

Southington Board of Education Meeting

Thursday, October 10, 2013 6:30 PM
Municipal Center Public Assembly Room 200 North Main Street
Southington, CT 06489
200 North Main Street
Southington, CT 06489



BOARD OF EDUCATION REGULAR MEETING

1. CALL TO ORDER
2. Executive Session to Discuss SAA Negotiations, Personnel and Safety
3. Board of Education Recognitions ~ 7:00 p.m.
4. Reconvene Meeting ~Regular Session ~ 7:30 p.m.
5. Pledge of Allegiance
6. Approval of Minutes ~ September 26, 2013
7. Communications
 - a. Communications from Audience
 - b. Communications from Board Members and Administration
 - c. Communications from Student Representatives
8. Report of the Superintendent
 - a. Personnel Report
9. Committee Reports
 - a. Finance Committee Meeting ~ October 1, 2013
 1. Snow Removal/Sanding Bid ~ 2014-BID-16 (SHS, DES/JVP, HES, KES, PES)
 2. Capital Plan 2014-2019
10. Old Business
 - a. Town Government Communications
 - b. Construction Update
 - c. Administrator Evaluation Plan Update
 - d. Teacher Evaluation Plan Update
 - e. Budget Assumptions / Priorities for 2014-2015
11. New Business
 - a. CAPT/SAT/AP/College Report
 - b. Letter of Agreement ~ Grant Writer 2013-2014
12. Adjournment

SOUTHINGTON BOARD OF EDUCATION

SOUTHINGTON, CONNECTICUT

REGULAR MEETING

SEPTEMBER 26, 2013

The regular meeting of the Southington Board of Education was held on Thursday, September 26, 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 TO DISCUSS STUDENT MATTERS, SOUTHINGTON ADMINISTRATORS ASSOCIATION NEGOTIATIONS, CONTRACT NEGOTIATIONS AND SAFETY ~ 6:30 P.M.

An Executive Session was held 6:33 p.m. through 7:08 p.m. in the Municipal Center Technology Training Room.

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

Present from the administration were Dr. Joseph Erardi, Jr., Superintendent of Schools; Mrs. Karen Smith, Assistant Superintendent; and Mrs. Sherri DiNello, Director of Business and Finance.

3. BOARD OF EDUCATION RECOGNITIONS

At 7:15 p.m., in Celebration of Excellence, the Board recognized community members Robert and Patricia Morelli who were instrumental in resolving longstanding traffic and safety issues at J. A. DePaolo Middle School. They were presented a plaque by Mrs. Carmody, Board Vice Chair.

The Board of Education honored Mrs. Linda Bass Reilly who was recognized as the 2013-2014 Southington Teacher of the Year. Dr. Erardi introduced Linda Bass Reilly, a Grade 4 teacher at Thalberg Elementary School, who was presented with a plaque by Board Chair, Brian Goralski and given a standing ovation. Mrs. Bass Reilly has advanced as a semi-finalist for the Connecticut Teacher of the Year.

4. RECONVENE MEETING ~ REGULAR SESSION

The regular session was reconvened at 7:40 p.m. by Chairperson, Mr. Brian Goralski. Board members present were Mrs. Terri Carmody, Mrs. Colleen Clark, Mrs. Patricia Johnson,

Mrs. Terry Lombardi, Mrs. Jill Notar-Francesco, Mr. Zaya Oshana and Mrs. Patricia Queen. Absent was Mr. David Derynoski.

Present from the administration were Dr. Joseph Erardi, Jr., Superintendent of Schools; Mrs. Karen Smith, Assistant Superintendent; and Mrs. Sherri DiNello, Director of Business and Finance; Mr. Frederick Cox, Director of Operations; and Dr. Perri Murdica, Director of Pupil Services.

Student representatives present were Gabrielle Baker and Stephanie Krar.

There were approximately 13 people in the audience.

5. PLEDGE OF ALLEGIANCE

The student representatives led in reciting the Pledge of Allegiance.

6. APPROVAL OF MINUTES ~ September 12, 2013

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

“Move to approve the Board of Education minutes of September 12, 2013, as submitted.”

Motion carried by voice vote with Mrs. Notar-Francesco abstaining.

7. COMMUNICATIONS

a. Communications from Audience

There was no audience communication.

b. Communications from Board Members and Administration

Communications from the Board Members:

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

“Move Agenda Item 10.d “Approval of Field Trips” to Agenda Item 9.d.1.”

Motion carried unanimously by voice vote.

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

“Move to add Agenda Item 10.e ‘Student Expulsion 2013-14-01’ to the agenda.”

Motion carried unanimously by voice vote.

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

“Move to add Agenda Item 10.f ‘Student Expulsion 2013-14-02’ to the agenda.”

Motion carried unanimously by voice vote.

Mrs. Notar-Francesco thanked the Board for their approval of hiring the Transportation Advisory Service (TAS) consultant to do an efficiency study at the last meeting. Mrs. Notar-Francesco stated that she, Mrs. Johnson and Mrs. Queen attended a data collection meeting with the consultant that afternoon and felt that the Board would be very pleased with the results at the end of October.

Mrs. Queen submitted two e-mails that the Board recently received regarding the Bread for Life proposal adjacent to Derynoski School. She requested that the e-mails from The Carrera’s and Ms. Aulbach be included in the minutes (*Attachments #1 and #2*).

Mrs. Johnson explained that at the last Board meeting she was the only one who voted against hiring TAS to review Southington’s transportation procedures. After meeting that afternoon with Mr. Mark Walsh from TAS, she admitted that she was wrong in voting against this. She was very impressed with Mr. Walsh and looks forward to his report.

Mr. Oshana addressed the school bus cameras and that the consultant stated they would be at no cost. He asked what would happen if there was not enough revenue from the ticket violations to cover it. Dr. Erardi explained that the present agreement was contingent upon revenue from the tickets. He noted that the consultant was explicit around the importance of having cameras on all buses. Dr. Erardi stated that it may go at a slow pace for another year, but it needs to be negotiated within a contract for the following year to have cameras both inside and outside the bus.

Mr. Oshana questioned about School Safety Kits that were recently discussed in the media. Dr. Erardi stated that he told the press that he would never say ‘no’ to a community member who wants to meet with him to talk about school safety. In the news, the community member was directly connected to the company in Connecticut that launched a Survival / Safety Kit. Dr. Erardi pointed out that the Board of Education was not in a position to purchase 500 kits, nor did they have a discussion about purchasing safety kits. If there was funding for this on a grant or gifting level, it would come before the Board for discussion about what to put into those safety kits.

Mr. Goralski announced that Mr. Derynoski was absent because he and his company were being recognized tonight for a statewide technology accomplishment. He congratulated Mr. Derynoski.

Communication from Administration:

Dr. Erardi reported on the following:

1. Enrichment Update: TMSC / MXCC: Dr. Erardi reported that parents will be notified on or before October 15, 2013 regarding the Talcott Mountain program and the Middlesex Community College program. An informational parent meeting will be held on or before November 1, 2013.

2. Extended Day Grant: Dr. Erardi reported that he heard from the State Department of Education that the \$250,000 Extended Day Grant, in partnership with the Southington YMCA, was not accepted and funded.
3. State Department of Education Security Grant: Dr. Erardi reported that the State Department of Education, under the direction of Governor Malloy, allocated \$5 million to support local Boards of Education to enhance security. Through Mr. Cox's office, the school system wrote a \$165,929 grant. Administration received notification that we will be funded only \$3,459. The grant funding was requested for all 12 Southington schools; however, only partial funding was awarded to our alternative high school (ALTA). Dr. Erardi noted that Governor Malloy publicly stated that he plans to launch an additional \$6 million to local education agencies who were not fully funded.
4. Weather Notification: Dr. Erardi reported that the school system was implementing an automated call system to cancel, delay or close schools early due to the weather. There will no longer be a phone tree. It would be one call from Dr. Erardi to the entire school community. He asked Board members to notify him if they would like to be on the list to receive an automated call at approximately 5:15 a.m.
5. Middle School Neighborhood Meetings: Dr. Erardi gave an update on the meetings. The DePaolo Middle School meeting regarding the building project was attended by one person. The Kennedy Middle School neighborhood meeting was well attended.
6. Personalized Learning: Dr. Erardi shared that one of the initiatives taking place with administration in all the schools is that on or before November 1, 2013 they will meet with a student(s) to have a conversation on how the student(s) best learns, followed by a block of time that they will sit with that child for 2, 3, or 4 hours of instruction. Mr. Oshana asked how the building administrator would select the participating student(s). Dr. Erardi replied that it would be at the discretion of the administrator.

c. Communications from Student Representatives

Miss Stephanie Krar reported on the following:

- An assembly for the seniors was held to discuss the online portion of the college application process. The Guidance Counselors will be offering this in the spring to the juniors to help them on August 1 when the common application opens up.
- Representatives from UConn visited today. Also visiting the high school in the near future will be representatives from Southern Connecticut State University, Fordham, Quinnipiac, Springfield and Central Connecticut.
- Open House at the high school was held on September 19.
- Seniors are struggling with balancing their classes with their college applications. Miss Krar thought that guidance was doing a good job helping the seniors.

Miss Gabrielle Baker reported on the following:

- Technology made it convenient for students and teachers and e-mailing for letters of recommendation and homework. BYOD (Bring Your Own Device) technology is helpful and easier for students to look up information and they don't have to carry as many books. The entire high school is wireless now making it easier to logon to devices.

- Marching Band won last weekend with a score of 70.6. This Saturday, they will be competing in New Milford.
- The Blue Knights football team is 2 and 0.

Mrs. Notar-Francesco praised the student representatives for balancing their reports with academics and extracurricular activities. Mr. Goralski announced that the Southington High School Boys Soccer team will hold a community event on October 4 at 6:30 p.m. at the high school called "Southington United" to support the United Way and other causes in the community. Mr. Goralski announced that veterans will be recognized at the football game on Friday, September 27, 2013.

Mrs. Lombardi told the student representatives that she would like to hear more information on how guidance is helping the juniors with the college application process to alleviate pressure in the senior year.

Mrs. Queen asked how widespread the BYOD was being used at the high school. Miss Baker replied that there were still a few teachers who tell students to bring their phone to the office if they see the phone out. Mrs. Lombardi asked the administration to follow-up to find out why some teachers are, and why some teachers are not, allowing BYOD in the classroom. She would like to know how many teachers are allowing it in their classrooms.

Mrs. Carmody asked if there was a policy for the elementary schools that, when the students bring in their own devices, they are locked up. Her grandchild stored a device in her desk and it was taken. Dr. Erardi replied that there was no policy. There are safeguards put into place; however, there are no lockers in the elementary schools.

8. COMMITTEE REPORTS

a. Policy and Personnel Committee Meeting ~ September 16, 2013

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

"Move to add Agenda Item 8.b. "Job Description for the Grant-funded Elementary Guidance Counselor."

Motion carried unanimously by voice vote.

Mrs. Clark reported that the committee reviewed the draft job description for the Science Coordinator and compared it to the job description for the Math-Science Coordinator. The committee received and is reviewing job descriptions from two other districts pertaining to the Superintendent and Assistant Superintendent. The committee made some clerical corrections to the 2000 Series, which is on the agenda this evening as a second reading. The committee is also reviewing the current Southington Public Schools attendance policy as well as the CABE attendance policy.

b. Job Description ~ Grant-funded Elementary Guidance Counselor

Mrs. Smith stated that this was coming before the full Board at this time, instead of the Policy and Personnel Committee, because this was a three-year grant-funded opportunity for

approximately \$1.2 million to purchase services that include 4.6 FTE elementary guidance counselors. Due to the timing of the next Policy and Personnel Committee meeting, it was coming before the Board for approval to post for these positions because the grant funding source has become available.

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

“Move to approve the job description for the Guidance Counselors as presented with the Policy and Personnel Committee reviewing the wording at their next meeting.”

Mrs. Lombardi would like to see direct accountability to one person in terms of reporting because it is a government grant. She recommended removing the wording “reports to building principal and/or his/her designee.” Mr. Goralski responded that it would be a problem because as part of the grant requirement they need a Grant Program Director and they always want the principals to be in charge of their building. He felt that it was important to keep the “designee” piece so the principal can allow that grant-required Program Director position to exist. Mrs. Lombardi felt if that was true then they should state “and Program Director”, not designee. Mr. Goralski noted that in certain situations when the building principal is out of the school, there is a designee in their place. Mrs. Lombardi disagreed with Mr. Goralski.

Mrs. Clark pointed out that the committee includes the wording “and/or designee” in the wording of the policies. Mr. Oshana stated that in this particular example the direct reporting is to the principal, but, if he or she is not there, then there has to be someone to report to if there is an emergency, concern or problem. He understood Mrs. Lombardi’s point of accountability. Mrs. Lombardi stated that when someone is in charge and they leave someone else in charge, the job description outlines clearly who is accountable. She noted that, when Dr. Erardi is out, he reports to the Board, not a designee.

Mrs. Lombardi noted that under “Evaluation” it states that the “job performance is to be evaluated annually by the building principal or his/her designee.” She noted that, in this particular grant, the Program Director is critical to the success of the program; therefore, she suggested that they include “Program Director” as having input as part of the evaluation.

Mr. Goralski stated that where the money comes from is important for the tracking; hence, the reason they need the Program Director position. This is still an employee of the district. Although, it is grant funded, the Board is covering that part of the grant with the required “Program Director” position. School employees answer to their principals or in their absence, a designee. He respectfully disagreed with Mrs. Lombardi and requested that the language stays “as is” just like all the other job descriptions in the district.

Dr. Erardi pointed out that the present practice moving forward for support staff, such as guidance counselors, is that they have a primary evaluator and a secondary evaluator because of the depth and breadth of evaluation as presented by the State Department of Education. Our primary evaluator is one of the coordinators, depending on who is covering a certain elementary school. Our secondary evaluator is the building principal. Dr. Erardi recommended that the primary and secondary evaluators stay the same with this job description.

ROLL CALL VOTE: YES – Mrs. Notar-Francesco, Mr. Oshana, Mrs. Queen, Mrs. Carmody, Mrs. Clark, Mrs. Johnson, Mr. Goralski. NO – Mrs. Lombardi. **Motion carried with seven in favor and one opposed.**

9. OLD BUSINESS

a. Town Government Communications

For the record, Mr. Goralski read a communication that he received from Planning and Zoning. He noted that there has been extensive discussion from the public regarding the Bread for Life proposal for the lot next to Derynoski School. The e-mail (*Attachment #3*) that he received from Mr. Michael DelSanto, Chairman for the Planning and Zoning Commission reads: *“Good morning, Brian, you may have heard that the PZC will hold a public input session on October 15, 2013 regarding Bread for Life building their facility adjacent to Derynoski Elementary School. Can the BOE please send the commission their thoughts and opinions on this application, specifically, if the application will interfere with the children’s education and possible security concerns? Further, if there are concerns, are there any suggestions that would alleviate the BOE’s concerns with respect to the eventual site plan that will be before us? I thank you in advance for this information.”*

Mr. Goralski stated that he responded with a thank you to that e-mail. He noted that there was a follow-up comment from the vice chair of that commission. He asked that the e-mail be a part of the minutes within this agenda item. Mr. Goralski stated that the Board of Education has always made public safety, and the safety of our children, a number one priority. He will put together some other form of formal communication to send to Planning and Zoning stating that the Board unanimously has decided that they do not support the proposal as presented for the lot next to Derynoski Elementary School. He reiterated that safety will always be the Board’s number one concern. The Board of Education supports the organization, its cause, its mission, and the people that it provides service to; but, ultimately, the Board’s priority will always be the safety of children and schools. He noted that is what they are bound to do and that is the opinion that they currently hold.

b. Construction Update

Mr. Cox reported that the Building Committee approved the air testing program for both middle school projects, which includes general air sampling along with PCBs and asbestos, etc. The air sampling will continue throughout the construction. The foundations have been completed and the gymnasiums are under construction. Structural steel will arrive next week and will be erected on both additions off the auditorium and the classroom wing during the first two weeks of October.

Mrs. Johnson asked what materials would be used for the floor construction in the gymnasiums. Mr. Cox replied that the floors would be maple hardwood with the traditional lines. It will be a floor suspended with an air space with membranes to keep the moisture under control and it will have some bounce to it, like typical courts. This is a traditional wooden floor with improvements, as opposed to gymnasium floors in the elementary schools that have polymer resin, which is not an appropriate floor finish for middle schools.

Mrs. Johnson questioned the seating in the middle school gyms. Mr. Cox replied that there would be similar seating capacity as they had before.

Mrs. Queen questioned the temporary windows and why they will not be the final windows. Mr. Cox replied that they are definitely not the final windows and that there will be much more natural lighting than what they have now. When the abatement was done for PCBs, they had to remove some masonry. The project started on June 21, and four to six months out is the industry standard upon order. The windows in the front of the building will be replaced with permanent windows next summer.

Mr. Oshana was happy that they were going forward with the air quality monitoring. He asked when the testing would be done. Mr. Cox replied that most of the testing will be done while the students and staff are in the building; however, some of the PCB testing, which will happen on a less frequent basis, needs to take place when the ventilation systems are shutdown. Dr. Erardi noted that it would be real time testing under normal conditions.

Mr. Oshana questioned about the pipes that were sealed where the joints were, but were open where the seam was and ran down the length of the pipes. He asked why they were like that. Mr. Cox replied that the material comes slit in order to wrap around the pipe. The amount of exposed fiberglass at the end was brought up as a concern by several parents and the construction manager went above and beyond to get them sealed up. There is no apparent safety issue; it was an aesthetic issue, and was done to alleviate parent concerns.

