerns to the Turf Advisory Committee.

Mrs. Queen thought the goal of the www.southingtonsports.com website was to encompass all sports in Southington, not just the high school programs. Mr. Goralski pointed out that currently the website is being managed by Mr. Swallow in collaboration with Mr. Lapreay.

Mr. Goralski apologized for not having the Board of Finance information regarding the Monday, March 4, public hearing. He was surprised of the short notice about the public hearing. Mr. Goralski was unaccustomed to that information coming slowly from Mr. Leary. Mr.

Goralski stated that he will respond back in the grid about better communication to the Board of Education for scheduling purposes.

Mr. Goralski thanked the media for getting the word out about the Middle School Referendum on March 19.

Mr. Goralski stated that an appropriation request was sent to the Town for the next Board of Finance meeting for them to consider returning fees, which is typically the practice.

b. Construction Update

Mr. Cox reported that the Building Committee has not had the need to meet on the middle school projects for the last couple of weeks. The architect, construction manager and the district have been busy in Hartford going through the Plan Completion Tests (PCT). The second test for DePaolo took place on February 21, 2013, and they are 95% of the way through the process. At this point, the architect and engineering groups need to provide several more submittals to complete that before the end of next week. This gives us the opportunity to have an outside professional contractor look over the plans to make sure they are prepared and ready for the bidding process. The Kennedy second PCT took place on February 14, is completed and in the hands of a professional to review the contract documents. Both projects are right on target as far as scheduling.

c. 2012-2013 Calendar Update

Dr. Erardi reported that since October 29 there have been eight (8) days of no school. The graduation date as of this evening is Thursday, June 20, 2013. The greatest concern coming from the Southington Education Association is the reassurance of the action that the Board took two months ago. The Board was very explicit by stating that because there was no February break, the Board was holding onto the April break and would continue to add days to June until the Board could not do that any further. Mr. Goralski stated that the Board made a decision and does not go back on its word.

d. Board of Education Budget Update 2013-2014

Dr. Erardi distributed to the Board a schedule of Board of Finance budget workshops for their calendars (*Attachment #2*).

11. NEW BUSINESS

a. Leonard and Gladys Joll Scholarship Committee Appointment

Mr. Goralski stated that Mrs. Lombardi, Mr. Derynoski and Mr. Oshana will serve on this committee. Mrs. Passamano coordinates the selection process and will be in touch with them. Mrs. Smith stated that she was able to find the Joll's daughter who lives in the Midwest. Mrs. Smith would be happy to share information about the Joll family and the origination of the scholarship.

- b. **Applied Behavior Analysis (ABA) Program Proposal** (*Moved to Agenda Item 7.d.*)
- c. **Student Expulsions**

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

“Move to expel student 2012-2013-08 as stipulated by the Superintendent of Schools.”

Motion carried unanimously by voice vote.

12. ADJOURNMENT

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

Motion carried unanimously by voice vote.

“Move to adjourn.”

Motion carried unanimously by voice vote.

The meeting adjourned at 9:23 p.m.

Respectfully submitted,

Linda Blanchard
Recording Secretary

**SOUTHINGTON BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

**EXECUTIVE SESSION
FEBRUARY 28, 2013**

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

Administration Present: Dr. Joseph V. Erardi, Jr., Superintendent of Schools, Mr. Fred Cox, Director of Operations

1. CALL TO ORDER

Mr. Brian Goralski, Board Chairperson, called the meeting to order at 6:35 p.m.

2. EXECUTIVE SESSION FOR STUDENT DISCIPLINE AND SAFETY

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

“Move to go into Executive Session, excluding the public and the press, for the purpose of discussing Student Discipline and Safety, and upon conclusion reconvene to public session.”

Motion carried unanimously by voice vote.

The Board went into Executive Session at 6:37 p.m.

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

“Move to reconvene into public session.”

Motion carried unanimously by voice vote.

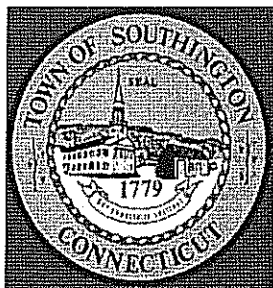
The Board exited Executive Session and recessed at 7:01 p.m.

Respectfully submitted,

Brian Goralski, Chairman
Southington Board of Education

SOUTHINGTON PUBLIC SCHOOLS

Southington, Connecticut
Policy and Personnel Committee Meeting
February 25, 2013



JOSEPH V. ERARDI, JR., Ed.D.
SUPERINTENDENT OF SCHOOLS

KAREN L. SMITH
ASSISTANT SUPERINTENDENT
FOR INSTRUCTION AND LEARNING

BOARD OF EDUCATION

BRIAN S. GORALSKI
BOARD CHAIRPERSON

TERRI C. CARMODY
VICE CHAIRPERSON

JILL NOTAR-FRANCESCO
SECRETARY

COLLEEN W. CLARK

DAVID J. DERYNOSKI

PATRICIA P. JOHNSON

TERRY G. LOMBARDI

ZAYA G. OSHANA

PATRICIA A. QUEEN

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Committee chairperson, Mrs. Colleen Clark, called the Policy and Personnel Committee meeting to order at 5:35 p.m.

Committee Members Present: Mrs. Colleen Clark, Mr. Zaya Oshana, Mrs. Patricia Queen, Mr. Brian Goralski (Board of Education Chair); Absent: Mrs. Patricia Johnson

Administration Present: Dr. Joseph Erardi, Superintendent of Schools; Mrs. Karen Smith, Assistant Superintendent of Schools; Mrs. Sherri DiNello, Director of Business and Finance; Mr. Philip Goodwin, Purchasing Agent

Others Present:

Mark Sciota, Southington Town Attorney

Review of Bid Language

Standard bid language was reviewed from the Board of Education Finance Committee meeting minutes of November 12, 2012. It reads: *"The Board of Education reserves the right to request information from the bidders including, but not limited to, legal claims, Workers' Compensation history, and other claims for personal and property damage."*

Town Attorney, Mr. Sciota, reported that references are always checked on vendors who present bids for town services. Municipalities who have conducted business with various vendors in the past are a very good indicator of the history of the work of a particular vendor. Often, vendors are known through previous work contracted by the town. Past practice indicates that if negative or mixed reviews are received for a particular vendor, then the Board of Education or the town can utilize the language set forth on page two of the Standard Bid Language document. That document states, *"The Board of Education reserves the right to request information from the bidders including, but not limited to, legal claims, Workers' Compensation history, and other claims for personnel and property damage."*

Attorney Sciota further reported that in the case of any "material breach, the Town/Board of Education can get out of a bid contract." The committee indicated that for vendors new to the town or the Board of Education, the language stated above may be implemented and the results would be shared with the finance committee for bid award determination.

Review of Regulation #2250, Procedures for Monitoring the Progress of Schools in Achieving Stated Goals

This review was postponed until the timeline for transitioning from the CMT and CAPT testing program to the Smarter Balanced Assessment Program occurs (expected in 2015).

Organization Chart

It was agreed that the chart would be brought to the full Board for approval following a change in title for the Senior Coordinator position. The title of that position will be changing to Director of Pupil Services following some appropriate and minor changes that are inherent in the job description.

Continued Review of the 2000 Series

The committee continued reviewing the 2000 Series. When the review is complete, the series will be brought to the full Board for approval.

Town of Southington
Board of Finance

Attachment #2

John Leary, Chair
Joseph Labieniec, Vice Chair
Edward Pocock Jr, Secretary



Anthony Casale, Jr
Sandra Feld
Wayne Stanforth

**SCHEDULE OF BUDGET WORKSHOPS WITH VARIOUS
DEPARTMENTS AND PUBLIC HEARINGS
ON THE FISCAL YEAR 2013/2014 PROPOSED BUDGET**

The following 2013/2014 budget department workshops and public hearings are scheduled as follows:

- February 13, 2013** 8:00 pm Town Hall Building, top floor, Council chambers, 75 Main St., Southington
To review the Board of Education budget request.
After the Board of Finance regular meeting which begins at 7:00 pm
- February 19, 2013** 6:30 pm Town Hall Building, top floor, Council chambers, 75 Main St., Southington
To review the following department budget requests:
6:30 pm Engineering
7:00 pm Information Technology
7:30 pm Recreation Department
8:00 pm Police Department
- February 20, 2013** 6:30 pm Town Hall Building, top floor, Council chambers, 75 Main St., Southington
To review the following department budget requests:
6:30 pm Highway & Parks Department
7:00 pm Library & Barnes Museum
7:30 pm Fire Department
8:00pm Town Manager, Planning & Capital Budget
- March 4, 2013** 7:00 pm **Public Hearing**
DePaolo Middle School, 385 Pleasant St., Southington.
Public Hearing on the General Government/Town Manager's proposed budget
and on the Board of Education's proposed budget.