Mrs. Notar-Francesco asked when the gym would be ready for use by the students. Mr. Cox replied that it was scheduled for November 1, 2013. The locker room will not be completed and the bleachers will not be in at that time.

Mrs. Notar-Francesco asked for follow on the request to parents to have students ride the bus. Dr. Erardi replied that they have data on the number of eligible students who could walk, who should ride the bus, and those students who are driven to school. There are over 200 students who are driven to school. He pointed out that there was a tremendous pushback from parents on the issue. There is still an enormous struggle with congestion at both schools in the morning. He receives a number of phone calls from parents about the traffic congestion and in that conversation he will ask the parent why they are a part of the congestion. In most cases, he noted that the parents had chosen to be.

Mrs. Queen has heard that the basketball programs in town, that typically use the middle school gyms almost every night and Saturdays, will not be able to use them. Mr. Cox replied that they would not be able to use the gym because there is work going on in the building in the evenings. For the first year of construction, it was determined that type of activity would not be advisable.

Mr. Oshana looked forward to the results from the transportation study because he thought part of the answer to why parents are driving their children to school was because there was not enough room on the bus.

c. Administrator Evaluation Plan Update

Dr. Erardi reported that they are in compliance and are having rich conversations with the leadership team about their goals and objectives. They are addressing student outcomes, parent connections, safety, and security. He felt that they were in good shape with administrator evaluations.

d. Teacher Evaluation Plan Update

Mrs. Smith reported that teacher evaluations were running full speed ahead. The Teacher Evaluation Steering Committee has scheduled regular meetings throughout the course of this school year. The purpose is to have an agenda with feedback and questions, which is how they are going to understand what is happening in the ranks. The first feedback meeting was this week and they learned that, in general, there is a sense of team, and an understanding on the part of the observers/evaluators that this is a new learning process for everyone. They are more concerned about doing it right than getting it done quickly. Mrs. Smith is periodically surveying teachers to get direct feedback.

Mr. Goralski asked the student representatives to share how they view the teacher evaluations and whether they see impact and change in instruction when an administrator walks into the room. He felt that their input would be invaluable. Miss Krar thought that surprise visits would be awesome, if possible.

d.1 Approval of Field Trips (Moved from Agenda Item 10.d.)

Mrs. Fontana came to the podium to explain the request for the field trip to the regional DECA conference planned for November 1-3, 2013 to Boston, Massachusetts and to Atlanta, Georgia for the DECA International Career Development Conference on May 2-7, 2014. She noted that these were standard trips that they take every year.

Mrs. Smith explained that the school nurse does not sign off on the field trip form until the Board approves the trip. Two weeks prior to the trip, the nurse reviews all the materials and the names of all the students who will be participating before she signs off on the form.

Mrs. Notar-Francesco asked why the DECA Boston field trip was departing from Maloney High School. Mrs. Fontana replied that it was a regional trip and they were sharing the bus to reduce the transportation costs.

Mrs. Fontana explained that Cindy Davey is requesting the FBLA trip to Nashville, Tennessee for the National Leadership Conference on June 28-July 3, 2014 with four select students.

Dr. Erardi publicly thanked Mrs. Fontana for stepping up this year to lead the Business Department, as well as Family and Consumer Science, due to a very late resignation by the Department Chair in the Business Department.

Ms. Karen Cavanaugh explained her request to take students in Grades 10, 11 and 12 who are interested in international volunteering to Peru. In the past, she has taken students to China, Germany, Austria and Switzerland on foreign field trips. She researched companies that the high school uses and found Explorica, which is based in Boston, offering this trip. It will provide students with real world, applicable experiences, the opportunity for students to explore

the culture and history of Peru and teach students the importance of community service and volunteerism. The students would work in a school setting for two days.

Mrs. Lombardi asked how they would measure safety in a rural Peruvian village. Ms. Cavanaugh replied that she spoke to the company who assured her that safety is their priority. They are the company that took care of our students when they were stuck in France a few years ago due to an act of nature. Mrs. Lombardi asked her how she was integrating this with the World Language Department. Ms. Cavanaugh replied that she needs to get the trip approved before she could speak to any language teachers. If approved, she would speak to students that are in the community service clubs such as Key Club and Interact Club and then talk to the Spanish teachers. Mrs. Lombardi thought that it was a great educational opportunity and added that the Board was trying to integrate different disciplines for educational purposes. She asked what the students would report back after the experience. Ms. Cavanaugh replied that when they took the students to China, it was an amazing experience because the culture was so different. The world opened up for them. Mrs. Lombardi asked for some integration into their current curriculum in terms of an assignment. Mrs. Notar-Francesco agreed.

Mrs. Queen thought that providing a world view for all students was so important and that not all students are pursuing a World Language. She liked the fact that she is seeing trips that are not only connected with the World Language Department. It gives more students opportunities to broaden their perspective. Mrs. Lombardi was not saying that it should be only World Language. She was also requesting that they require some kind of assignment that is integrated into some connection. Ms. Cavanaugh replied that she teaches in self-contained classes and that she has had students who have traveled come into the class and present on their experiences to her students.

Mrs. Clark thought that the value of the volunteering service for two days was not a course that could be taught and not something that they could be graded on. The experience for a student to see how the other half lives is something that is very special and can be a life changer for some students. She thought that the trip was fabulous.

Miss Baker stated that this past summer she went on a mission trip to Philadelphia and that mission trip completely changed her life and gave her a whole new perspective. Miss Krar asked if the trip to Peru would be open to other languages as well because she takes French and she would be interested in going. Ms. Cavanaugh replied that it was open.

Ms. Ossias came to the podium to explain the Marching / Symphonic Band trip to Washington, D.C. to perform outdoors at the Martin Luther King, Jr. Memorial on April 27-30, 2014. The students would also take a guided tour and sightsee. Miss Krar stated that she went on the trip in her freshman year when they went to Virginia, which was a great experience and she learned a lot of history.

Dr. Erardi stipulated that the Board's practice has always been that they have the right to cancel up to the day of the trip and, if they do cancel the trip because of world events, staff will report to work. If the trip is cancelled, it is at no liability to the Board of Education.

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

“Move to approve the field trips, as submitted, with the stipulations included by the Superintendent of Schools.”

Motion carried unanimously by voice vote.

e. K-5 Class Size

Dr. Erardi noted that, even though the date on the grid was September 18, 2013, it was an updated grid as of that day. Administration advertised for a 15.75-hour paraprofessional for Kelley Elementary School with the posting to close on Friday, September 27. All other hotspots are good to go with the present level of staffing. Mrs. Notar-Francesco pointed out that Thalberg School has the same class sizes at 19 and asked why Kelley School and not Thalberg as well. Mrs. Smith stated that she contacted and visited those building administrators and classrooms and the feedback that she received clearly indicates the uniqueness of the Kelley School classrooms that have 19 students and that their particular needs are clearly necessitating this request. Mrs. Notar-Francesco asked where the funds for this would come. Dr. Erardi replied that, because of resignations and retirements, they are in a positive fund balance with the personnel line to fund this position. Mr. Goralski believed that the FTE was in the budget and that they will continue to look at these numbers. If the classroom environment changes, he hoped the administration would feel comfortable to go to Dr. Erardi and Mrs. Smith with recommendations like this for paraprofessional support as the year moves on. Dr. Erardi clarified that they held 2.0 FTE and filled 1.0 FTE at Derynoski prior to the start of the school year with Board endorsement. There are funds from the operational plan and from breakage in the personnel line item.

Mrs. Notar-Francesco asked how many Open Choice seats were still unfilled. Dr. Erardi replied that he will get that information to the Board as soon as possible.

Mr. Goralski took a consensus because the funds were already in place within the budget. The Board was in agreement to hire a paraprofessional at Kelley School.

f. Policy 2000 Series ~ Second Reading

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

“Move to accept the edits in the 2000 Series, Concepts and Roles in Student Policies.”

Motion carried unanimously by voice vote.

10. NEW BUSINESS

a. Budget Assumptions / Priorities for 2014-2015

Mrs. DiNello explained that the budget handbook for 2014-2015 will be going out next week to begin the budget process. The draft budget Assumptions and Priorities for 2014-2015 are the same as 2013-2014 with some minor changes. Dr. Erardi added that on the Priorities list “Textbooks” had a strikethrough because it follows long-term planning and there needs to be thoughtful discussion around e-books compared to textbooks.

Mrs. Lombardi questioned the Common Core Standards and the impact of it next year in terms of the budget. She would like to see the Technology Plan laid out as a clear Assumption. Dr. Erardi pointed out that it was addressed in the fourth bullet under Priorities.

Mrs. Queen referenced the YouTube link "*The Myth of Average: Todd Rose at TEDx Sonoma County*" that Dr. Erardi had sent to the Board, which was about banning the average. It seemed to open up a whole new realm regarding textbooks. It is about a Harvard professor who was an underperformer in school and who makes an analogy about fighter pilots and how it was impossible to design planes to the average because no one is of average size. The analogy being that no student is the average so textbooks that are written to the average reader miss almost everybody. She summarized that when the Board purchases textbooks, somehow they need a whole different paradigm. Dr. Erardi added that in the next three to five years, they will move, as per the direction of the Secretary of Education, to an online presence with instruction.

Mrs. Notar-Francesco addressed the fifth bullet under Priorities regarding the continued commitment to the district's Long-term Plan Vision 2020. She asked that the word "funding" be added to read "that includes 'funding' for a strong professional development initiative."

Mrs. Lombardi asked about continuing to look for opportunities to share common services with the town and making it a priority. Dr. Erardi replied that it was part of the Board's goals and objectives. He thought that it was a great question; because there is a common goal between the Town Council and the Board of Education for shared partnerships. However, at this point, they are not in a position to be able to be explicit around cost savings or cost containment. If it is the Board's desire, he will add a bullet for that. Mrs. Lombardi would like to see it under Priorities to continue to investigate the possibility of looking for efficiencies between the Town and the Board of Education for shared services. Mrs. Johnson felt that the first bullet under Assumptions addressed that. Mrs. Lombardi noted that All-Day Kindergarten was a priority for the Board and questioned if shared services was a priority under the Superintendent's goals then why it wouldn't be a priority for the Board.

Mrs. DiNello explained that, as the person who was trying to develop the actual budget numbers, the shared services partnership was part of Dr. Erardi's goals that they are working towards. She was not sure that they would be in the position between now and January, as they develop specific dollar amounts, that it is going to have an impact in how they are prioritizing or making specific assumptions in the actual budget development. In future years, it might be able to be built into a budget.

Mrs. Notar-Francesco agreed with Mrs. DiNello that the shared services were in the premature, early stages of committee work and that the Board should hold on it. It can be incorporated next year under the Priorities. Mrs. Lombardi thought that they could say that for Sequestration too because they don't know the actual impact to the budget yet in terms of specifics. However, Sequestration is in as an Assumption.

Mrs. DiNello explained that the budget is reprinted a couple of times. She will start with the Budget Handbook where the Budget Assumptions and Priorities are listed for the first time. The Superintendent's Budget is next and before the Board of Education actually adopts a budget in January, they may find that they are in a place where they may want to change the Priorities and Assumptions to add language at that time before it will be reprinted again to go before the

Board of Finance and Town Council. This would give the Board some opportunity to see where they are in that discussion.

Mrs. Johnson suggested that under the Assumptions bullet for Sequestration, they remove the word Sequestration so that it would read “may be further reduced by legislation.” Since Sequestration is not a certainty at this time because they always know there will be legislation affecting the support of education. Dr. Erardi pointed out that they do have a definitive regarding Sequestration because they have been reduced 10% with the federal grant so it has already been enacted on.

Mrs. Johnson asked why there was a strikethrough of the bullet under Assumptions stating, “Consideration will be given to the current economic conditions.” Dr. Erardi replied that he never has, and never will, work in any different economic conditions. Mrs. Queen agreed with the strikethrough of that bullet. Mrs. Notar-Francesco pointed out that the bullet was put in several years ago at the height of the recession when things were really looking very bleak. She felt that the economic conditions seem to be the standard now. She had no problem striking that bullet at this point. Mrs. Johnson disagreed. She thought that it shows that the Board was fiscally responsible and that this always is an Assumption for the Board. The Board has to temper their wants with what they can get. Dr. Erardi agreed with Mrs. Johnson and was fine with it if the Board wanted to keep that as an Assumption.

Mr. Goralski was happy to remove it as an Assumption. In the past, there have been people who say that every year is a bad year. The legislative body in Connecticut and nationally keeps putting guidelines, rules, restrictions and mandates upon local Boards of Education because they don’t care about the economic conditions. He noted that the Board would be irresponsible to not always consider the economy, because that is what they do.

Mrs. Queen asked if they should design a budget of only what they think they can afford or do they design a budget that reflects what they know that they need. What do they need to achieve their goals?

Mrs. Lombardi suggested adding a bullet under Priorities that would read, “*Continue to pursue opportunities for shared services between the Town of Southington and the Board of Education.*” Mrs. Clark felt that it was a goal and to say that it was an absolute Priority at this point, when it is in the developmental stages, was premature. Mrs. Lombardi asked why they put All-Day Kindergarten as a Priority two years ago when they did not have the full plan.

Mr. Goralski recommended that if the Board is going to add bullets then they should come back to it at the next meeting because they do not even have a consensus on it. However, they need the document to move forward with the budget process. He recommended acting on the draft with the changes that they have agreed upon and continue to have the Assumptions and Priorities move with them through the process.

Mr. Oshana liked the goal that Mrs. Lombardi raised. He felt that it was something that the Board discussed working toward and that they should continue to work towards it. He thought that they should have it in writing as either a Priority or an Assumption. Also, he hoped that at some point the economy would improve because it can’t get too much worse. He remarked that the new norm is doing more with less. He noted that the Board of Education’s job was to create a budget and to put into place programs that will serve the students of the

community moving forward. He felt that the bullet regarding economic conditions should stay in and that they should keep their eye on the economic ball.

Dr. Erardi summarized that they would send out information to the leadership team. He asked if they wanted to table this discussion until October 12. They will have the conversation and bring back a draft that reflects the conversation. Mr. Goralski agreed that they will revisit this again at their next meeting. He liked the effort that Mrs. Lombardi put into a bullet and wanted to make that a part of the discussion at the next meeting. He asked Mrs. Lombardi to send that information forward to administration.

b. CMT Report 2013

Mrs. Smith gave a review of the Connecticut Mastery Test (CMT) results from last spring that was administered to students in Grades 3 through 8. At a future Board of Education meeting, there will be a presentation on the CAPT scores and recently received SAT scores.

Mrs. Smith quoted from a newsletter that was issued by Stefan Pryor, Commissioner of Education, dated August 2013. The headline was “2013 CAPT results show increases and CMT results show decreases across the state.” She highlighted the following from the article, *“Student performance data on the CMT showed decreases in all grades and content areas as compared to last year. In most cases, however, CMT data demonstrates a marked improvement over the baseline year, which was 2006. Also, classrooms in Connecticut are nearing completion of a significant instructional transition.”* Mrs. Smith added that Southington was clearly not almost through with that instructional transition, but well on their way of making that transitional instruction into Common Core State Standards. She noted that the Connecticut Mastery Testing program does not measure Common Core State Standards.

Mrs. Smith stated that last year, while our instructors were beginning the process of transitioning into Common Core State Standards in the areas of English / Language Arts and Mathematics, children were being assessed with an old system. Despite this background, Southington did very well and performed better than anticipated in light of the challenges inherent within the gap between what was taught versus how they were assessed. She noted that the CAPT and CMT assessments are not designed to measure student learning relative to those standards and for that reason Connecticut will sunset the administration of the English / Language Arts and math CAPT and CMT tests in 2014.

Mrs. Smith explained that, in the spring of 2015, they would officially be implementing Smarter Balanced Assessment, which is also referred to as SBAC (Smarter Balanced Assessment Consortium). While they are transitioning, the federal government has offered an opportunity for states to request a waiver. If that waiver is granted, Connecticut can opt to use a version of Smarter Balanced as a pilot for this current school year. If the waiver is not granted, districts have the option of using locally determined data for measurement or reverting back to using the Legacy Assessments, CMT and CAPT. Mrs. Smith explained that she and Dr. Erardi feel that, if they are granted a waiver, they would prefer to go the route of Smarter Balanced this year.

Mrs. Smith explained that the CMT assesses essential reading, writing, math, and science skills. She pointed out that the science assessment will remain CMT formatted and is not ready to transition to Smarter Balanced; however, it may be called something else.

Mrs. Smith gave a PowerPoint presentation, which was attached to the agenda packet, and explained the five categories of performance: Below Basic, Basic, Proficient, Goal and Advanced. In the beginning years of the CMT, Southington's standard was "Proficient" and in later years "Goal" became the new standard. What she presented this evening emphasized "goal" and beyond. She reminded everyone that what counts the most was how students performed over time, not necessarily exclusively one year.

Mrs. Smith explained that Smarter Balanced is expected to release interim assessments in the near future for districts to measure interim growth. The Smarter Balanced assessment requires computers, which means students need computer competency skills prior to 2014-2015. As a result, administration is implementing some instructional changes that have the second graders more engaged with keyboarding skills. Mrs. Smith pointed out that Common Core State Standards are expected to be embedded within all Smarter Balanced Assessments. She explained that teachers will require ongoing and continued professional development in understanding the standards within the areas of English / Language Arts and math.

Mrs. Smith summarized that overall Southington did very well with the Connecticut Mastery Test. Next year, if they become part of another pilot year of Smarter Balanced, they want to use the data to inform what they are going to do next, not to judge what they did. They have plenty of data that is locally developed that will help them assess the teachers and to assess the students' growth with or without Smarter Balanced.