Budget Review Workshops

- March 18, 2013** 6:30 pm Town Hall, Finance Dept Conference Room, 75 Main St., Southington
- March 19, 2013** 6:30 pm Town Hall, Finance Dept Conference Room, 75 Main St., Southington
- March 20, 2013** 6:30 pm Town Hall, Finance Dept Conference Room, 75 Main St., Southington
- March 26, 2013** 6:30 pm Town Hall, Finance Dept Conference Room, 75 Main St., Southington



Respectfully submitted,

John Leary, Chair

Administration: Board of Education Update

March 14, 2013

1. **Elementary School Principal – Hiring Timeline**
Wednesday, May 1st - Meeting Room
 - a. **Working Dinner - 5:30 p.m.**
 - b. **Interviews: 6:00; 6:45; 7:30 p.m.**
2. **Proposed Legislation - SB1097** (Attachment #1)
3. **Summer School – 2013** (Attachment #2)
4. **BOF – Budget Review Workshops**
March 18, 2013 6:30 pm Town Hall, Finance Dept. Conference Room
March 19, 2013 6:30 pm Town Hall, Finance Dept. Conference Room
March 20, 2013 6:30 pm Town Hall, Finance Dept. Conference Room
March 26, 2013 6:30 pm Town Hall, Finance Dept. Conference Room


3/14/2013


TESTIMONY ON SB 1097

**Dr. Joseph V. Erardi, Jr.
Southington Public Schools**

I am concerned about two provisions of SB 1097 because one of those provisions in essence makes the evaluation system for teachers and principals a mandatory topic of bargaining with the bargaining agents for both groups and because another provision substitutes an ineffective implementation plan for the one that was developed by the Performance Evaluation Advisory Council (PEAC).

Under present statute, the local board of education has final authority over the teacher and principal evaluation system as long as representatives of the bargaining unit involved are consulted prior to a decision being made. Section 1 (b) of the proposed bill, however, removes from the Board of Education this final authority regarding the system that will be used to evaluate teachers in every school system in the state. The authority would rest with the professional development and evaluation committee unless the committee and the Board could not agree. If that is the case, the district would be obligated to implement the state model plan.

Members of professional development and evaluation committee members, however, have no responsibility for the results achieved by a school system. Only boards of education and the superintendents whom they hire have this responsibility. The bill, then, would give authority over a school system function that is directly related to the results achieved by a school system to a body that has no responsibility for those results.

The bill would also constitute a significant departure from over thirty years of history by making moot the 1986 Wethersfield case that holds that teacher evaluation systems are not a mandatory subject of bargaining.

Section 1(a) of the bill would require every district to implement the new evaluation system with every certified professional in the district in 2014-15. There would be no phase in and no resultant opportunity to learn from that experience before we go to full implementation. To avoid this kind of situation, the PEAC reached consensus on a process whereby 2013-14 would be a bridge year during which districts could choose among acceptable phase in options. This consensus, while it does not necessarily represent all of the phase in options that I would like to have seen offered, at least recognizes the fact that going to full implementation in every district in the state in any one year with no bridge year before that is a recipe for failure.

I urge you, therefore, not to support SB 1097 as it is presently written and instead, to refer to the PEAC the issues which the bill attempts to address. That body is best equipped to make recommendations regarding implementation schedules, phase in options and decision making processes.



Handwritten signature of Joseph V. Erardi, Jr. and the date 3/10/13.

A Summer to Discover

Kindergarten – Grade 1

Instructor: Ms. Bianchini (Kelley School)

The Magic of Fairy Tales: Fairy tales hold a charm, mystery and wonder that spans all age groups.

In this thematic study, your child will be reading and discussing fairy tales. There will be a variety of high interest writing, art, drama, math, science and social studies activities about fairy tales. Let your child learn about the magic of fairy tales.

Prerequisite: Independent reading level D

Grades 1 & 2

Instructor: Mrs. Wuennemann (Derynoski)

Non-Fiction Exploration: Is your child interested in plants, animals, landforms, space, wild weather, etc.? If so, this is their summer to discover how much fun learning can be! Using topics of their own interest, students will make observations and ask questions, seek relevant information in books, magazines, and electronic media. They will then create “All About Books” and a visual project. Projects may range from pop-up books to dioramas to creative posters.

Fun with Geometry: Students will have the opportunity to identify and describe 2-D and 3-D shapes. They will create shapes that are symmetrical and identify lines of symmetry using arts and crafts. Students will build animals and other objects using pattern blocks and will also use measurement along with addition to find perimeter as well as area.

Prerequisites: Basic computer skills. Ability to write short stories with minimal spelling help.

Grades 2 & 3

Instructor: Ms. DiCenzo (Thalberg)

Ocean Life and Me

Dive right into learning all about fascinating ocean animals and the amazing underwater life through fiction and non-fiction texts. These texts will come alive with creative writing projects and fun math games! Be ready for a mix of some hands-on independent activities, along with interactive group problem solving situations that will make your student ready to cannonball into a great summer learning experience.

Prerequisites: Ability to write stories independently. Math: Basic number sense, adding/subtraction facts, is able to tell time, and count basic coins.

Grades 3 – 5

Instructor: Mr. Ghidini (Kennedy)

Digital Storytelling: Students will use their reading, process writing skills and creative design skills to create multimedia presentations. This could take the form of blog writing, website design and the making of iMovies. Students will be able to post responses to their readings on a blog, which will allow other students to respond and comment to each other’s post.

Prerequisite: Basic computer skills.

Grades 3 – 5

Instructor: Ms. Stearns (South End)

Everyday Elementary Math: Does your child need to review math skills learned in school last year in addition to a boost in their math confidence? A combination of reviewing and applying skills will help students in the application of basic math concepts into their everyday lives. Topics covered will consist of fractions, decimals, multiplication, division, algebraic reasoning and problem solving. With each math topic we will reinforce our skills and discuss the use of that topic in everyday life . A combination of individual and small group instruction will be used to tailor the course to your child’s needs. This course will answer the question, “When am I ever going to use this?” in a fun and intriguing way.

Prerequisite: Students who want to reinforce math concepts

Grades 4 & 5

Instructor: Mrs. DiNello (Hatton)

A Journey to the New World using Technology: Reliving Man's "Age of Discovery", students will "travel" to the New World as they participate in reading, writing, map skills, and technology activities. Students will make his/her own PowerPoint presentation as they study Vikings and other early explorers.

Prerequisite: Basic computer skills and some practice with Microsoft Word and PowerPoint.

**BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

Informational Only _____ Board Meeting Date March 14, 2013

Decision Requested X Agenda Code 7.a

AGENDA REPORTING FORM

Agenda Topic: Personnel Report

Summary of Issue: This Personnel Report includes appointments, resignations, retirements, and transfers for certified and classified personnel for 2012 – 2013.

Background: The attached report lists personnel activity from February 1, 2013 through February 28, 2013.

Alternative Strategies: _____

Cost (if applicable): N/A **Funding Source:** Board of Education


Beginning Date of Program or Project: N/A

Ending Date of Program or Project: N/A

Recommendation or Comment: Recommend that the Personnel Report be approved as submitted.



Signature of Staff Member Submitting Report



Signature of Superintendent of Schools

Titles of Attachments:

1. Personnel Report

Agenda – March 2013

PERSONNEL ACTIVITY REPORT

FOR: March 2013

APPOINTMENTS

Certified

| Name | Position | School | FTE If Less Than 1.0 | Effective Date | Highest Degree | University / School | Salary |
|--|----------|--------|----------------------|----------------|----------------|---------------------|--------|
| No certified appointments in the month of February | | | | | | | |

Classified

| Name | Position | School | Hours Per Week | Effective Date | Salary / Hourly Rate |
|------------------------|---------------------------------------|-----------|----------------|-------------------|----------------------|
| Langland, Victoria | Interim Sp Education Paraprofessional | Derynoski | 15.75 | February 11, 2013 | \$10.50 |
| Costa, Erin | Interim Sp Education Paraprofessional | South End | 15.00 | February 26, 2013 | \$10.50 |
| Kelley, Caitlin | Reading Tutor, Grade 3 | Flanders | 19.50 | February 26, 2013 | \$12.91 |
| Kalvaitis, Staci | Interim Sp Education Paraprofessional | Thalberg | 15.75 | February 28, 2013 | \$10.50 |
| LeBlanc, Emilene | Interim Sp Education Paraprofessional | JFK | 15.00 | February 28, 2013 | \$10.50 |
| Fitzmaurice, Christine | Interim Sp Education Paraprofessional | Flanders | 15.00 | March 5, 2013 | \$10.50 |

RESIGNATIONS

Certified

| Name | Position | School | Effective Date | Years of Service | Retire |
|---------------------|---------------------------|-------------------|------------------|------------------|--------|
| Vogel, Carol | Art Teacher | Hatton & Thalberg | February 5, 2013 | 15 1/2 years | No |
| Meccariello, Elaine | Elementary Teacher | Hatton | July 1, 2013 | 39 years | Yes |
| Paul, Frances | World Language Teacher | JAD | July 1, 2013 | 42 years | Yes |
| Chester, Elizabeth | Language Arts Coordinator | District | July 1, 2013 | 6 years | Yes |
| Lutz, Elizabeth | Principal | Kelley | July 1, 2013 | 17 years | Yes |