Mrs. Carmody pointed out that when they switched to Smarter Balanced they are testing different skills based on Common Core and are going to see some very different results. She did not know if everyone understood that and she wanted to get out that message. Mrs. Carmody noted that if a federal waiver is received then there would not be a statewide comparison anymore like with the CMTs. Mrs. Smith replied that the School Performance Index, which was part of last year's presentation, is now gone. A version of it will be resurfacing once the state can figure out how to convey that information. Mrs. Queen thought that the School Performance Index was pulled because there was an error in the data. Mrs. Smith agreed and stated that the data did not match up.

Mrs. Carmody was concerned about educating the public about the differences that will take place with Smarter Balanced because this is a whole different way of testing students; therefore, the test results will not be as high. Mrs. Smith agreed that they will be reported out differently.

Dr. Erardi stated that on Tuesday Mrs. Smith distributed common language letters to every elementary school principal that will be addressed to parents and speaks to what Smarter Balanced will look like. It was prepared by the State Department of Education. The process has begun.

Mrs. Queen asked for the rationale behind Social Studies not being one of the core subjects that are tested in a standardized way. Mrs. Smith responded that it was a matter of time. She noted that Science will be the next curricular area that is statewide assessed.

Mrs. Johnson asked if there was a timeframe on the federal waiver. Dr. Erardi replied that in his recent conversation with Commissioner Pryor, it is every day that he waits for a

federal pardon which will come through the governor's office. At this point, there is no waiver in place.

Mrs. Johnson asked if the new teachers that they are hiring have been schooled in college on all of these new means of instruction. Mrs. Smith replied that they are. They are also being instructed in collaborative learning. She felt that learning from and sharing ideas with colleagues can be the best professional development in the world.

Dr. Erardi explained that Southington does not teach to the test and that was the reason our scores did not plummet like other scores across the state. Through the leadership of Mrs. Smith and our coordinators, what we do is to offer best practice for instruction. The test is a sub-product of that practice. At times, he takes Southington's performance for granted because this is hard work across the district by everybody trying to do their absolute best for students. He noted that much of that has to do with the Board's vigilance with class size, which is part of the success.

c. Update ~ Bullying Legislation ~ SPS Protocol

The Safe School Climate Coordinators for the district are Marilyn Kahl, who has oversight of Grades PreK-5, and Christopher Palmieri, who has oversight of Grades 6-12. They gave an update on Bullying legislation. Mr. Palmieri explained that the State of Connecticut passed new legislation that went into effect on July 1, 2012. The definition of what is considered bullying was changed to include incidents that happen outside of school, which are the school's responsibility. If bullying is done outside the school system in writing, orally, or through electronic communication, and it is brought to the school's attention, the allegations are addressed. Throughout the year, Mr. Palmieri and Mrs. Kahl meet several times with the Superintendent and Assistant Superintendent to give progress updates to be proactive to prevent acts of bullying from occurring. They conduct district-wide training, such as at the new teacher orientation. Mr. Palmieri pointed out that the Board adopted a template Bullying Report and once they started to put it into practice it became overwhelming and not as user-friendly; consequently, they revised it and came up with forms that were distributed mid-way through last year to all the schools. They have acted as resources for other principals for continuity across all the schools. They have collected all bullying data at year end to report it to the state, as required.

Mrs. Kahl reported that, as a result of the legislation, there were some required components that had to be put into place and others that they have implemented to be proactive as a district. Annual training for all staff members is required via the legislation, which encompasses all staff, including custodians, cafeteria workers, and paraprofessionals. To be proactive, they have sent annual letters to parents attached to newsletters detailing the bullying policy and the procedures in place.

Mrs. Kahl explained that a small poster, which is called a "Locker Card," is placed in all the student lockers at both middle schools and the Freshman Academy at the high school. A larger poster hangs in every Grade 3-5 elementary school classroom and in public areas throughout the school. It details for the students what some of the consequences will be if there is a verified act of bullying. Every school has worked proactively with STEPS and all have a STEPS Committee and a Safe School Climate Coordinator, which is the principal in each building. They work together and promote the Asset Building Classroom and develop those positive attributes within the students to ensure positive interactions with their peers; build-up

their character development and respect for themselves and for each other. She noted that they have seen a positive impact on that.

Mr. Oshana asked if the Board could receive a copy of the report that they send to the state. He would like to see how many incidents Southington has had, what the consequence was, and all the detail behind it. Mrs. Kahl replied that the report is shared with Dr. Erardi and she will get that for him. Mr. Oshana addressed the privacy issues and sharing the information with other teachers. Mr. Palmieri stated that they can share the information because the information comes to the main office. There is a "Bully Log" that the public can view, but it will not have any student names on it. However, the principal knows who the perpetrator and the victim are, so they know if there are repeated incidents.

Mr. Oshana asked what they saw as issues associated with the policy that Southington has now. Dr. Erardi replied that the policy is fine; however, the tweak that has taken place has been the regulations and the calibration of a common understanding with the administrative team of what constitutes a bullying act. He will be happy to share the report from last year of the number of incidents that took place within the district. The work in progress is the calibration between all the schools. Mr. Palmieri stated that the State of Connecticut sends them recommendations of what to do each year and one of the recommendations is to have our legal counsel annually review our Board policy. Dr. Erardi stated that, if there are changes made by legal counsel, then it would go to the Policy Committee.

Mrs. Queen noted that it is a repeated act that constitutes bullying. Mr. Palmieri explained that the first act would not be considered bullying, but the second act would. Mrs. Kahl noted that the bullying act does not have to be against that same victim, it is the repeated act. Mr. Palmieri explained that the first incident could be a regular office referral or a teacher detention and now the principal is aware of it. If it occurs again, they would switch to a bullying investigation because it is repeated. At the secondary level, the law now addresses if it happens in the same school district. If a student at Kennedy is doing something to a student at DePaolo, the administrations works together.

Mrs. Queen mentioned "Rachel's Challenge," which was presented at the high school a couple of years ago. Mr. Palmieri replied that it was presented at Kennedy Middle School that day. Dr. Erardi added that it was being presented at Derynoski Elementary School that night for parents. Mrs. Smith stated that she was at Kennedy Middle School today and that it was a very powerful program. She noted that there were not many dry eyes, including some of the young men. When the students returned to the classroom, the teachers put curriculum aside and processed what the students had just seen. She heard that there were 60 students who had volunteered to now take it to the next step and are now being trained to train others. Mr. Oshana noted that bullying has been around for a very long time and hoped that they can continue driving home that message of kindness to keep it going.

Mr. Oshana understood privacy, but he did not understand the concept that he could not tell a teacher that he knows that there is a student in their class whom they need to keep an eye on. Mrs. Kahl replied that the administration can tell the teachers. She has received phone calls from parents telling her what is happening. Mr. Oshana remarked that there is that privacy issue where, if there is a reported incident, how do they share that information amongst the teachers. Mr. Palmieri replied that they do not share what the consequence is, but parents call all the time and that is how he finds out about most cyber-bullying incidents. The privacy comes in when the

parents asks what the consequence was to the perpetrator. Mr. Oshana stated that was different than when this was talked about previously. In the initial discussion, teachers could not exchange information. Mr. Oshana asked if that had changed. Mrs. Smith recalled that discussion in the Policy Committee and that it was a muddy area and there was legal interpretation requested. She stated that she will follow-up on when they received clarification that it changed.

Mrs. Johnson asked what was being done to change the bully's behavior other than consequences. Mrs. Kahl explained that the number of verified cases was very low and they are dealing with very few bullies. At the elementary level, there may be consequences for the verified behavior, but they are also proactive and work with that child on how they could handle a situation differently, why it was wrong, and what they should do the next time. Mr. Palmieri explained that they involve the parents and ask them to be partners in preventing future occurrences, bring the victim and bully together to work out the differences, and anything they can do to be proactive in preventing the next incident.

Mrs. Queen asked if Rachel's Challenge will be offered every year at a seventh grade assembly so that every child will have experienced it, like the DARE Program. Dr. Erardi pointed out that it was not all about Rachel's Challenge; it was about what administration does every day. The Board endorsed the ABC classrooms, and that is the proactive approach to bullying and anti-bullying. There is evidence in every classroom in this district of being proactive with bullying with our partnership with STEPS.

Mr. Goralski did not think bullying was the Board's issue alone. The legislation made it a school issue and the Southington community is ahead of the curve with programs offered by STEPS and the YMCA. He liked the form that the coordinators revised and wanted to make sure that it is formally part of the Board's regulations.

Mr. Palmieri pointed out that occurrences were decreasing and they have seen some dramatic improvement because of some of the proactive steps that they are taking, such as the locker card. Another program at the secondary schools is the Advisor/Advisee Program, which breaks students into smaller groups and they work directly with the teacher. This is a proactive way to try to prevent incidents and encourage kindness to others.

- d. **Approval of Field Trips** (*Moved to Agenda Item 9.d.1*)
- e. **Student Expulsion ~ 2013-14-01**

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

“Move to expel student 2013-14-01 as stipulated by the Superintendent of Schools.”

Motion carried unanimously by voice vote.

- f. **Student Expulsion ~ 2013-14-02**

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

“Move to expel student 2013-14-02 as stipulated by the Superintendent of Schools.”

Motion carried unanimously by voice vote.

11. ADJOURNMENT

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

“Move to adjourn.”

Motion carried unanimously by voice vote.

The meeting adjourned at 10:15 p.m.

Respectfully submitted,

Linda Blanchard
Recording Secretary

To the Board of Education, Planning and Zoning Members, Town Planner, Town Council
Members:

We are writing this in regards to the proposed BFL site located next to Derynoski Elementary School. It is our position that the BFL structure will cause more traffic and pose a safety and security risk to the students and faculty at DES. We are not against the Bread for Life organization as they play an important role in our community. We just oppose the proposed location because of the close proximity to DES.

Thank you,

Marcy Carrera
Christopher Carrera
50 South Woods Drive
Southington, CT 06489

To the Editor, the Board of Education, Planning and Zoning Members, Town Planner, Bread for Life Board Members, Town Council Members:

I'm writing this letter regarding my concerns with Bread for Life's proposal to build a soup kitchen adjacent to Derynoski Elementary School.

First, traffic at DES is a concern. Bottlenecks occur every school day from 8:30am to 9:00am and 3:00pm to 3:30pm as people turning into Eden Avenue from Main St are trying to access the parking lot. Traffic can be backed up Meriden Ave past Oakwood Road and in both directions of Main Street. How can the street handle cars coming in and out of the newly proposed building? In fact, DES' Main St entrance is one-way and the exit is at a stoplight due to the traffic conditions.

Second, Derynoski, being located downtown, already has its own set of issues that the other neighborhood schools do not have. Children have the sound of fire trucks, ambulances, and police cars. Additionally, DES has to deal with an alternative high school on its campus, loitering across the street at the public library, lockdowns due to holdups at nearby banks, lockdowns due to potentially armed and dangerous persons in the area, and graffiti and vandalism in their playground – a playground that requires the janitor disposing of drug paraphernalia and used condoms on a daily basis. A soup kitchen would just add to the "inner city" feel of this school.

Most importantly, school safety is a concern. Like many people in this town, I wholeheartedly support Bread for Life and their mission. I admit that probably all current patrons at the soup kitchen are harmless. A person has to swallow a lot of pride to attend a soup kitchen and accept help. The hungry people in our community are blessed to live in a town that supports and feeds them. Bread for Life feeds the hungry and homeless. Their slogan is "That no one may go hungry". They serve hot meals on an unconditional, no questions asked, open-door policy to all who are hungry; a concept I support 100%. One may ask "What exactly is a soup kitchen and who are the clientele?" According to the book Mission Possible: How to Start a Soup Kitchen, "While there is some overlap among those who come to soup kitchens and food pantries, these social service agencies often can have very different clientele. Patrons who come to soup kitchens generally do not have stable housing and are unable to cook a meal where they are living. Those who come to food pantries generally have a place to cook and eat their meal." According to the 2008 US Conference for Mayors, 3 most commonly cited causes for families to be homeless are: lack of affordable housing, poverty and unemployment. For singles, the most commonly cited causes are: substance abuse, lack of affordable housing, and mental illness.

More facts:

- Approximately 16% of the single adult homeless population suffers from some form of severe and persistent mental illness (National Coalition for the Homeless)
- Over 80% of the homeless have experienced lifetime alcohol and/or drug problems (US Dept of Housing and Urban Development)
- Approximately 63% of homeless women have experienced domestic violence in their adult lives (National Coalition for the Homeless)

As in all the other schools, the children are outside during the school day - for recess, fire drills, walking field trips to nearby locations, or to perform science experiments, to name a few. The pedestrian traffic the soup kitchen will encourage is a concern. Even while inside of the school building, the proposed location of the soup kitchen is directly across from the school cafeteria. Less than a year ago, hundreds of citizens in this town came to Derynoski auditorium to discuss school safety. It's sad how quickly we forget. Despite the concerns of traffic flow, drainage issues and property values, the fact of the matter is – since Columbine we had a "new normal", since 9/11 we had a "new normal" and sadly since Sandy Hook, we've had to adjust to yet another "new normal". It's time to start being proactive rather than reactive. We all need to question whether this is truly the best location for a soup kitchen.

It baffles me that the town of Southington gave the Southington Community Cultural Arts such a hard time about renovating the Gura building and raising the funds necessary to make that happen, yet they aren't even questioning the location or fundraising efforts of the Bread for Life building.

To the Board of Education members: Whether you agree or disagree with this proposal – speak out rather than saying “it's in the capable hands of the Planning and Zoning Commission.”

To the Planning and Zoning members and Town Planner: While this board is fantastic at maintaining zoning laws (ie: it's in a business zone, and is a business, therefore we cannot deny it), the board should begin looking at the “planning” portion of their role and determine what IS acceptable to be built on a vacant lot in a business zone next to an elementary school.

To the Town Council and Town Manager: help Bread for Life find a suitable central location for their soup kitchen. They have been looking for 10 years. In those years, many businesses have turned over on Center Street, buildings have been torn down and rebuilt all throughout the downtown area. Can't anyone help them negotiate with the current owners?

To the Bread for Life members: If you can assure me that a patron in a domestic violence issue won't have problems with their partner while in or around the building, that someone with a drug or alcohol issue won't be under the influence while in or around the building, that patrons will not be using the DES property as a pathway to the soup kitchen, that the soup kitchen won't expand to 3 meals a day, and that BFL would never consider opening a shelter at the proposed location, I would reconsider my objections.

To All: Truly, is this the BEST location for a soup kitchen?

Respectfully submitted,
Susan Mangiagli Aulbach

Subject: FW: Bread for life Opinion

From: <Paul.Chaplinsky@us.henkel.com>
Date: September 25, 2013 at 5:36:15 PM EDT
To: Brian Goralski <goralski@cox.net>
Cc: Mike Del Santo <m.delsanto@cox.net>, "Dr. Erardi" <JERARDI@southingtonschools.org>, Mark Sciota <sciotam@southington.org>, David Lavallee <lavalleed@southington.org>, Steve Kalkowski <stevekalkowski@cox.net>, Susan Locks <locksy14@aol.com>, Ryan Rogers <ryanrogers2011@gmail.com>, "<JSinclair@southington.org>" <JSinclair@southington.org>, Jim macchio <Jpmacchio@gmail.com>, "<KConroy@southington.org>" <KConroy@southington.org>, Randy Gage <Randalljgage@gmail.com>, Jennifer Clock <clockj@southington.org>, "<PChampagne@southington.org>" <PChampagne@southington.org>, BOE <sboe@southingtonschools.org>
Subject: Re: Bread for life Opinion

Thanks to you both for opening this dialogue. I am happy to hear that Brian and the BOE are interested in hearing and possibly providing an expert assessment on potential impact to student education and safety.

@ Brian, if BOE determines they have concerns, I also agree with Chairman DelSanto's request and am very interested in hearing specific BOE recommendations for possible containment actions that they feel can mitigate/counter the Boards concerns. Remember, we are experts on land use and often look for professional input from many other resources like staff, police, industry experts and other Boards to help formulate our own appropriate opinions and solutions. True collaboration between all of our respective functions will provide the maximum potential for a positive outcome for all parties involved.

Respectfully,

Paul Chaplinsky

On Sep 25, 2013, at 1:58 PM, "Brian Goralski" <goralski@cox.net> wrote:

Mike,

The BOE has received a great many contacts from the community regarding this matter. I will formally bring this request to the Board under Town-Government Communication at this Thursdays meeting.

I will be in touch with your commission as soon as possible.

Thank you for the open communication with us. I look forward to our working together and any assistance the BOE can provide the PZC.

Brian S. Goralski
Sent from my iPhone

On Sep 25, 2013, at 11:25 AM, Mike Del Santo <m.delsanto@cox.net> wrote:

Good Morning Brian,
You may have heard that the PZC will hold a public input session on October 15, 2013, regarding "Bread For Life" building their facility adjacent to Derynoski Elementary School.

Can the BOE please send the commission their thoughts and opinions on this application, specifically if the application will interfere with the children's education and possible security concerns? Further, if there are concerns, are there any suggestions that would alleviate the BOE's concerns with respect the eventual site plan that will be before us.

I thank you in advance for this information.

-m

Have an A-1 Day!
Sent from my iPhone

SOUTHINGTON BOARD OF EDUCATION

SOUTHINGTON, CONNECTICUT

REGULAR MEETING

**SEPTEMBER 26, 2013
(Amended 10-10-13)**

The regular meeting of the Southington Board of Education was held on Thursday, September 26, 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 TO DISCUSS STUDENT MATTERS, SOUTHINGTON ADMINISTRATORS ASSOCIATION NEGOTIATIONS, CONTRACT NEGOTIATIONS AND SAFETY ~ 6:30 P.M.

An Executive Session was held 6:33 p.m. through 7:08 p.m. in the Municipal Center Technology Training Room.

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

Present from the administration were Dr. Joseph Erardi, Jr., Superintendent of Schools; Mrs. Karen Smith, Assistant Superintendent; and Mrs. Sherri DiNello, Director of Business and Finance.

3. BOARD OF EDUCATION RECOGNITIONS

At 7:15 p.m., in Celebration of Excellence, the Board recognized community members Robert and Patricia Morelli who were instrumental in resolving longstanding traffic and safety issues at J. A. DePaolo Middle School. They were presented a plaque by Mrs. Carmody, Board Vice Chair.

The Board of Education honored Mrs. Linda Bass Reilly who was recognized as the 2013-2014 Southington Teacher of the Year. Dr. Erardi introduced Linda Bass Reilly, a Grade 4 teacher at Thalberg Elementary School, who was presented with a plaque by Board Chair, Brian Goralski and given a standing ovation. Mrs. Bass Reilly has advanced as a semi-finalist for the Connecticut Teacher of the Year.

4. RECONVENE MEETING ~ REGULAR SESSION

The regular session was reconvened at 7:40 p.m. by Chairperson, Mr. Brian Goralski. Board members present were Mrs. Terri Carmody, Mrs. Colleen Clark, Mrs. Patricia Johnson,

Mrs. Terry Lombardi, Mrs. Jill Notar-Francesco, Mr. Zaya Oshana and Mrs. Patricia Queen. Absent was Mr. David Derynoski.

Present from the administration were Dr. Joseph Erardi, Jr., Superintendent of Schools; Mrs. Karen Smith, Assistant Superintendent; and Mrs. Sherri DiNello, Director of Business and Finance; Mr. Frederick Cox, Director of Operations; and Dr. Perri Murdica, Director of Pupil Services.

Student representatives present were Gabrielle Baker and Stephanie Krar.

There were approximately 13 people in the audience.

5. PLEDGE OF ALLEGIANCE

The student representatives led in reciting the Pledge of Allegiance.

6. APPROVAL OF MINUTES ~ September 12, 2013

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

“Move to approve the Board of Education minutes of September 12, 2013, as submitted.”

Motion carried by voice vote with Mrs. Notar-Francesco abstaining.

7. COMMUNICATIONS

a. Communications from Audience

There was no audience communication.

b. Communications from Board Members and Administration

Communications from the Board Members:

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

“Move Agenda Item 10.d “Approval of Field Trips” to Agenda Item 9.d.1.”

Motion carried unanimously by voice vote.

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

“Move to add Agenda Item 10.e ‘Student Expulsion 2013-14-01’ to the agenda.”

Motion carried unanimously by voice vote.

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

“Move to add Agenda Item 10.f ‘Student Expulsion 2013-14-02’ to the agenda.”

Motion carried unanimously by voice vote.

Mrs. Notar-Francesco thanked the Board for their approval of hiring the Transportation Advisory Service (TAS) consultant to do an efficiency study at the last meeting. Mrs. Notar-Francesco stated that she, Mrs. Johnson and Mrs. Queen attended a data collection meeting with the consultant that afternoon and felt that the Board would be very pleased with the results at the end of October.

Mrs. Queen submitted two e-mails that the Board recently received regarding the Bread for Life proposal adjacent to Derynoski School. She requested that the e-mails from The Carrera’s and Ms. Aulbach be included in the minutes (*Attachments #1 and #2*) **as requested by the senders.**

Mrs. Johnson explained that at the last Board meeting she was the only one who voted against hiring TAS to review Southington’s transportation procedures. After meeting that afternoon with Mr. Mark Walsh from TAS, she admitted that she was wrong in voting against this. She was very impressed with Mr. Walsh and looks forward to his report.

Mr. Oshana addressed the school bus cameras and that the consultant stated they would be at no cost. He asked what would happen if there was not enough revenue from the ticket violations to cover it. Dr. Erardi explained that the present agreement was contingent upon revenue from the tickets. He noted that the consultant was explicit around the importance of having cameras on all buses. Dr. Erardi stated that it may go at a slow pace for another year, but it needs to be negotiated within a contract for the following year to have cameras both inside and outside the bus.

Mr. Oshana questioned about School Safety Kits that were recently discussed in the media. Dr. Erardi stated that he told the press that he would never say ‘no’ to a community member who wants to meet with him to talk about school safety. In the news, the community member was directly connected to the company in Connecticut that launched a Survival / Safety Kit. Dr. Erardi pointed out that the Board of Education was not in a position to purchase 500 kits, nor did they have a discussion about purchasing safety kits. If there was funding for this on a grant or gifting level, it would come before the Board for discussion about what to put into those safety kits.

Mr. Goralski announced that Mr. Derynoski was absent because he and his company were being recognized tonight for a statewide technology accomplishment. He congratulated Mr. Derynoski.

Communication from Administration:

Dr. Erardi reported on the following:

1. Enrichment Update: TMSC / MXCC: Dr. Erardi reported that parents will be notified on or before October 15, 2013 regarding the Talcott Mountain program and the Middlesex Community College program. An informational parent meeting will be held on or before November 1, 2013.

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2. Extended Day Grant: Dr. Erardi reported that he heard from the State Department of Education that the \$250,000 Extended Day Grant, in partnership with the Southington YMCA, was not accepted and funded.
3. State Department of Education Security Grant: Dr. Erardi reported that the State Department of Education, under the direction of Governor Malloy, allocated \$5 million to support local Boards of Education to enhance security. Through Mr. Cox's office, the school system wrote a \$165,929 grant. Administration received notification that we will be funded only \$3,459. The grant funding was requested for all 12 Southington schools; however, only partial funding was awarded to our alternative high school (ALTA). Dr. Erardi noted that Governor Malloy publicly stated that he plans to launch an additional \$6 million to local education agencies who were not fully funded.
4. Weather Notification: Dr. Erardi reported that the school system was implementing an automated call system to cancel, delay or close schools early due to the weather. There will no longer be a phone tree. It would be one call from Dr. Erardi to the entire school community. He asked Board members to notify him if they would like to be on the list to receive an automated call at approximately 5:15 a.m.
5. Middle School Neighborhood Meetings: Dr. Erardi gave an update on the meetings. The DePaolo Middle School meeting regarding the building project was attended by one person. The Kennedy Middle School neighborhood meeting was well attended.
6. Personalized Learning: Dr. Erardi shared that one of the initiatives taking place with administration in all the schools is that on or before November 1, 2013 they will meet with a student(s) to have a conversation on how the student(s) best learns, followed by a block of time that they will sit with that child for 2, 3, or 4 hours of instruction. Mr. Oshana asked how the building administrator would select the participating student(s). Dr. Erardi replied that it would be at the discretion of the administrator.

c. Communications from Student Representatives

Miss Stephanie Krar reported on the following:

- An assembly for the seniors was held to discuss the online portion of the college application process. The Guidance Counselors will be offering this in the spring to the juniors to help them on August 1 when the common application opens up.
- Representatives from UConn visited today. Also visiting the high school in the near future will be representatives from Southern Connecticut State University, Fordham, Quinnipiac, Springfield and Central Connecticut.
- Open House at the high school was held on September 19.
- Seniors are struggling with balancing their classes with their college applications. Miss Krar thought that guidance was doing a good job helping the seniors.

Miss Gabrielle Baker reported on the following:

- Technology made it convenient for students and teachers and e-mailing for letters of recommendation and homework. BYOD (Bring Your Own Device) technology is helpful and easier for students to look up information and they don't have to carry as many books. The entire high school is wireless now making it easier to logon to devices.

- Marching Band won last weekend with a score of 70.6. This Saturday, they will be competing in New Milford.
- The Blue Knights football team is 2 and 0.

Mrs. Notar-Francesco praised the student representatives for balancing their reports with academics and extracurricular activities. Mr. Goralski announced that the Southington High School Boys Soccer team will hold a community event on October 4 at 6:30 p.m. at the high school called "Southington United" to support the United Way and other causes in the community. Mr. Goralski announced that veterans will be recognized at the football game on Friday, September 27, 2013.

Mrs. Lombardi told the student representatives that she would like to hear more information on how guidance is helping the juniors with the college application process to alleviate pressure in the senior year.

Mrs. Queen asked how widespread the BYOD was being used at the high school. Miss Baker replied that there were still a few teachers who tell students to bring their phone to the office if they see the phone out. Mrs. Lombardi asked the administration to follow-up to find out why some teachers are, and why some teachers are not, allowing BYOD in the classroom. She would like to know how many teachers are allowing it in their classrooms.

Mrs. Carmody asked if there was a policy for the elementary schools that, when the students bring in their own devices, they are locked up. Her grandchild stored a device in her desk and it was taken. Dr. Erardi replied that there was no policy. There are safeguards put into place; however, there are no lockers in the elementary schools.

8. COMMITTEE REPORTS

a. Policy and Personnel Committee Meeting ~ September 16, 2013

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

"Move to add Agenda Item 8.b. "Job Description for the Grant-funded Elementary Guidance Counselor."

Motion carried unanimously by voice vote.

Mrs. Clark reported that the committee reviewed the draft job description for the Science Coordinator and compared it to the job description for the Math-Science Coordinator. The committee received and is reviewing job descriptions from two other districts pertaining to the Superintendent and Assistant Superintendent. The committee made some clerical corrections to the 2000 Series, which is on the agenda this evening as a second reading. The committee is also reviewing the current Southington Public Schools attendance policy as well as the CABA attendance policy.

b. Job Description ~ Grant-funded Elementary Guidance Counselor

Mrs. Smith stated that this was coming before the full Board at this time, instead of the Policy and Personnel Committee, because this was a three-year grant-funded opportunity for

approximately \$1.2 million to purchase services that include 4.6 FTE elementary guidance counselors. Due to the timing of the next Policy and Personnel Committee meeting, it was coming before the Board for approval to post for these positions because the grant funding source has become available.

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

“Move to approve the job description for the Guidance Counselors as presented with the Policy and Personnel Committee reviewing the wording at their next meeting.”

Mrs. Lombardi would like to see direct accountability to one person in terms of reporting because it is a government grant. She recommended removing the wording “reports to building principal and/or his/her designee.” Mr. Goralski responded that it would be a problem because as part of the grant requirement they need a Grant Program Director and they always want the principals to be in charge of their building. He felt that it was important to keep the “designee” piece so the principal can allow that grant-required Program Director position to exist. Mrs. Lombardi felt if that was true then they should state “and Program Director”, not designee. Mr. Goralski noted that in certain situations when the building principal is out of the school, there is a designee in their place. Mrs. Lombardi disagreed with Mr. Goralski.

Mrs. Clark pointed out that the committee includes the wording “and/or designee” in the wording of the policies. Mr. Oshana stated that in this particular example the direct reporting is to the principal, but, if he or she is not there, then there has to be someone to report to if there is an emergency, concern or problem. He understood Mrs. Lombardi’s point of accountability. Mrs. Lombardi stated that when someone is in charge and they leave someone else in charge, the job description outlines clearly who is accountable. She noted that, when Dr. Erardi is out, he reports to the Board, not a designee.

Mrs. Lombardi noted that under “Evaluation” it states that the “job performance is to be evaluated annually by the building principal or his/her designee.” She noted that, in this particular grant, the Program Director is critical to the success of the program; therefore, she suggested that they include “Program Director” as having input as part of the evaluation.

Mr. Goralski stated that where the money comes from is important for the tracking; hence, the reason they need the Program Director position. This is still an employee of the district. Although, it is grant funded, the Board is covering that part of the grant with the required “Program Director” position. School employees answer to their principals or in their absence, a designee. He respectfully disagreed with Mrs. Lombardi and requested that the language stays “as is” just like all the other job descriptions in the district.

Dr. Erardi pointed out that the present practice moving forward for support staff, such as guidance counselors, is that they have a primary evaluator and a secondary evaluator because of the depth and breadth of evaluation as presented by the State Department of Education. Our primary evaluator is one of the coordinators, depending on who is covering a certain elementary school. Our secondary evaluator is the building principal. Dr. Erardi recommended that the primary and secondary evaluators stay the same with this job description.

ROLL CALL VOTE: YES – Mrs. Notar-Francesco, Mr. Oshana, Mrs. Queen, Mrs. Carmody, Mrs. Clark, Mrs. Johnson, Mr. Goralski. NO – Mrs. Lombardi. **Motion carried with seven in favor and one opposed.**

9. OLD BUSINESS

a. Town Government Communications

For the record, Mr. Goralski read a communication that he received from Planning and Zoning. He noted that there has been extensive discussion from the public regarding the Bread for Life proposal for the lot next to Derynoski School. The e-mail (*Attachment #3*) that he received from Mr. Michael DelSanto, Chairman for the Planning and Zoning Commission reads: *"Good morning, Brian, you may have heard that the PZC will hold a public input session on October 15, 2013 regarding Bread for Life building their facility adjacent to Derynoski Elementary School. Can the BOE please send the commission their thoughts and opinions on this application, specifically, if the application will interfere with the children's education and possible security concerns? Further, if there are concerns, are there any suggestions that would alleviate the BOE's concerns with respect to the eventual site plan that will be before us? I thank you in advance for this information."*

Mr. Goralski stated that he responded with a thank you to that e-mail. He noted that there was a follow-up comment from the vice chair of that commission. He asked that the e-mail be a part of the minutes within this agenda item. Mr. Goralski stated that the Board of Education has always made public safety, and the safety of our children, a number one priority. He will put together some other form of formal communication to send to Planning and Zoning stating that the Board unanimously has decided that they do not support the proposal as presented for the lot next to Derynoski Elementary School. He reiterated that safety will always be the Board's number one concern. The Board of Education supports the organization, its cause, its mission, and the people that it provides service to; but, ultimately, the Board's priority will always be the safety of children and schools. He noted that is what they are bound to do and that is the opinion that they currently hold.

b. Construction Update

Mr. Cox reported that the Building Committee approved the air testing program for both middle school projects, which includes general air sampling along with PCBs and asbestos, etc. The air sampling will continue throughout the construction. The foundations have been completed and the gymnasiums are under construction. Structural steel will arrive next week and will be erected on both additions off the auditorium and the classroom wing during the first two weeks of October.

Mrs. Johnson asked what materials would be used for the floor construction in the gymnasiums. Mr. Cox replied that the floors would be maple hardwood with the traditional lines. It will be a floor suspended with an air space with membranes to keep the moisture under control and it will have some bounce to it, like typical courts. This is a traditional wooden floor with improvements, as opposed to gymnasium floors in the elementary schools that have polymer resin, which is not an appropriate floor finish for middle schools.

Mrs. Johnson questioned the seating in the middle school gyms. Mr. Cox replied that there would be similar seating capacity as they had before.

Mrs. Queen had been receiving questions about the temporary windows and why the final windows were not in. Mr. Cox replied that they are definitely not the final windows and that there will be much more natural lighting than what they have now. When the abatement was done for PCBs, they had to remove some masonry. The project started on June 21, and four to six months out is the industry standard upon order. The windows in the front of the building will be replaced with permanent windows next summer.

Mr. Oshana was happy that they were going forward with the air quality monitoring. He asked when the testing would be done. Mr. Cox replied that most of the testing will be done while the students and staff are in the building; however, some of the PCB testing, which will happen on a less frequent basis, needs to take place when the ventilation systems are shutdown. Dr. Erardi noted that it would be real time testing under normal conditions.

Mr. Oshana questioned about the pipes that were sealed where the joints were, but were open where the seam was and ran down the length of the pipes. He asked why they were like that. Mr. Cox replied that the material comes slit in order to wrap around the pipe. The amount of exposed fiberglass at the end was brought up as a concern by several parents and the construction manager went above and beyond to get them sealed up. There is no apparent safety issue; it was an aesthetic issue, and was done to alleviate parent concerns.

Mrs. Notar-Francesco asked when the gym would be ready for use by the students. Mr. Cox replied that it was scheduled for November 1, 2013. The locker room will not be completed and the bleachers will not be in at that time.

Mrs. Notar-Francesco asked for follow on the request to parents to have students ride the bus. Dr. Erardi replied that they have data on the number of eligible students who could walk, who should ride the bus, and those students who are driven to school. There are over 200 students who are driven to school. He pointed out that there was a tremendous pushback from parents on the issue. There is still an enormous struggle with congestion at both schools in the morning. He receives a number of phone calls from parents about the traffic congestion and in that conversation he will ask the parent why they are a part of the congestion. In most cases, he noted that the parents had chosen to be.

Mrs. Queen has heard that the basketball programs in town, that typically use the middle school gyms almost every night and Saturdays, will not be able to use them. Mr. Cox replied that they would not be able to use the gym because there is work going on in the building in the evenings. For the first year of construction, it was determined that type of activity would not be advisable.

Mr. Oshana looked forward to the results from the transportation study because he thought part of the answer to why parents are driving their children to school was because there was not enough room on the bus.

c. Administrator Evaluation Plan Update

Dr. Erardi reported that they are in compliance and are having rich conversations with the leadership team about their goals and objectives. They are addressing student outcomes, parent connections, safety, and security. He felt that they were in good shape with administrator evaluations.

d. Teacher Evaluation Plan Update

Mrs. Smith reported that teacher evaluations were running full speed ahead. The Teacher Evaluation Steering Committee has scheduled regular meetings throughout the course of this school year. The purpose is to have an agenda with feedback and questions, which is how they are going to understand what is happening in the ranks. The first feedback meeting was this week and they learned that, in general, there is a sense of team, and an understanding on the part of the observers/evaluators that this is a new learning process for everyone. They are more concerned about doing it right than getting it done quickly. Mrs. Smith is periodically surveying teachers to get direct feedback.