Classified

| Name | Position | School | Effective Date | Years of Service | Retire |
|----------------|----------------------------------|-----------|-------------------|------------------|--------|
| Clements, Paul | Head Custodian | SHS | February 4, 2013 | 33 years | Yes |
| Wright, Sherry | Part-Time Sp Ed Paraprofessional | South End | February 23, 2013 | 3 months | No |
| Cammuso, Lori | Part-Time Sp Ed Paraprofessional | DES | March 6, 2013 | 2 years | No |

TRANSFERS

Certified

| Name | From Position | From School | To Position | To School | Effective Date |
|---|---------------|-------------|-------------|-----------|----------------|
| No certified transfers in the month of February | | | | | |

Classified

| Name | From Position | From School | To Position | To School | Effective Date |
|--|---------------|-------------|-------------|-----------|----------------|
| No classified transfers in the month of February | | | | | |

UNPAID LEAVES OF ABSENCE

| Name | Position | School | Start Date | End Date | Reason |
|--|----------|--------|------------|----------|--------|
| No unpaid leaves of absence in the month of February | | | | | |

COACHING / STIPENDS

Appointments

| Name | To Position | School | Effective Date | Stipend |
|-----------------|--------------------------------------|--------|--------------------------------|------------|
| Yanosy, David | Department Head, PE / Health | SHS | Retroactive to August 28, 2012 | \$4,227.60 |
| Roarty, Colleen | Assistant Coach, Girls Outdoor Track | SHS | February 25, 2013 | \$3,038.00 |
| Gissas, Michael | Freshman Coach, Boys Lacrosse | SHS | February 26, 2013 | \$2,770.00 |
| Aros, Andreas | Assistant Coach, Boys Lacrosse | SHS | February 27, 2013 | \$3,038.00 |

Resignations

| Name | From Position | School | Effective Date |
|--|---------------|--------|----------------|
| No coaching / stipends resignations in the month of February | | | |



SOUTHINGTON PUBLIC SCHOOLS

Southington, Connecticut Curriculum and Instruction Committee Meeting March 13, 2013

Committee chairperson, Mrs. Terri Carmody, called the Curriculum and Instruction Committee meeting to order at 10:00 a.m.

Members Present: Mrs. Terri Carmody, Mrs. Patricia Johnson, Mrs. Patricia Queen.

Absent: Mrs. Jill Notar-Francesco

Present from the Administration: Mrs. Karen Smith, Assistant Superintendent of Schools; Mr. Steve Madancy, Principal, Kennedy Middle School; Mrs. Karen Veilleux, Director of Technology, SHS Faculty: Mr. Richard Niro

BYOD (Bring Your Own Device) Update

The committee was presented with information and feedback regarding the recently conducted pilot programs for BYOD at Southington High School, Kennedy Middle School, Plantsville and Derynoski Elementary Schools.

Mr. Niro, science teacher at Southington High School, shared his ongoing experiences with a website called, *Schoolology*. This learning management system enables him to communicate directly with his students after school hours about science assignments that require further explanation and/or completion. During class, Mr. Niro is able to work with students individually at their level of achievement. Students can use any electronic device to access this program. It was explained that this pilot is one example of a “flipped” classroom that promotes the use of technology and communications.

Mr. Madancy described the work of Mr. Chris Richter, social studies teacher at Kennedy Middle School. Mr. Richter has been using a program called *Edmodo* that is a web based “off-shoot” of Facebook. For example: On election night, Mr. Richter’s class was following the national election results and predicted with the class which states would have particular outcomes. The learning that occurred through the use of electronic devices has been extensive. Mr. Madancy also described the technology opportunities that existed this year for middle school teachers from DePaolo and Kennedy Middle Schools. Teachers were able to select from a menu offering a variety of computer classes that met professional needs for the classroom. He further shared the progress being made at Kennedy with website design and communication from teachers to families through Kennedy’s “*Week at a Peek*” articles.

Mrs. Veilleux shared survey results from students at Derynoski and Plantsville who piloted BYOD. E-Readers, Nooks, and Kindles (Kindle-Fires) were used for language arts classes, including independent reading times. Most students indicated that they had the use of a computer or device at home and that access is more regulated than for students in higher grades.

A presentation about the BYOD pilot will be given to the full Board at the March 14, 2013. The Curriculum and Instruction Committee concluded that the district needs to move forward with the implementation of BYOD. In addition, the Personnel and Policy Committee develop appropriate policy language around this topic.

Motion:

By Mrs. Johnson, seconded by Mrs. Queen

“Move that the Curriculum and Instruction Committee meeting be adjourned.”