Mr. Goralski asked the student representatives to share how they view the teacher evaluations and whether they see impact and change in instruction when an administrator walks into the room. He felt that their input would be invaluable. Miss **Baker** thought that surprise visits would be awesome, if possible.

d.1 Approval of Field Trips (*Moved from Agenda Item 10.d.*)

Mrs. Fontana came to the podium to explain the request for the field trip to the regional DECA conference planned for November 1-3, 2013 to Boston, Massachusetts and to Atlanta, Georgia for the DECA International Career Development Conference on May 2-7, 2014. She noted that these were standard trips that they take every year.

Mrs. Smith explained that the school nurse does not sign off on the field trip form until the Board approves the trip. Two weeks prior to the trip, the nurse reviews all the materials and the names of all the students who will be participating before she signs off on the form.

Mrs. Notar-Francesco asked why the DECA Boston field trip was departing from Maloney High School. Mrs. Fontana replied that it was a regional trip and they were sharing the bus to reduce the transportation costs.

Mrs. Fontana explained that Cindy Davey is requesting the FBLA trip to Nashville, Tennessee for the National Leadership Conference on June 28-July 3, 2014 with four select students.

Dr. Erardi publicly thanked Mrs. Fontana for stepping up this year to lead the Business Department, as well as Family and Consumer Science, due to a very late resignation by the Department Chair in the Business Department.

Ms. Karen Cavanaugh explained her request to take students in Grades 10, 11 and 12 who are interested in international volunteering to Peru. In the past, she has taken students to China, Germany, Austria and Switzerland on foreign field trips. She researched companies that the high school uses and found Explorica, which is based in Boston, offering this trip. It will

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provide students with real world, applicable experiences, the opportunity for students to explore the culture and history of Peru and teach students the importance of community service and volunteerism. The students would work in a school setting for two days.

Mrs. Lombardi asked how they would measure safety in a rural Peruvian village. Ms. Cavanaugh replied that she spoke to the company who assured her that safety is their priority. They are the company that took care of our students when they were stuck in France a few years ago due to an act of nature. Mrs. Lombardi asked her how she was integrating this with the World Language Department. Ms. Cavanaugh replied that she needs to get the trip approved before she could speak to any language teachers. If approved, she would speak to students that are in the community service clubs such as Key Club and Interact Club and then talk to the Spanish teachers. Mrs. Lombardi thought that it was a great educational opportunity and added that the Board was trying to integrate different disciplines for educational purposes. She asked what the students would report back after the experience. Ms. Cavanaugh replied that when they took the students to China, it was an amazing experience because the culture was so different. The world opened up for them. Mrs. Lombardi asked for some integration into their current curriculum in terms of an assignment. Mrs. Notar-Francesco agreed.

Mrs. Queen thought that providing a world view for all students was so important and that not all students are pursuing a World Language. She liked the fact that she is seeing trips that are not only connected with the World Language Department. It gives more students opportunities to broaden their perspective. Mrs. Lombardi was not saying that it should be only World Language. She was also requesting that they require some kind of assignment that is integrated into some connection. Ms. Cavanaugh replied that she teaches in self-contained classes and that she has had students who have traveled come into the class and present on their experiences to her students.

Mrs. Clark thought that the value of the volunteering service for two days was not a course that could be taught and not something that they could be graded on. The experience for a student to see how the other half lives is something that is very special and can be a life changer for some students. She thought that the trip was fabulous.

Miss Baker stated that this past summer she went on a mission trip to Philadelphia and that mission trip completely changed her life and gave her a whole new perspective. Miss Krar asked if the trip to Peru would be open to other languages as well because she takes French and she would be interested in going. Ms. Cavanaugh replied that it was open.

Ms. Ossias came to the podium to explain the Marching / Symphonic Band trip to Washington, D.C. to perform outdoors at the Martin Luther King, Jr. Memorial on April 27-30, 2014. The students would also take a guided tour and sightsee. Miss Krar stated that she went on the trip in her freshman year when they went to Virginia, which was a great experience and she learned a lot of history.

Dr. Erardi stipulated that the Board's practice has always been that they have the right to cancel up to the day of the trip and, if they do cancel the trip because of world events, staff will report to work. If the trip is cancelled, it is at no liability to the Board of Education.

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

“Move to approve the field trips, as submitted, with the stipulations included by the Superintendent of Schools.”

Motion carried unanimously by voice vote.

e. K-5 Class Size

Dr. Erardi noted that, even though the date on the grid was September 18, 2013, it was an updated grid as of that day. Administration advertised for a 15.75-hour paraprofessional for Kelley Elementary School with the posting to close on Friday, September 27. All other hotspots are good to go with the present level of staffing. Mrs. Notar-Francesco pointed out that Thalberg School has the same class sizes at 19 and asked why Kelley School and not Thalberg as well. Mrs. Smith stated that she contacted and visited those building administrators and classrooms and the feedback that she received clearly indicates the uniqueness of the Kelley School classrooms that have 19 students and that their particular needs are clearly necessitating this request. Mrs. Notar-Francesco asked where the funds for this would come. Dr. Erardi replied that, because of resignations and retirements, they are in a positive fund balance with the personnel line to fund this position. Mr. Goralski believed that the FTE was in the budget and that they will continue to look at these numbers. If the classroom environment changes, he hoped the administration would feel comfortable to go to Dr. Erardi and Mrs. Smith with recommendations like this for paraprofessional support as the year moves on. Dr. Erardi clarified that they held 2.0 FTE and filled 1.0 FTE at Derynoski prior to the start of the school year with Board endorsement. There are funds from the operational plan and from breakage in the personnel line item.

Mrs. Notar-Francesco asked how many Open Choice seats were still unfilled. Dr. Erardi replied that he will get that information to the Board as soon as possible.

Mr. Goralski took a consensus because the funds were already in place within the budget. The Board was in agreement to hire a paraprofessional at Kelley School.

f. Policy 2000 Series ~ Second Reading

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

“Move to accept the edits in the 2000 Series, Concepts and Roles in Student Policies.”

Motion carried unanimously by voice vote.

10. NEW BUSINESS

a. Budget Assumptions / Priorities for 2014-2015

Mrs. DiNello explained that the budget handbook for 2014-2015 will be going out next week to begin the budget process. The draft budget Assumptions and Priorities for 2014-2015 are the same as 2013-2014 with some minor changes. Dr. Erardi added that on the Priorities list “Textbooks” had a strikethrough because it follows long-term planning and there needs to be thoughtful discussion around e-books compared to textbooks.

Mrs. Lombardi questioned the Common Core Standards and the impact of it next year in terms of the budget. She would like to see the Technology Plan laid out as a clear Assumption. Dr. Erardi pointed out that it was addressed in the fourth bullet under Priorities.

Mrs. Queen referenced the YouTube link "*The Myth of Average: Todd Rose at TEDx Sonoma County*" that Dr. Erardi had sent to the Board, which was about banning the average. It seemed to open up a whole new realm regarding textbooks. It is about a Harvard professor who was an underperformer in school and who makes an analogy about fighter pilots and how it was impossible to design planes to the average because no one is of average size. The analogy being that no student is the average so textbooks that are written to the average reader miss almost everybody. She summarized that when the Board purchases textbooks, somehow they need a whole different paradigm. Dr. Erardi added that in the next three to five years, they will move, as per the direction of the Secretary of Education, to an online presence with instruction.

Mrs. Notar-Francesco addressed the fifth bullet under Priorities regarding the continued commitment to the district's Long-term Plan Vision 2020. She asked that the word "funding" be added to read "that includes 'funding' for a strong professional development initiative."

Mrs. Lombardi asked about continuing to look for opportunities to share common services with the town and making it a priority. Dr. Erardi replied that it was part of the Board's goals and objectives. He thought that it was a great question; because there is a common goal between the Town Council and the Board of Education for shared partnerships. However, at this point, they are not in a position to be able to be explicit around cost savings or cost containment. If it is the Board's desire, he will add a bullet for that. Mrs. Lombardi would like to see it under Priorities to continue to investigate the possibility of looking for efficiencies between the Town and the Board of Education for shared services. Mrs. Johnson felt that the first bullet under Assumptions addressed that. Mrs. Lombardi noted that All-Day Kindergarten was a priority for the Board and questioned if shared services was a priority under the Superintendent's goals then why it wouldn't be a priority for the Board.

Mrs. DiNello explained that, as the person who was trying to develop the actual budget numbers, the shared services partnership was part of Dr. Erardi's goals that they are working towards. She was not sure that they would be in the position between now and January, as they develop specific dollar amounts, that it is going to have an impact in how they are prioritizing or making specific assumptions in the actual budget development. In future years, it might be able to be built into a budget.

Mrs. Notar-Francesco agreed with Mrs. DiNello that the shared services were in the premature, early stages of committee work and that the Board should hold on it. It can be incorporated next year under the Priorities. Mrs. Lombardi thought that they could say that for Sequestration too because they don't know the actual impact to the budget yet in terms of specifics. However, Sequestration is in as an Assumption.

Mrs. DiNello explained that the budget is reprinted a couple of times. She will start with the Budget Handbook where the Budget Assumptions and Priorities are listed for the first time. The Superintendent's Budget is next and before the Board of Education actually adopts a budget in January, they may find that they are in a place where they may want to change the Priorities and Assumptions to add language at that time before it will be reprinted again to go before the

Board of Finance and Town Council. This would give the Board some opportunity to see where they are in that discussion.

Mrs. Johnson suggested that under the Assumptions bullet for Sequestration, they remove the word Sequestration so that it would read “may be further reduced by legislation.” Since Sequestration is not a certainty at this time because they always know there will be legislation affecting the support of education. Dr. Erardi pointed out that they do have a definitive regarding Sequestration because they have been reduced 10% with the federal grant so it has already been enacted on.

Mrs. Johnson asked why there was a strikethrough of the bullet under Assumptions stating, “Consideration will be given to the current economic conditions.” Dr. Erardi replied that he never has, and never will, work in any different economic conditions. Mrs. Queen agreed with the strikethrough of that bullet. Mrs. Notar-Francesco pointed out that the bullet was put in several years ago at the height of the recession when things were really looking very bleak. She felt that the economic conditions seem to be the standard now. She had no problem striking that bullet at this point. Mrs. Johnson disagreed. She thought that it shows that the Board was fiscally responsible and that this always is an Assumption for the Board. The Board has to temper their wants with what they can get. Dr. Erardi agreed with Mrs. Johnson and was fine with it if the Board wanted to keep that as an Assumption.

Mr. Goralski was happy to remove it as an Assumption. In the past, there have been people who say that every year is a bad year. The legislative body in Connecticut and nationally keeps putting guidelines, rules, restrictions and mandates upon local Boards of Education because they don't care about the economic conditions. He noted that the Board would be irresponsible to not always consider the economy, because that is what they do.

Mrs. Queen asked if they should design a budget of only what they think they can afford or do they design a budget that reflects what they know that they need. What do they need to achieve their goals?

Mrs. Lombardi suggested adding a bullet under Priorities that would read, “*Continue to pursue opportunities for shared services between the Town of Southington and the Board of Education.*” Mrs. Clark felt that it was a goal and to say that it was an absolute Priority at this point, when it is in the developmental stages, was premature. Mrs. Lombardi asked why they put All-Day Kindergarten as a Priority two years ago when they did not have the full plan.

Mr. Goralski recommended that if the Board is going to add bullets then they should come back to it at the next meeting because they do not even have a consensus on it. However, they need the document to move forward with the budget process. He recommended acting on the draft with the changes that they have agreed upon and continue to have the Assumptions and Priorities move with them through the process.

Mr. Oshana liked the goal that Mrs. Lombardi raised. He felt that it was something that the Board discussed working toward and that they should continue to work towards it. He thought that they should have it in writing as either a Priority or an Assumption. Also, he hoped that at some point the economy would improve because it can't get too much worse. He remarked that the new norm is doing more with less. He noted that the Board of Education's job was to create a budget and to put into place programs that will serve the students of the

community moving forward. He felt that the bullet regarding economic conditions should stay in and that they should keep their eye on the economic ball.

Dr. Erardi summarized that they would send out information to the leadership team. He asked if they wanted to table this discussion until October 12. They will have the conversation and bring back a draft that reflects the conversation. Mr. Goralski agreed that they will revisit this again at their next meeting. He liked the effort that Mrs. Lombardi put into a bullet and wanted to make that a part of the discussion at the next meeting. He asked Mrs. Lombardi to send that information forward to administration.

b. CMT Report 2013

Mrs. Smith gave a review of the Connecticut Mastery Test (CMT) results from last spring that was administered to students in Grades 3 through 8. At a future Board of Education meeting, there will be a presentation on the CAPT scores and recently received SAT scores.

Mrs. Smith quoted from a newsletter that was issued by Stefan Pryor, Commissioner of Education, dated August 2013. The headline was “2013 CAPT results show increases and CMT results show decreases across the state.” She highlighted the following from the article, *“Student performance data on the CMT showed decreases in all grades and content areas as compared to last year. In most cases, however, CMT data demonstrates a marked improvement over the baseline year, which was 2006. Also, classrooms in Connecticut are nearing completion of a significant instructional transition.”* Mrs. Smith added that Southington was clearly not almost through with that instructional transition, but well on their way of making that transitional instruction into Common Core State Standards. She noted that the Connecticut Mastery Testing program does not measure Common Core State Standards.

Mrs. Smith stated that last year, while our instructors were beginning the process of transitioning into Common Core State Standards in the areas of English / Language Arts and Mathematics, children were being assessed with an old system. Despite this background, Southington did very well and performed better than anticipated in light of the challenges inherent within the gap between what was taught versus how they were assessed. She noted that the CAPT and CMT assessments are not designed to measure student learning relative to those standards and for that reason Connecticut will sunset the administration of the English / Language Arts and math CAPT and CMT tests in 2014.

Mrs. Smith explained that, in the spring of 2015, they would officially be implementing Smarter Balanced Assessment, which is also referred to as SBAC (Smarter Balanced Assessment Consortium). While they are transitioning, the federal government has offered an opportunity for states to request a waiver. If that waiver is granted, Connecticut can opt to use a version of Smarter Balanced as a pilot for this current school year. If the waiver is not granted, districts have the option of using locally determined data for measurement or reverting back to using the Legacy Assessments, CMT and CAPT. Mrs. Smith explained that she and Dr. Erardi feel that, if they are granted a waiver, they would prefer to go the route of Smarter Balanced this year.

Mrs. Smith explained that the CMT assesses essential reading, writing, math, and science skills. She pointed out that the science assessment will remain CMT formatted and is not ready to transition to Smarter Balanced; however, it may be called something else.

Mrs. Smith gave a PowerPoint presentation, which was attached to the agenda packet, and explained the five categories of performance: Below Basic, Basic, Proficient, Goal and Advanced. In the beginning years of the CMT, Southington's standard was "Proficient" and in later years "Goal" became the new standard. What she presented this evening emphasized "goal" and beyond. She reminded everyone that what counts the most was how students performed over time, not necessarily exclusively one year.

Mrs. Smith explained that Smarter Balanced is expected to release interim assessments in the near future for districts to measure interim growth. The Smarter Balanced assessment requires computers, which means students need computer competency skills prior to 2014-2015. As a result, administration is implementing some instructional changes that have the second graders more engaged with keyboarding skills. Mrs. Smith pointed out that Common Core State Standards are expected to be embedded within all Smarter Balanced Assessments. She explained that teachers will require ongoing and continued professional development in understanding the standards within the areas of English / Language Arts and math.

Mrs. Smith summarized that overall Southington did very well with the Connecticut Mastery Test. Next year, if they become part of another pilot year of Smarter Balanced, they want to use the data to inform what they are going to do next, not to judge what they did. They have plenty of data that is locally developed that will help them assess the teachers and to assess the students' growth with or without Smarter Balanced.

Mrs. Carmody pointed out that when they switched to Smarter Balanced they are testing different skills based on Common Core and are going to see some very different results. She did not know if everyone understood that and she wanted to get out that message. Mrs. Carmody noted that if a federal waiver is received then there would not be a statewide comparison anymore like with the CMTs. Mrs. Smith replied that the School Performance Index, which was part of last year's presentation, is now gone. A version of it will be resurfacing once the state can figure out how to convey that information. Mrs. Queen thought that the School Performance Index was pulled because there was an error in the data. Mrs. Smith agreed and stated that the data did not match up.

Mrs. Carmody was concerned about educating the public about the differences that will take place with Smarter Balanced because this is a whole different way of testing students; therefore, the test results will not be as high. Mrs. Smith agreed that they will be reported out differently.

Dr. Erardi stated that on Tuesday Mrs. Smith distributed common language letters to every elementary school principal that will be addressed to parents and speaks to what Smarter Balanced will look like. It was prepared by the State Department of Education. The process has begun.

Mrs. Queen asked for the rationale behind Social Studies not being one of the core subjects that are tested in a standardized way. Mrs. Smith responded that it was a matter of time. She noted that Science will be the next curricular area that is statewide assessed.

Mrs. Johnson asked if there was a timeframe on the federal waiver. Dr. Erardi replied that in his recent conversation with Commissioner Pryor, it is every day that he waits for a

federal pardon which will come through the governor's office. At this point, there is no waiver in place.

Mrs. Johnson asked if the new teachers that they are hiring have been schooled in college on all of these new means of instruction. Mrs. Smith replied that they are. They are also being instructed in collaborative learning. She felt that learning from and sharing ideas with colleagues can be the best professional development in the world.