Motion carried unanimously by voice vote.

The meeting was adjourned at 11:30 a.m.

Respectfully Submitted,

Karen L. Smith
Assistant Superintendent for Instruction and Learning

JOSEPH V. ERARDI, JR., Ed.D.
SUPERINTENDENT OF SCHOOLS

KAREN L. SMITH
ASSISTANT SUPERINTENDENT
FOR INSTRUCTION AND LEARNING

BOARD OF EDUCATION

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SOUTHINGTON PUBLIC SCHOOLS

Southington, Connecticut Policy and Personnel Committee Meeting March 7, 2013

Committee chairperson, Mrs. Colleen Clark, called the Policy and Personnel Committee meeting to order at 5:30 p.m.

Committee Members Present: Mrs. Colleen Clark, Mrs. Patricia Johnson, Mrs. Patricia Queen (via telephone), Mr. Brian Goralski (Board of Education Chair); Absent: Mr. Zaya Oshana

Administration Present: Mrs. Karen Smith, Assistant Superintendent of Schools

Organizational Chart

The members of the committee approved the revised Organizational Chart that will be moving forward to the full Board for a first reading. However, additional discussion is needed regarding the associated job description of the position that is currently entitled, *Senior Coordinator of Pupil Services*. It is the title of this position that is recommended to be changed to *Director of Pupil Services* and represented as such on the newly proposed Organizational Chart. The committee will revisit this topic before moving the chart and the job description forward to the full Board.

Revision of Policies Relating to the New Community Field

Chairman Goralski is the Board of Education representative on the Turf Advisory Committee. He shared information with the Policy and Personnel Committee about shared use of the new community field. In addition, there was discussion surrounding policies and practices that need consideration and/or modification relative to related topics such as: maintenance costs, supervisory responsibilities, scheduling of field use, access to school lavatories, access to the press box and concession stand, responsibilities for clean-up and readiness for school use, field grooming, possible costs associated with the use of field lights, etc. The administration will forward a copy of the current fee structure for use of the high school field to the committee via email. The committee will create pertinent policies and regulations after Mrs. Clark meets with Mr. Defeo, Chairperson of the Turf Advisory Committee. This topic will be continued on subsequent agendas.

Other

- The committee is planning to revisit the topic of *homework* in light of recent articles and research on this topic. This also will be a recurring agenda topic.
- The committee is investigating if additional costs would be incurred if we were to receive CAFE policies which are based upon legislation for Connecticut Public School Systems. A report will be given at our next meeting.

The next committee meeting is scheduled for Monday, April 22, 2013 at 5:30 p.m.

Motion:

By Mrs. Johnson, seconded by Mrs. Queen

“Move that the Policy and Personnel Committee meeting be adjourned.”

Motion carried unanimously by voice vote.

The meeting was adjourned at 7:00 p.m.

Respectfully Submitted,

Karen L. Smith

Assistant Superintendent for Instruction and Learning

JOSEPH V. ERARDI, JR., Ed.D.
SUPERINTENDENT OF SCHOOLS

KAREN L. SMITH
ASSISTANT SUPERINTENDENT
FOR INSTRUCTION AND LEARNING

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BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT

Informational Only _____ X _____

Board Meeting Date March 14, 2013

Decision Requested _____

Agenda Code 9 b.

AGENDA REPORTING FORM

Agenda Topic: Construction Update

Summary of Issue: Phase II Construction and Renovation/Expansion of buildings are listed below with their current status.

Phase II Construction Projects:

South End Elementary School - New Construction:

Plantsville Elementary School – Renovation/Expansion:

The building committee will meet in the near future to approve the final costs presented by the Construction Manager following completion of Change Order reviews by the School Facility Unit.

Kennedy & DePaolo Middle School - Renovation/Expansion:

The JFK Middle School Plans are under review by a professional engineer to determine readiness for bidding.

JAD Middle School Plans were reviewed at a 2nd PCT on February 21, 2013. Fletcher Thompson will be providing additional information as requested.

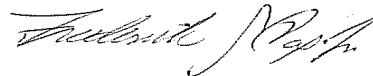
Background: At the September 14, 2000 Board of Education meeting, Chairman, David Derynoski, requested a permanent agenda report for school construction projects.