Dr. Erardi explained that Southington does not teach to the test and that was the reason our scores did not plummet like other scores across the state. Through the leadership of Mrs. Smith and our coordinators, what we do is to offer best practice for instruction. The test is a sub-product of that practice. At times, he takes Southington's performance for granted because this is hard work across the district by everybody trying to do their absolute best for students. He noted that much of that has to do with the Board's vigilance with class size, which is part of the success.

c. Update ~ Bullying Legislation ~ SPS Protocol

The Safe School Climate Coordinators for the district are Marilyn Kahl, who has oversight of Grades PreK-5, and Christopher Palmieri, who has oversight of Grades 6-12. They gave an update on Bullying legislation. Mr. Palmieri explained that the State of Connecticut passed new legislation that went into effect on July 1, 2012. The definition of what is considered bullying was changed to include incidents that happen outside of school, which are the school's responsibility. If bullying is done outside the school system in writing, orally, or through electronic communication, and it is brought to the school's attention, the allegations are addressed. Throughout the year, Mr. Palmieri and Mrs. Kahl meet several times with the Superintendent and Assistant Superintendent to give progress updates to be proactive to prevent acts of bullying from occurring. They conduct district-wide training, such as at the new teacher orientation. Mr. Palmieri pointed out that the Board adopted a template Bullying Report and once they started to put it into practice it became overwhelming and not as user-friendly; consequently, they revised it and came up with forms that were distributed mid-way through last year to all the schools. They have acted as resources for other principals for continuity across all the schools. They have collected all bullying data at year end to report it to the state, as required.

Mrs. Kahl reported that, as a result of the legislation, there were some required components that had to be put into place and others that they have implemented to be proactive as a district. Annual training for all staff members is required via the legislation, which encompasses all staff, including custodians, cafeteria workers, and paraprofessionals. To be proactive, they have sent annual letters to parents attached to newsletters detailing the bullying policy and the procedures in place.

Mrs. Kahl explained that a small poster, which is called a "Locker Card," is placed in all the student lockers at both middle schools and the Freshman Academy at the high school. A larger poster hangs in every Grade 3-5 elementary school classroom and in public areas throughout the school. It details for the students what some of the consequences will be if there is a verified act of bullying. Every school has worked proactively with STEPS and all have a STEPS Committee and a Safe School Climate Coordinator, which is the principal in each building. They work together and promote the Asset Building Classroom and develop those positive attributes within the students to ensure positive interactions with their peers, build-up

their character development and respect for themselves and for each other. She noted that they have seen a positive impact on that.

Mr. Oshana asked if the Board could receive a copy of the report that they send to the state. He would like to see how many incidents Southington has had, what the consequence was, and all the detail behind it. Mrs. Kahl replied that the report is shared with Dr. Erardi and she will get that for him. Mr. Oshana addressed the privacy issues and sharing the information with other teachers. Mr. Palmieri stated that they can share the information because the information comes to the main office. There is a "Bully Log" that the public can view, but it will not have any student names on it. However, the principal knows who the perpetrator and the victim are, so they know if there are repeated incidents.

Mr. Oshana asked what they saw as issues associated with the policy that Southington has now. Dr. Erardi replied that the policy is fine; however, the tweak that has taken place has been the regulations and the calibration of a common understanding with the administrative team of what constitutes a bullying act. He will be happy to share the report from last year of the number of incidents that took place within the district. The work in progress is the calibration between all the schools. Mr. Palmieri stated that the State of Connecticut sends them recommendations of what to do each year and one of the recommendations is to have our legal counsel annually review our Board policy. Dr. Erardi stated that, if there are changes made by legal counsel, then it would go to the Policy Committee.

Mrs. Queen noted that it is a repeated act that constitutes bullying. Mr. Palmieri explained that the first act would not be considered bullying, but the second act would. Mrs. Kahl noted that the bullying act does not have to be against that same victim, it is the repeated act. Mr. Palmieri explained that the first incident could be a regular office referral or a teacher detention and now the principal is aware of it. If it occurs again, they would switch to a bullying investigation because it is repeated. At the secondary level, the law now addresses if it happens in the same school district. If a student at Kennedy is doing something to a student at DePaolo, the administrations works together.

Mrs. Queen mentioned "Rachel's Challenge," which was presented at the high school a couple of years ago. Mr. Palmieri replied that it was presented at Kennedy Middle School that day. Dr. Erardi added that it was being presented at Derynoski Elementary School that night for parents. Mrs. Smith stated that she was at Kennedy Middle School today and that it was a very powerful program. She noted that there were not many dry eyes, including some of the young men. When the students returned to the classroom, the teachers put curriculum aside and processed what the students had just seen. She heard that there were 60 students who had volunteered to now take it to the next step and are now being trained to train others. Mr. Oshana noted that bullying has been around for a very long time and hoped that they can continue driving home that message of kindness to keep it going.

Mr. Oshana understood privacy, but he did not understand the concept that he could not tell a teacher that he knows that there is a student in their class whom they need to keep an eye on. Mrs. Kahl replied that the administration can tell the teachers. She has received phone calls from parents telling her what is happening. Mr. Oshana remarked that there is that privacy issue where, if there is a reported incident, how do they share that information amongst the teachers. Mr. Palmieri replied that they do not share what the consequence is, but parents call all the time and that is how he finds out about most cyber bullying incidents. The privacy comes in when the

parents asks what the consequence was to the perpetrator. Mr. Oshana stated that was different than when this was talked about previously. In the initial discussion, teachers could not exchange information. Mr. Oshana asked if that had changed. Mrs. Smith recalled that discussion in the Policy Committee and that it was a muddy area and there was legal interpretation requested. She stated that she will follow-up on when they received clarification that it changed.

Mrs. Johnson asked what was being done to change the bully's behavior other than consequences. Mrs. Kahl explained that the number of verified cases was very low and they are dealing with very few bullies. At the elementary level, there may be consequences for the verified behavior, but they are also proactive and work with that child on how they could handle a situation differently, why it was wrong, and what they should do the next time. Mr. Palmieri explained that they involve the parents and ask them to be partners in preventing future occurrences, bring the victim and bully together to work out the differences, and anything they can do to be proactive in preventing the next incident.

Mrs. Queen asked if Rachel's Challenge will be offered every year at a seventh grade assembly so that every child will have experienced it, like the DARE Program. Dr. Erardi pointed out that it was not all about Rachel's Challenge; it was about what administration does every day. The Board endorsed the ABC classrooms, and that is the proactive approach to bullying and anti-bullying. There is evidence in every classroom in this district of being proactive with bullying with our partnership with STEPS.

Mr. Goralski did not think bullying was the Board's issue alone. The legislation made it a school issue and the Southington community is ahead of the curve with programs offered by STEPS and the YMCA. He liked the form that the coordinators revised and wanted to make sure that it is formally part of the Board's regulations.

Mr. Palmieri pointed out that occurrences were decreasing and they have seen some dramatic improvement because of some of the proactive steps that they are taking, such as the locker card. Another program at the secondary schools is the Advisor/Advisee Program, which breaks students into smaller groups and they work directly with the teacher. This is a proactive way to try to prevent incidents and encourage kindness to others.

d. Approval of Field Trips (Moved to Agenda Item 9.d.1)

e. Student Expulsion ~ 2013-14-01

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

“Move to expel student 2013-14-01 as stipulated by the Superintendent of Schools.”

Motion carried unanimously by voice vote.

f. Student Expulsion ~ 2013-14-02

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

“Move to expel student 2013-14-02 as stipulated by the Superintendent of Schools.”

Motion carried unanimously by voice vote.

11. ADJOURNMENT

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

“Move to adjourn.”

Motion carried unanimously by voice vote.

The meeting adjourned at 10:15 p.m.

Respectfully submitted,

Linda Blanchard
Recording Secretary

To the Board of Education, Planning and Zoning Members, Town Planner, Town Council
Members:

We are writing this in regards to the proposed BFL site located next to Derynoski Elementary School. It is our position that the BFL structure will cause more traffic and pose a safety and security risk to the students and faculty at DES. We are not against the Bread for Life organization as they play an important role in our community. We just oppose the proposed location because of the close proximity to DES.

Thank you,

Marcy Carrera
Christopher Carrera
50 South Woods Drive
Southington, CT 06489

To the Editor, the Board of Education, Planning and Zoning Members, Town Planner, Bread for Life Board Members, Town Council Members:

I'm writing this letter regarding my concerns with Bread for Life's proposal to build a soup kitchen adjacent to Derynoski Elementary School.

First, traffic at DES is a concern. Bottlenecks occur every school day from 8:30am to 9:00am and 3:00pm to 3:30pm as people turning into Eden Avenue from Main St are trying to access the parking lot. Traffic can be backed up Meriden Ave past Oakwood Road and in both directions of Main Street. How can the street handle cars coming in and out of the newly proposed building? In fact, DES' Main St entrance is one-way and the exit is at a stoplight due to the traffic conditions.

Second, Derynoski, being located downtown, already has its own set of issues that the other neighborhood schools do not have. Children have the sound of fire trucks, ambulances, and police cars. Additionally, DES has to deal with an alternative high school on its campus, loitering across the street at the public library, lockdowns due to holdups at nearby banks, lockdowns due to potentially armed and dangerous persons in the area, and graffiti and vandalism in their playground – a playground that requires the janitor disposing of drug paraphernalia and used condoms on a daily basis. A soup kitchen would just add to the "inner city" feel of this school.

Most importantly, school safety is a concern. Like many people in this town, I wholeheartedly support Bread for Life and their mission. I admit that probably all current patrons at the soup kitchen are harmless. A person has to swallow a lot of pride to attend a soup kitchen and accept help. The hungry people in our community are blessed to live in a town that supports and feeds them. Bread for Life feeds the hungry and homeless. Their slogan is "That no one may go hungry". They serve hot meals on an unconditional, no questions asked, open-door policy to all who are hungry; a concept I support 100%. One may ask "What exactly is a soup kitchen and who are the clientele?" According to the book Mission Possible: How to Start a Soup Kitchen, "While there is some overlap among those who come to soup kitchens and food pantries, these social service agencies often can have very different clientele. Patrons who come to soup kitchens generally do not have stable housing and are unable to cook a meal where they are living. Those who come to food pantries generally have a place to cook and eat their meal." According to the 2008 US Conference for Mayors, 3 most commonly cited causes for families to be homeless are: lack of affordable housing, poverty and unemployment. For singles, the most commonly cited causes are: substance abuse, lack of affordable housing, and mental illness.

More facts:

- Approximately 16% of the single adult homeless population suffers from some form of severe and persistent mental illness (National Coalition for the Homeless)
- Over 80% of the homeless have experienced lifetime alcohol and/or drug problems (US Dept of Housing and Urban Development)
- Approximately 63% of homeless women have experienced domestic violence in their adult lives (National Coalition for the Homeless)

As in all the other schools, the children are outside during the school day - for recess, fire drills, walking field trips to nearby locations, or to perform science experiments, to name a few. The pedestrian traffic the soup kitchen will encourage is a concern. Even while inside of the school building, the proposed location of the soup kitchen is directly across from the school cafeteria. Less than a year ago, hundreds of citizens in this town came to Derynoski auditorium to discuss school safety. It's sad how quickly we forget. Despite the concerns of traffic flow, drainage issues and property values, the fact of the matter is – since Columbine we had a "new normal", since 9/11 we had a "new normal" and sadly since Sandy Hook, we've had to adjust to yet another "new normal". It's time to start being proactive rather than reactive. We all need to question whether this is truly the best location for a soup kitchen.

It baffles me that the town of Southington gave the Southington Community Cultural Arts such a hard time about renovating the Gura building and raising the funds necessary to make that happen, yet they aren't even questioning the location or fundraising efforts of the Bread for Life building.

To the Board of Education members: Whether you agree or disagree with this proposal – speak out rather than saying “it's in the capable hands of the Planning and Zoning Commission.”

To the Planning and Zoning members and Town Planner: While this board is fantastic at maintaining zoning laws (ie: it's in a business zone, and is a business, therefore we cannot deny it), the board should begin looking at the “planning” portion of their role and determine what IS acceptable to be built on a vacant lot in a business zone next to an elementary school.

To the Town Council and Town Manager: help Bread for Life find a suitable central location for their soup kitchen. They have been looking for 10 years. In those years, many businesses have turned over on Center Street, buildings have been torn down and rebuilt all throughout the downtown area. Can't anyone help them negotiate with the current owners?

To the Bread for Life members: If you can assure me that a patron in a domestic violence issue won't have problems with their partner while in or around the building, that someone with a drug or alcohol issue won't be under the influence while in or around the building, that patrons will not be using the DES property as a pathway to the soup kitchen, that the soup kitchen won't expand to 3 meals a day, and that BFL would never consider opening a shelter at the proposed location, I would reconsider my objections.

To All: Truly, is this the BEST location for a soup kitchen?

Respectfully submitted,
Susan Mangiagli Aulbach

Subject: FW: Bread for life Opinion

From: <Paul.Chaplinsky@us.henkel.com>
Date: September 25, 2013 at 5:36:15 PM EDT
To: Brian Goralski <goralski@cox.net>
Cc: Mike Del Santo <m.delsanto@cox.net>, "Dr. Erardi" <JERARDI@southingtonschools.org>, Mark Sciota <sciotam@southington.org>, David Lavallee <lavalleed@southington.org>, Steve Kalkowski <stevekalkowski@cox.net>, Susan Locks <locksy14@aol.com>, Ryan Rogers <ryanrogers2011@gmail.com>, "<JSinclair@southington.org>" <JSinclair@southington.org>, Jim macchio <Jpmacchio@gmail.com>, "<KConroy@southington.org>" <KConroy@southington.org>, Randy Gage <Randalljgage@gmail.com>, Jennifer Clock <clockj@southington.org>, "<PChampagne@southington.org>" <PChampagne@southington.org>, BOE <sboe@southingtonschools.org>
Subject: Re: Bread for life Opinion

Thanks to you both for opening this dialogue. I am happy to hear that Brian and the BOE are interested in hearing and possibly providing an expert assessment on potential impact to student education and safety.

@ Brian, if BOE determines they have concerns, I also agree with Chairman DelSanto's request and am very interested in hearing specific BOE recommendations for possible containment actions that they feel can mitigate/counter the Boards concerns. Remember, we are experts on land use and often look for professional input from many other resources like staff, police, industry experts and other Boards to help formulate our own appropriate opinions and solutions. True collaboration between all of our respective functions will provide the maximum potential for a positive outcome for all parties involved.

Respectfully,

Paul Chaplinsky

On Sep 25, 2013, at 1:58 PM, "Brian Goralski" <goralski@cox.net> wrote:

Mike,

The BOE has received a great many contacts from the community regarding this matter. I will formally bring this request to the Board under Town Government Communication at this Thursdays meeting.

I will be in touch with your commission as soon as possible.

Thank you for the open communication with us. I look forward to our working together and any assistance the BOE can provide the PZC.

Brian S. Goralski
Sent from my iPhone

On Sep 25, 2013, at 11:25 AM, Mike Del Santo <m.delsanto@cox.net> wrote:

Good Morning Brian,
You may have heard that the PZC will hold a public input session on October 15, 2013, regarding "Bread For Life" building their facility adjacent to Derynoski Elementary School.

Can the BOE please send the commission their thoughts and opinions on this application, specifically if the application will interfere with the children's education and possible security concerns? Further, if there are concerns, are there any suggestions that would alleviate the BOE's concerns with respect the eventual site plan that will be before us.

I thank you in advance for this information.

-m

Have an A-1 Day!
Sent from my iPhone

Administrative Report

October 10, 2013

1. STEPS: Asset of the Month (Attachment #1)
2. SEF: Virtual STEM University (Attachment #2)
3. Science Coordinator K-12 Update
4. Middle School Neighborhood Partnership
5. School Calendar: 2014-2015

Joseph V. Escamilla
10/10/13

Asset Building Classrooms

Asset of the Month

2013 - 2014



Month	Asset #	Asset/Explanation	% Population of Southington Students Reported having this Asset in 2011
*September	5	Caring School Climate: School provides a caring, encouraging environment.	38%
*September	24	Bonding to School: Young person cares about his or her school.	59%
October	16	High Expectations: Both Parent(s) and teachers encourage the young person to do well.	56%
November	6	Parent Involvement in Schooling: Parent(s) are actively involved in helping young person succeed in school.	38%
December	?	Choose Your Own Asset: Your school gets to pick any asset to focus on this month!	
January	14	Adult Role Models: Parent(s) and other adults model positive, responsible behavior.	35%
February	34	Cultural Competence: Young person has knowledge of and comfort with people of different cultural/racial/ethnic backgrounds.	37%
March	25	Reading for Pleasure: Young person reads for pleasure three or more hours per week..	19%
April	32	Planning and Decision Making: Young person knows how to plan ahead and make choices..	40%
May	8	Youth as Resources: Young people are given useful roles in the community.	35%
June	40	Positive View of Personal Future: Young person is optimistic about his or her personal future.	79%

*September has 2 assigned assets

Developmental Assets are positive building blocks that all students need to be healthy and successful.

For more information on the Developmental Assets and on STEPS
Please visit www.search-institute.org and www.southingtonsteps.org

Asset Building Classrooms Initiative

Get Involved At Your School Today!

Each school within the Southington Public School System has an Asset Building Classroom Team that leads projects and activities to help promote the Assets of the Month!

There are many ways **YOU** can help!

To find out how, contact one of the champions at your school and join the team!

<u>School</u>	<u>Champion</u>
ALTA:	Jessie Levin
Southington High School:	Heather Allenback
DePaolo Middle School:	Bethany Rosin
Kennedy Middle School:	Kristine Barnes
Derynoski Elementary School:	Sabina Vance
Flanders Elementary School:	Dan Murdzek
Hatton Elementary School:	Patricia DeBisschop
Kelley Elementary School:	Josie Rogala
Plantville Elementary School:	Charity Baker
South End Elementary School:	Rachel Snow
Strong Elementary School:	Amber Smith
Thalberg Elementary School:	Michelle Kenny

Make a difference, one student at a time!

Virtual STEM University Proposal

In order to properly launch the VSU, the Advisory Committee, made up of SEF officials, school district administrators and faculty, propose the formation of a Professional Learning Community.



District administrators and faculty members will be solicited to join. The objective of these teams will be to create the premier lesson design plans that will initially be loaded onto the VSU. The recommendation by the Advisory Committee is that each grade level has an initial lesson design plan on the site.

Interested staff would be offered an incentive to participate in this initiative in order to properly launch this project. Once the project is launched, the SEF would cease with the incentives (teachers would then participate of their own accord because of their belief/interest in the concept or the BOE would fund future PLCs.)

The SEF has committed funding of \$13,000 for the initial launch based on the anticipation of 13 teams made up of four participants each. Also recommended that a special award be presented to that "winning" team at Convocation 2014.

**BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

Informational Only _____ Board Meeting Date October 10, 2013

Decision Requested X Agenda Code 8.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 2013 – 2014.

Background: The attached report lists personnel activity from September 1, 2013 through September 30, 2013.

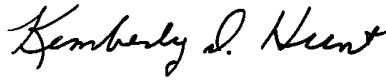
Alternative Strategies: _____

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

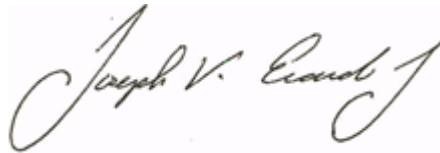
Beginning Date of Program or Project: N/A

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 – October 2013

PERSONNEL ACTIVITY REPORT

FOR: October 2013

APPOINTMENTS

Certified

Name	Position	School	FTE If Less Than 1.0	Effective Date	Highest Degree	University / School	Salary
Roarty, Colleen	PE / Health Teacher	SHS		August 26, 2013	BA	Central CT State University	\$43,200.00
Luise, Kari	Technology Teacher	SHS		August 26, 2013	MA	University of Calgary	\$46,750.00 prorated
Cooney, Joy	Business Teacher	SHS	.60	September 16, 2013	MA	University of Bridgeport	\$25,939.32
Clifford, James	Family & Consumer Science Teacher	JFK		October 15, 2013	MA	Southern CT State University	\$59,000.00 prorated

Classified

Name	Position	School	Hours Per Week	Effective Date	Salary / Hourly Rate
Lane, Katherine	ABA Therapist	Hatton	35.00	To be determined	\$17.00
Kwolek, Ryan	Evening Custodian	Flanders	19.50	To be determined	\$13.81
Kaplan, Amy	Grant Funded Math Tutor	JAD	15.00	September 9, 2013	\$13.23
Hinckley, Stacey	Kindergarten Paraprofessional	Derynoski	31.25	September 9, 2013	\$14.24
Dombal, Cynthia	Grant Funded Reading Tutor	Flanders	15.00	September 16, 2013	\$12.91
Dellostritto, Fiona	Grant Funded Reading Tutor	South End	30.00	September 19, 2013	\$12.91
Gurtowsky, Christopher	Interim Technology Assistant	District	19.50	September 23, 2013	\$13.00
Crispino, Aubrey	ABA Therapist	Derynoski	35.00	September 23, 2013	\$17.00
Sulewski, Danielle	ABA Therapist	Derynoski	35.00	September 23, 2013	\$17.00
Gouthro, Daniel	Evening Custodian	HES / SHS	40.00	September 23, 2013	\$21.61
Kesilewski, Christine	Grant Funded Math Tutor	JFK	10.00	September 23, 2013	\$13.23
Noonan, Michelle	Kindergarten Paraprofessional	Thalberg	15.75	September 24, 2013	\$13.74
Cole, Nicole	504 Paraprofessional	Flanders	16.00	September 25, 2013	\$13.74
Fortin, Stephanie	Special Ed Paraprofessional	Derynoski	15.25	September 27, 2013	\$13.74
Butlien, Jeremie	Special Ed Paraprofessional	JAD	19.50	September 30, 2013	\$13.74
Leiper, Colleen	ABA Therapist	DES	35.00	September 30, 2013	\$17.00
Ross, Lara	ABA Therapist	DES / JFK	35.00	October 1, 2013	\$17.00

APPOINTMENTS

Classified continued

Name	Position	School	Hours Per Week	Effective Date	Salary / Hourly Rate
DeGumbia, Monica	Special Ed Paraprofessional	South End	15.00	October 7, 2013	\$13.74
Soltys, Teresa	Grant Funded Reading Tutor	Plantsville	15.00	October 7, 2013	\$12.91

RESIGNATIONS

Certified

Name	Position	School	Effective Date	Years of Service	Retire
No certified resignations in the month of September					

Classified

Name	Position	School	Effective Date	Years of Service	Retire
Batista, Raquel	Part-Time Special Ed Paraprofessional	JAD	September 14, 2013	2 months	No
Allen, Ashley	ABA Therapist	Hatton	September 21, 2013	9 days	No
Sirois, Sheri	ABA Therapist	Hatton	September 27, 2014	1 month	No
Hinckley, Stacey	Part-Time Kindergarten Paraprofessional	DES	October 7, 2013	1 year	No

TRANSFERS

Certified

Name	From Position	From School	To Position	To School	Effective Date
No certified transfers in the month of September					

Classified

Name	From Position	From School	To Position	To School	Effective Date
No classified transfers in the month of September					

UNPAID LEAVES OF ABSENCE

Name	Position	School	Start Date	End Date	Reason
No unpaid leaves of absence in month of September					

COACHING / STIPENDS

Appointments

Name	To Position	School	Effective Date	Stipend
Bard, Brad	Head Coach, Freshman Football	SHS	September 6, 2013	\$4,118.00
Corbin, Elizabeth	Grade 9 Team Leader	SHS	September 19, 2013	\$1,403.00

Resignations

Name	From Position	School	Effective Date
Bores, John	Head Coach, Softball	SHS	September 4, 2013
Bores, John	Assistant Coach, Girls Basketball	SHS	September 4, 2013
Wernicki, Amy	Head Coach, Cheerleading	JFK	September 5, 2013
Lee, Kathleen	Yearbook Advisor	JFK	September 6, 2013
Maddalena, Marguerite	Coach, Unified Sports	SHS	September 13, 2013
Moffo, Kathryn	Freshman Coach, Girls Basketball	SHS	September 13, 2013



SOUTHTON BOARD OF EDUCATION
Southington, Connecticut

FINANCE COMMITTEE MEETING

Tuesday, October 1, 2013, 7:00 p.m.
Municipal Center Conference Room #2
200 North Main Street, Southington, CT 06489

Board Members Present: Jill Notar-Francesco, Chairperson; Terry Lombardi, Zaya Oshana
From Administration: Sherri DiNello, Director of Business & Finance; Lisa Jones,
Accounting/Purchasing Manager

The Finance Committee meeting was called to order at 7:00 p.m.

1. **SELF INSURANCE:**

The committee reviewed the report.

2. **BID AWARD – BID #2014-BID-16, SNOW REMOVAL / SANDING (Southington High School, Derynoski / Pyne Center, Hatton, Kelley, Plantsville):**

Mrs. Jones reviewed the recommendation of a three-year bid award for each site as follows:

SITE	VENDOR
Southington High School	Ali's Nursery (Low Bid)
Derynoski Elementary School / Pyne Center	Total Maintenance (2 nd Low Bid). Awarded because Cheshire Concrete (low bidder) would have more than three sites.
Hatton Elementary School	Cheshire Concrete (Low Bid)
Kelley Elementary School	Ali's Nursery (2 nd Low Bid). Awarded because Cheshire Concrete (low bidder) would have more than three sites.
Plantsville Elementary School	Cheshire Concrete (Low Bid)

The committee members asked questions in regard to performance history and pending claims. Mrs. Jones shared responses from inquiries of administrators regarding performance and vendors regarding claim history. The award is \$6,599 below budget for 2013-2014.

The consensus of the committee was to recommend the awards, as presented.

3. **VOAG TUITIONS 2013-2014 AND ASTE GRANT:**

Mrs. DiNello explained the memo included in the meeting packet and distributed a spreadsheet with an updated tuition calculation. She shared the change made by legislation in the VOAG tuition rate being reduced from \$7,992 to \$7,200 and also the increase in the ASTE Grant of \$1,000 per student enrolled in the program. This change increased the grant funding by \$142,706 this year.

Mrs. DiNello stated that the statute stipulates that the increased funding must go back to the VOAG program. She shared that this is great news for the program; but, also shared the frustration in regard to the late notice of increased funding does not allow optimal program planning in advance of the school year.

Mrs. DiNello explained that we will exceed the projected 2013-2014 tuition revenues due to increased enrollment even though the rate decreased. She was told by Kevin Chambers at the State Department of Education that new language is being proposed to delay the tuition reduction; therefore, she is recommending that we put sending districts on notice that they may receive an additional tuition invoice in the spring.

The committee agreed with Mrs. DiNello's recommendation to delaying the appropriation request to the Board of Finance for the increased grant funds until the administration has an opportunity to determine how the grant funds will be used.

4. MISCELLANEOUS:

a. **Capital Expenditure Plan:**

Mrs. Jones reviewed the proposed Five-Year Capital Improvement Plan and explained the process of updating the plan. She highlighted the top two priorities as the Derynoski Masonry Repointing and the Southington High School Football Bleacher Refurbishing. She explained the large decrease to the asbestos line item due to building projects funding a large portion of the need and also highlighted projects that could be funded by the town's performance contracting program.

The committee had a number of questions that they would like Mr. Cox to address at the Board of Education meeting such as the safety of the high school atrium roof and where on his list of priorities that would fall. They also want him to explain the performance contracting program and timeline to the Board of Education.

A question was raised about improvements to the high school library and why it is not part of the plan. The administration will follow-up with a response. Mrs. Lombardi also wanted to be sure that combined efforts of the town and Board of Education are considered when the combined plan is developed to ensure maximizing use of resources.

The meeting adjourned at 7:55 p.m.

Respectfully submitted,



Sherri P. DiNello
Director of Business & Finance

BID COMPILATION

Snow Removal/Sanding Services - 2014-BID-16
Opened September 17, 2013

Projections based on three-year average

snow storms 10
snow and ice storms 14

		2013-14				2014-15				2015-16			
Southington High School 14 yds sand	Vendor	Per Storm	Extension	Projected Yearly Cost	Per Season Cost	Per Storm	Extension	Projected Yearly Cost	Per Season Cost	Per Storm	Extension	Projected Yearly Cost	Per Season Cost
Snow Removal	T&A Lawn Maintenance					\$4,800.00	\$48,000.00	\$49,050.00	\$48,000.00	\$4,800.00	\$48,000.00	\$49,050.00	\$48,000.00
Salt/Sand	Watertown	not bidding on year 1				\$75.00	\$1,050.00			\$75.00	\$1,050.00		
Snow Removal	Ali's Nursery				\$38,000.00				\$38,500.00				\$39,000.00
Salt/Sand - per yard	Plantsville												
Snow Removal	Schmidt Lawn Care				\$41,000.00				\$42,000.00				\$42,000.00
Salt/Sand - per yard	Southington												
Snow Removal	Evergreen Nursery				\$38,000.00				no bid				no bid
Salt/Sand - per yard	Southington												
Snow Removal	Cheshire Concrete				\$46,000.00				\$47,000.00				\$48,000.00
Salt/Sand - per yard	Plantsville												
		2013-14				2014-15				2015-16			
Derynoski School/JVP 7.3 yds sand	Vendor	Per Storm	Extension	Projected Yearly Cost	Per Season Cost	Per Storm	Extension	Projected Yearly Cost	Per Season Cost	Per Storm	Extension	Projected Yearly Cost	Per Season Cost
Snow Removal	T&A Lawn Maintenance					\$1,410.00	\$14,100.00	\$15,150.00	\$14,100.00	\$1,410.00	\$14,100.00	\$15,150.00	\$14,100.00
Salt/Sand	Watertown	not bidding on year 1				\$75.00	\$1,050.00			\$75.00	\$1,050.00		
Snow Removal	Ali's Nursery				\$16,800.00				\$16,800.00				\$16,800.00
Salt/Sand	Plantsville												
Snow Removal	Schmidt Lawn Care				\$20,000.00				\$21,000.00				\$21,000.00
Salt/Sand	Southington												
Snow Removal	Total Maintenance				\$11,849.00				\$11,849.00				\$11,849.00
Salt/Sand	Southington												
Snow Removal	Cheshire Concrete				\$11,000.00				\$11,000.00				\$11,000.00
Salt/Sand - per yard	Plantsville												

		2013-14				2014-15				2015-16			
Hatton School 7.9 yds sand	Vendor	Per Storm	Extension	Projected Yearly Cost	Per Season Cost	Per Storm	Extension	Projected Yearly Cost	Per Season Cost	Per Storm	Extension	Projected Yearly Cost	Per Season Cost
Snow Removal	T&A Lawn Maintenance	not bidding on year 1				\$638.10	\$6,381.00	\$7,431.00	\$6,381.00	\$638.10	\$6,381.00	\$7,431.00	\$6,381.00
Salt/Sand	Watertown					\$75.00	\$1,050.00			\$75.00	\$1,050.00		
Snow Removal	Ali's Nursery				\$14,800.00				\$14,800.00				\$14,800.00
Salt/Sand	Plantsville												
Snow Removal	Schmidt Lawn Care				\$8,500.00				\$8,500.00				\$9,000.00
Salt/Sand	Southington												
Snow Removal	Evergreen Nursery				\$11,116.00				no bid				no bid
Salt/Sand	Southington												
Snow Removal	Green Meadow Landscaping				\$14,550.00				\$14,550.00				\$14,550.00
Salt/Sand - per yard	Cheshire												
Snow Removal	Cheshire Concrete				\$6,500.00				\$6,500.00				\$6,500.00
Salt/Sand - per yard	Plantsville												

		2013-14				2014-15				2015-16			
Kelley School 6 yds sand	Vendor	Per Storm	Extension	Projected Yearly Cost	Per Season Cost	Per Storm	Extension	Projected Yearly Cost	Per Season Cost	Per Storm	Extension	Projected Yearly Cost	Per Season Cost
Snow Removal	T&A Lawn Maintenance	not bidding on year 1				\$638.10	\$6,381.00	\$7,431.00	\$6,381.00	\$638.10	\$6,381.00	\$7,431.00	\$6,381.00
Salt/Sand	Watertown					\$75.00	\$1,050.00			\$75.00	\$1,050.00		
Snow Removal	Ali's Nursery				\$4,950.00				\$4,950.00				\$4,950.00
Salt/Sand	Plantsville												
Snow Removal	Schmidt Lawn Care				\$8,000.00				\$8,000.00				\$8,500.00
Salt/Sand	Southington												
Snow Removal	Evergreen Nursery				\$10,416.00				no bid				no bid
Salt/Sand	Southington												
Snow Removal	Cheshire Concrete				\$4,550.00				\$4,550.00				\$4,550.00
Salt/Sand - per yard	Plantsville												

Plantsville School 8 yds sand	Vendor	2013-14				2014-15				2015-16			
		Per Storm	Extension	Projected Yearly Cost	Per Season Cost	Per Storm	Extension	Projected Yearly Cost	Per Season Cost	Per Storm	Extension	Projected Yearly Cost	Per Season Cost
Snow Removal	T&A Lawn Maintenance					\$1,410.00	\$14,100.00	\$15,150.00	\$14,100.00	\$1,410.00	\$14,100.00	\$15,150.00	\$14,100.00
Salt/Sand	Watertown	not bidding on year 1				\$75.00	\$1,050.00			\$75.00	\$1,050.00		
Snow Removal	Ali's Nursery				\$12,000.00				\$12,250.00				\$12,250.00
Salt/Sand	Plantsville												
Snow Removal	Schmidt Lawn Care				\$19,000.00				\$19,000.00				\$20,000.00
Salt/Sand	Southington												
Snow Removal	Green Meadow Landscaping				\$14,550.00				\$14,550.00				\$14,550.00
Salt/Sand - per yard	Cheshire												
Snow Removal	Cheshire Concrete				\$9,000.00				\$9,000.00				\$9,000.00
Salt/Sand - per yard	Plantsville												

Proposed Capital Projects

Five Year Projection
2014-15 to 2018-19

Site / Description	Year Of Request	2014-15	2015-16	2016-17	2017-18	2018-19	Total Request
Phase III: Derynoski, Flanders, & Kelley Building Projects 2012-13		TBD*					
SHS Football Bleachers Refurbishing	2012-13	63,654					63,654
SHS Stage Lighting Upgrade	2012-13			80,332			80,332 **
SHS SHS VoAg Original Wing Renov. to Classrooms	2007-08	1,094,743					1,094,743
FES Parking Lot Expansion	2008-09				286,973		286,973
KES Parking Lot Expansion	1998-99				258,329		258,329
SHS Parking Lot Expansion/Repaving	2007-08					464,568	464,568
DES Playground and Pyne Ctr Parking Lot Repaving	2006-07					327,924	327,924
HES Reconstruct Paved Playground for Parking	2008-09		104,817				104,817
SES Parking Lot Expansion	2008-09					71,716	71,716
JVP Rear Parking Lot Area Repaving	2001-02			37,344			37,344
Paving Projects Subtotal			104,817	37,344	545,302	864,208	1,551,671
DES Exterior Masonry Repointing	2003-04	210,589					210,589
SHS Silicon/Sealing Masonry	2008-09		54,105				54,105
SHS Silicon/Sealing Addition I Masonry	2003-04		35,964				35,964
Exterior Masonry Projects Subtotal		210,589	90,069				300,658
SHS Baseball Bleacher Replacement	2008-09	150,436					150,436
DES Gymnasium Bleacher Replacement	2001-02		120,306				120,306
Bleacher Replacements Subtotal		150,436	120,306				270,742
SYS Asbestos Abatement	1989-90	100,000	100,000	100,000	100,000	100,000	500,000
DES Cafeteria Window Wall Replacement	2008-09				60,153		60,153
FES Fire Alarm System Replacement	2008-09			59,444			59,444
SHS Atrium Roof Replacement	2008-09	330,576					330,576
SHS Energy Management System Upgrade	2008-09	709,444					709,444
DES Energy Management System	2008-09	60,153					60,153
Energy Mgmt. System Upgrades Subtotal		769,597					769,597 **

*TBD - To Be Determined. Please see page 4 for additional information on this project.