Cost (if applicable): \$15,825,000 – Plantsville \$16,860,000 – South End \$85,000,000 Middle Schools

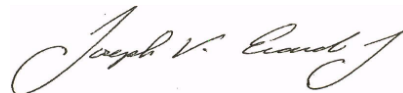
Funding Source: State & Local

Beginning Date of Program/Project: Varied **Ending Date of Program or Project:** Varied

Recommendation or Comment: _____



Signature of Staff Member Submitting Report



Signature of Superintendent of Schools

Applied Behavior Analysis (ABA) Proposed Programmatic Changes for the 2013-14 and 2014-15 School Years

PROPOSED CHANGES:

2013-14

Begin Southington Public Schools ABA program implementation at preschool level
Current K - 12 students (School year 2012-13) continue direct ABA programming from CREC
Hire a Board Certified Behavior Analyst (BCBA)
Indirect consultation services provided K -12 by our BCBA
Design a new ABA therapist position
Use of web-based (Rethink Autism) ABA content training tool for staff

2014-15

Hire a special education teacher to work specifically with students with Autism
Continue to transition Southington Public Schools staff implementation of ABA program to next grade level each year

RATIONALE AND OUTCOMES:

- Southington certified staff are the locus of education
- Programmatic changes build capacity of staff knowledge in working with children with autism and other behavioral disabilities
- An integrated approach to programming that provides increased access to certified staff and curriculum
- The preschool classroom serves as authentic setting for seamless learning and generalization of skills taught through discrete trial instruction
- Increased opportunities for district and building teaming and collaboration to design individualized instruction that meets the needs of students
- The schedule of the BCBA is defined by Southington Public Schools and is tailored to meet needs of students
- The integrated approach with Southington Public Schools certified and classified staff result in cost- effective management

**BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

Informational Only _____ Board Meeting Date March 14, 2013

Decision Requested X Agenda Code 9.c

AGENDA REPORTING FORM

Agenda Topic: Applied Behavior Analysis Program Proposal

Summary of Issue: The administration requests action on the ABA proposal that was presented.

Background: The administration presented a proposal for changes to the current ABA program at the Board of Education meeting on February 28, 2013. The Board was provided with additional information that was requested as a follow-up to the presentation. The Board was offered the opportunity to visit the current ABA program at Hatton Elementary School.

Alternative Strategies: _____

Cost (if applicable): N/A **Funding Source:** N/A

Beginning Date of Program or Project: 2013-2014

Ending Date of Program or Project: _____

Recommendation or Comment: Administration strongly endorses the proposal and encourages the Board of Education to take action allowing pupil services to complete the requested program changes in a timely manner.



Signature of Staff Member Submitting Report



Signature of Superintendent of Schools



SOUTHTON PUBLIC SCHOOLS

JOB DESCRIPTION

TITLE: Applied Behavior Analysis (ABA) Therapist

QUALIFICATIONS:

1. Desire to work with students
2. Flexible, highly motivated.
3. Physically able to shadow students and model skills in all learning environments, including gyms, playgrounds.
4. Able to model skills including gross motor, fine motor, play and social skills.
5. An Associate's degree or higher is preferred

REPORTS TO: Special Education Coordinator

JOB GOAL: To provide supervised instruction and facilitate learning of developmental academic skills, social and behavioral skills, and self- help skills to students in need of discrete trial training and generalization of skills.

PERFORMANCE RESPONSIBILITIES:

1. Effectively communicate with certified teaching staff, related services staff, and board certified behavior analyst (BCBA) about student performance and progress in academic, behavioral, social, and self-help areas.
2. Implement discrete trial instruction designed by certified staff and BCBA with assigned students.
3. Implement behavior intervention plans that are designed by the teacher and BCBA to reinforce appropriate behaviors and eliminate inappropriate behaviors, including disruption, aggression, or bolting.
4. Collect and input student level data into an electronic database as directed by certified staff, including the BCBA.
5. Conduct observation based assessments under the supervision of the BCBA.
6. Develop student-centered materials under the direction of certified or licensed staff (e.g., picture exchange, visual schedules).
7. Participate in parent training meetings with certified and or licensed staff.

8. Perform all tasks under the direct supervision of certified special education staff and/or BCBA.
9. Perform other duties relating to student needs assigned by certified staff, including the BCBA.
10. Required to participate in and be assessed on explicit training modules in applied behavioral analysis in the areas of academic, social, behavioral, and self-help skills as assigned by certified teaching staff (This may include hours beyond the typical work day. Additional remuneration at hourly rate will be provided in these cases).
11. Required to work for up to six weeks during the summer in extended school year programs, when needed.
12. Required to participate yearly in a training session on behavioral de-escalation strategies and physical management techniques (This may include hours beyond the typical work day. Additional remuneration at hourly rate will be provided in these cases).

TERMS OF EMPLOYMENT: This is a school year plus, hourly, non-union position.

EVALUATION: To be evaluated annually by a Special Education Coordinator.



SOUTHTON PUBLIC SCHOOLS

JOB DESCRIPTION

TITLE: Board Certified Behavior Analyst (BCBA)

QUALIFICATIONS:

1. Valid Connecticut Special Education Teacher, School Psychologist, School Social Worker, Speech-Language Pathologist Certification
2. Board Certified Behavior Analyst (BCBA) Certification
3. Experience working with students with Autism Spectrum Disorders (ASD)
4. Such alternatives to the above qualifications as the Board may find appropriate and acceptable

REPORTS TO: Preschool Special Education Coordinator and Senior Coordinator Pupil Personnel Services

JOB GOAL: To support district-wide special education staff and administrators as well as general education teachers and administrators in the provision of behavioral supports and services designed to assist students with Autism Spectrum Disorders (ASD) and/or behavioral disorders in the Least Restrictive Environment (LRE).

PERFORMANCE RESPONSIBILITIES:

1. Participates in Planning and Placement Team (PPT) meetings for students identified with ASD and other disabilities on an as needed basis in order to assist building teams and parents in the decision-making process regarding the educational planning and programming for these students.
2. Confers with general education classroom teachers, special education teachers, and related services providers regarding implementation of best practices for students with ASD.
3. Provides leadership to school teams regarding discrete trial training and ABA programming.
4. Works with building based Early Intervention Program (EIP) teams and PPT teams to ensure that students with disabilities participate in general education to the maximum extent appropriate and are assisted with supplementary aids and services prior to placement in more restrictive settings.
5. Confers with parents and other professional staff members regarding the educational, social, and personal needs of students with ASD and other disabilities. Assists teachers and parents in the development of appropriate and measurable goals for students at school and at home. Maintains written records of communication with parents and other professional staff members in an organized manner.

6. Provides individualized parent training necessary for parents to understand their child's disability and to enable them to support their child effectively and make progress in their educational program.
7. Works collaboratively with school teams to devise and trial innovative teaching methods, utilize effective strategies, techniques and learning materials, and incorporate assistive technology, as appropriate, in order to effectively extend learning opportunities for students with ASD and other disabilities in the least restrictive environment.
7. Upon request for assistance and approval from the Senior Coordinator of Pupil Personnel Services or Designee, the Behavior Analyst provides consultation in the form of Functional Behavior Assessment and develops an appropriate Behavior Intervention Plan for students with ASD and other disabilities that present behavioral challenges.
8. Assists parents and school teams in the transition process for students as they move to less restrictive environments and as students transition from elementary to middle and middle to high school.
9. Maintains appropriate Individualized Education Program (IEP) and evaluation reports and prepares pertinent reports requested by the Preschool Special Education Administrator or Senior Coordinator of Pupil Services.
10. Responsible for collaborating with special education administration in the design of a training plan to address staff needs in the area of working with students with ASD and other challenging behavioral disabilities.
11. Provides orientation and training to therapists assigned to work with students requiring ABA and/or discrete trial training. Oversees therapist implementation of ABA techniques and provides job embedded ongoing professional development to address continuing training needs.
14. Designs, develops and implements, with appropriate approvals, management and/or behavioral interventions that are clinically sound.
15. Participates in school and district-based teams to provide information about plans for individual students and district needs.
16. Maintains appropriate records, assists and provides guidance for teachers and other staff in the implementation of management or behavioral interventions.
17. Assists in the daily functions of the school, including dealing with crises among students. Maintains a safe environment for all students. Facilitates team-building skills.
18. Performs other duties as appropriate and required.

TERMS OF EMPLOYMENT: This is a school year and extended school year position, in accordance with the agreement between the Southington Board of Education and the Southington Education Association.

EVALUATION: To be evaluated annually by the Preschool Special Education Administrator and Senior Coordinator of Pupil Personnel Services

DRAFT

**BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

Informational Only _____ X _____ Board Meeting Date March 14, 2013

Decision Requested _____ Agenda Code 10.a

AGENDA REPORTING FORM

Agenda Topic: Technology Pilots

Summary of Issue During the fall semester, BYOD Technology Pilots were held at Derynoski, Plantsville, both middle schools and the high school.

Background: Teachers who participated in the pilot along with administration will update the board and present findings about the pilot

Alternative Strategies: N/A

Cost (if applicable): N/A **Funding Source:** N/A

Beginning Date of Program or Project: September 2012

Ending Date of Program or Project: _____

Recommendation or Comment: For discussion purposes.



Signature of Staff Member Submitting Report



Signature of Superintendent of Schools

Titles of Attachments:

1. _____
2. _____
3. _____