** - Potential to be included as part of the Town's Performance Contracting Program which may provide funding.

Proposed Capital Projects

Five Year Projection
2014-15 to 2018-19

Site / Description	Year Of Request	2014-15	2015-16	2016-17	2017-18	2018-19	Total Request
SHS Building Security Technology Upgrade	2003-04			82,000			82,000
DES Security Cameras	2008-09			18,035			18,035
Building Security Subtotal				100,035			100,035
DES Air Circulation Units Replacement - Auditorium	2003-04	84,235					84,235
DES Air Circulation Units Replacement - Gymnasium	2003-04	42,118					42,118
DES Air Circulation Units Replacement - Cafeteria	2003-04	84,235					84,235
SHS Air Conditioning Unit Replacements	2008-09		38,625				38,625
SHS Air Conditioning Locker Rooms - Installation	2008-09		72,141				72,141
Air Conditioning Projects Subtotal		210,588	110,766				321,354 **
FES Lavatory & Classroom Fixture Replacement	2008-09			56,959			56,959
KES Lavatory & Classroom Fixture Replacement	2008-09			56,959			56,959
Lavatory Fixture Replacements Subtotal				113,918			113,918
SHS Exterior Door Hardware (Excluding Locks)	2008-09				150,435		150,435
JVP Exterior Doors Replacement	2001-02				25,249		25,249
Exterior Door Projects Subtotal					175,684		175,684
SHS Heating Units and Pumps Replacement	2003-04		661,789				661,789
SHS Water/Air Heat Pump Replacement	2004-05		14,322				14,322
DES Heating Radiation Replacement	2003-04		48,164				48,164
Heating Units and Pump Replacement Subtotal			724,275				724,275 **
SHS Upper Level Corridor Flooring Replacement	2008-09				48,164		48,164
KES Floor Tile Replacement	2008-09				37,343		37,343
Flooring Subtotal					85,507		85,507
Total Capital Expenditure Plan		2,930,183	1,250,233	491,073	966,646	964,208	6,602,343

*TBD - To Be Determined. Please see page 4 for additional information on this project.

** - Potential to be included as part of the Town's Performance Contracting Program which may provide funding.

**BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

Informational Only Board Meeting Date October 10, 2013

Decision Requested _____ Agenda Code 10 a.

AGENDA REPORTING FORM

Agenda Topic: Town Government Communications

Summary of Issue: Communications (when applicable) will be discussed.

Background: N/A

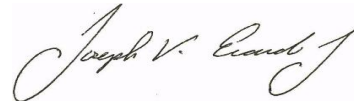
Alternative Strategies: N/A

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

Beginning Date of Program or Project: N/A

Ending Date of Program or Project: N/A

Recommendation or Comment: N/A



Signature of Superintendent of Schools

**BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

Informational Only _____ X _____

Board Meeting Date _____ October 10, 2013 _____

Decision Requested _____

Agenda Code _____ 10 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 State Construction Support Services Unit continues to review final change orders with Newfield Construction.

Kennedy & DePaolo Middle School - Renovation/Expansion: _____

Structural steel erection for both additions began the week of October 7th and will continue for approximately 2 weeks.

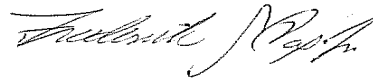
Background: _____ At the September 14, 2000 Board of Education meeting, Chairman, David Derynoski, requested a permanent agenda report for school construction projects. _____

Cost (if applicable): _____ \$15,825,000 – Plantsville _____ \$16,860,000 – South End _____ \$89,725,000 – Middle Schools _____

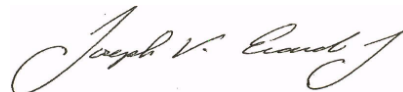
Funding Source: _____ State & Local _____

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

**BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

Informational Only _____ X _____

Board Meeting Date October 10, 2013

Decision Requested _____

Agenda Code 10 c

AGENDA REPORTING FORM

Agenda Topic: Administrator Evaluation Plan Update

Summary of Issue: The State Department of Education developed a model for the evaluation and development of administrators in Connecticut. SEED is Connecticut's System for Educator Evaluation and Development and it's based on the Connecticut Guidelines for Educator Evaluation that was developed by a diverse group of educators in June 2012 and on best practice research from around the country. All districts are responsible for implementing a new educator evaluation system in the 2013-14 school year.

Background: As of July 2013, all Connecticut School Districts are required to have an evaluation plan in place that meets the State of Connecticut guidelines.

Alternative Strategies: _____

Cost (if applicable): N/A

Funding Source: N/A


Beginning Date of Program or Project: _____

Ending Date of Program or Project: N/A

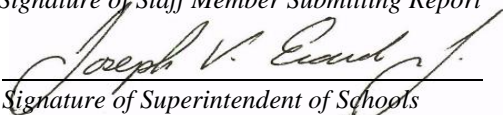
Recommendation or Comment: N/A

Titles of Attachments:

1. _____
2. _____



Signature of Staff Member Submitting Report



Signature of Superintendent of Schools

**BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

Informational Only _____ **X** _____

Board Meeting Date October 10, 2013

Decision Requested _____

Agenda Code 10 d

AGENDA REPORTING FORM

Agenda Topic: Teacher Evaluation Plan Update

Summary of Issue: The State Department of Education developed a model for the evaluation and development of teachers in Connecticut. SEED is Connecticut's System for Educator Evaluation and Development and it's based on the Connecticut Guidelines for Educator Evaluation that was developed by a diverse group of educators in June 2012 and on best practice research from around the country. All districts are responsible for implementing a new educator evaluation system in the 2013-14 school year. The administration will provide the Board of Education with an update surrounding the evaluation plan.

Background: As of July 2013, all Connecticut School Districts are required to have an evaluation plan in place that meets the State of Connecticut guidelines. The Board of Education approved the Teacher Evaluation Plan that was presented at the April 11, 2013 meeting.

Alternative Strategies: _____

Cost (if applicable): N/A

Funding Source: N/A


Beginning Date of Program or Project: _____

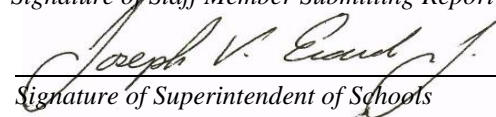
Ending Date of Program or Project: N/A

Recommendation or Comment: N/A

Titles of Attachments:

1. _____



Signature of Staff Member Submitting Report


Signature of Superintendent of Schools

**BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

Informational Only _____

Board Meeting Date October 10, 2013

Decision Requested X

Agenda Code 10.e

AGENDA REPORTING FORM

Agenda Topic: Budget Assumptions and Priorities for 2014 - 2015

Summary of Issue: Annually, the Board sets up budget assumptions and priorities to be included in the upcoming budget documents.

Background: The Budget Assumptions and Priorities were tabled at the Board of Education meeting on September 26, 2013 to be revisited at their October 10, 2013 meeting. A Priority has been added to the list (in bold) per the recommendation of Mrs. Lombardi.

Alternative Strategies: N/A

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

Beginning Date of Program or Project: N/A

Ending Date of Program or Project: N/A

Recommendation or Comment: That the Board of Education adopt the Budget Assumptions and Priorities for 2014 - 2015.



Signature of Staff Member Submitting Report



Signature of Superintendent of Schools

Titles of Attachments:

1. 2014-2015 Assumptions – Draft
2. 2014-2015 Priorities – Draft
3. _____

ASSUMPTIONS
2014 - 2015 BOARD OF EDUCATION BUDGET

- Open communication and cooperation will be maintained with other municipal boards and community throughout the budget process.
- State and Federal financial support of education will not keep pace with increased programming mandates and may be further reduced by ~~the Budget Control Act~~ **Sequestration legislation.**
- Safety, security and health standards will be maintained and supported through continued training of staff; i.e., Anti-bullying, Blood Borne Pathogens, Sexual Harassment / Title IX, OSHA (Office of Safety and Health Administration).
- Salaries **and benefits** will increase based on commitments incurred through collective bargaining agreements.
- Existing programs and services will be maintained or adjusted as the educational needs of students change.
- Overall certified and classified staffing levels will be adjusted based on enrollment/programming/facility considerations.
- ~~Staff benefit costs will be based upon current health packages.~~
- Purchased services and supply accounts will be adjusted based on documented prices and trends; i.e., fuel, where appropriate, enrollment changes and facility needs.
- Budgeted items that are bid will be based on budget history and inflation projections.
- Use of space and facilities district-wide will be efficient and effective.
- ~~Consideration will be given to the current economic conditions.~~
- Funding for Educational Cost Sharing will remain constant for ~~2013-2014~~ **2014-2015.**

PRIORITIES
2014 – 2015 BOARD OF EDUCATION BUDGET

- Support funding for appropriate class sizes at all levels of instruction.
- Update all instructional materials ~~including textbooks~~ for teachers and students as required through the curriculum renewal cycle for the current school year.
- Continue funding for media centers and classroom resources for literacy, ~~including trade books~~
- Continue funding for expansion and sustainability of technology with access and equity for all students.
- Continued commitment to the ~~instructional strategic plan~~ district's long-term plan (Vision 2020) that includes a strong professional development initiative. Support funding for the prioritized joint Capital Plan (Board of Education / Town of Southington).
- ~~• Pending completion of the district's Feasibility Study, support funding for the implementation of All-Day Kindergarten for the 2013-2014 school year~~
- **Continue to pursue opportunities to share services between town and Board of Education to maximize tax dollars.**

High School Academic Reports

Presented by:
Dr. Martin J. Semmel
Southington High School
Principal

Which Reports will we review?

- Connecticut Academic Performance Test (CAPT) 2013
- Advanced Placement (AP) 2013
- SAT – Class of 2013
- College Acceptance – Class of 2013

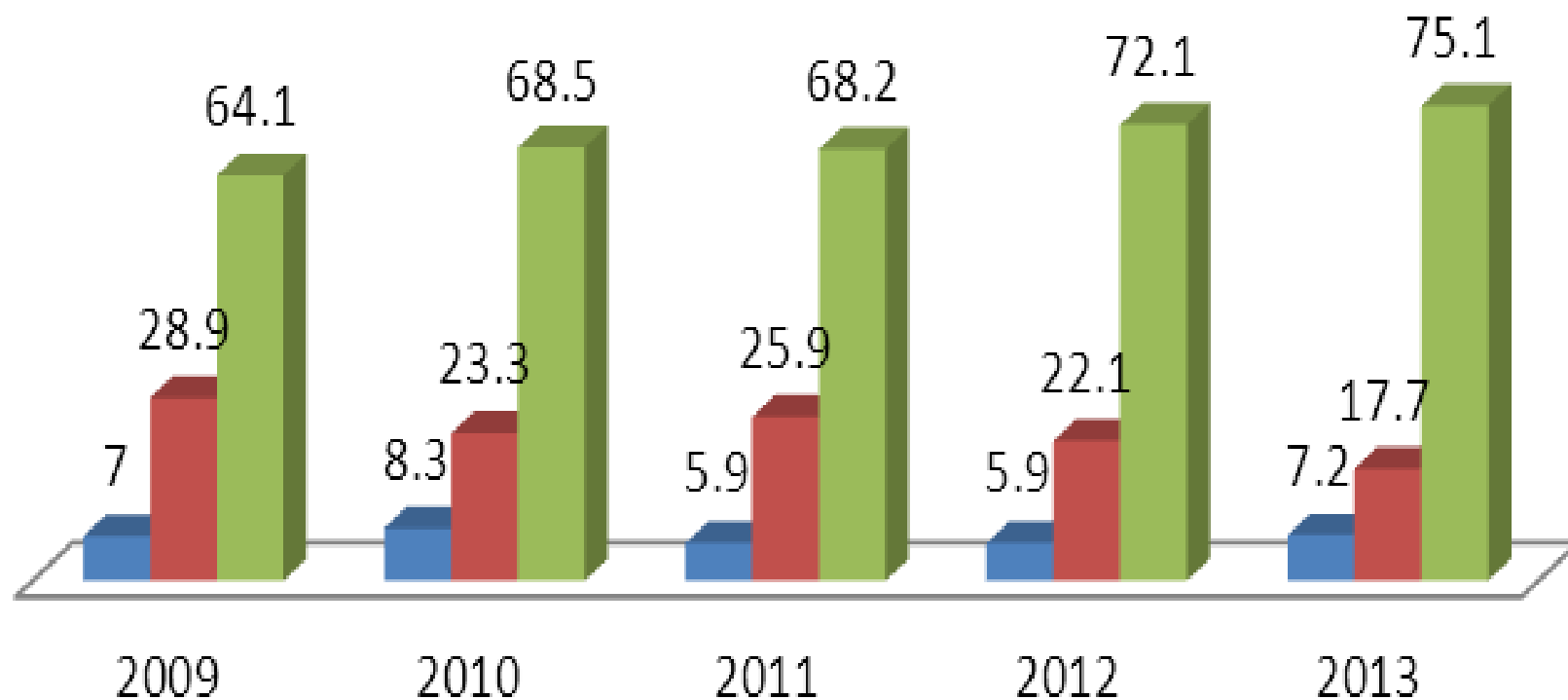
CAPT 2013

Comparative Results

Five Year Trend in Mathematics (3rd Generation CAPT)

Percentage of Test Takers

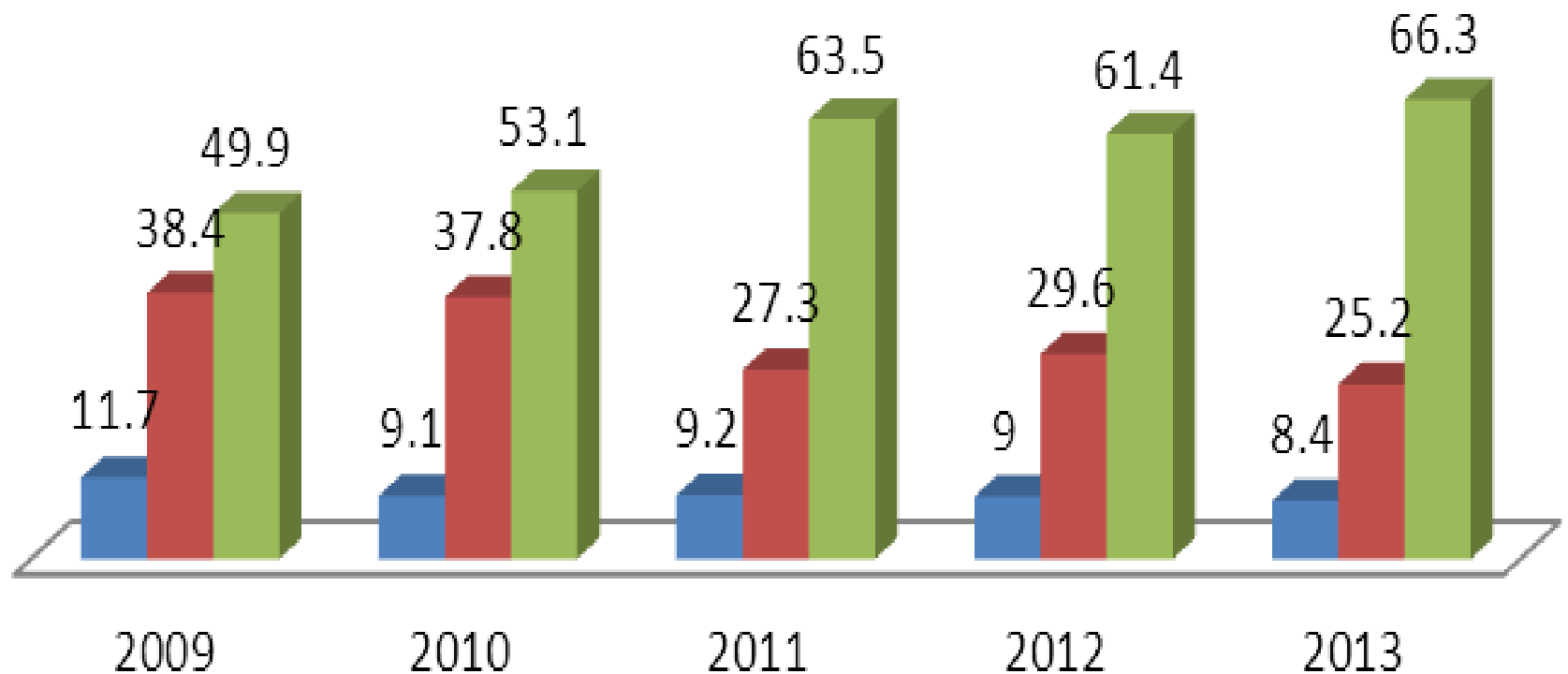
■ Basic & Below Basic ■ Proficient ■ Advanced & Goal



Five Year Trend in Science (3rd Generation CAPT)

Percentage of Test Takers

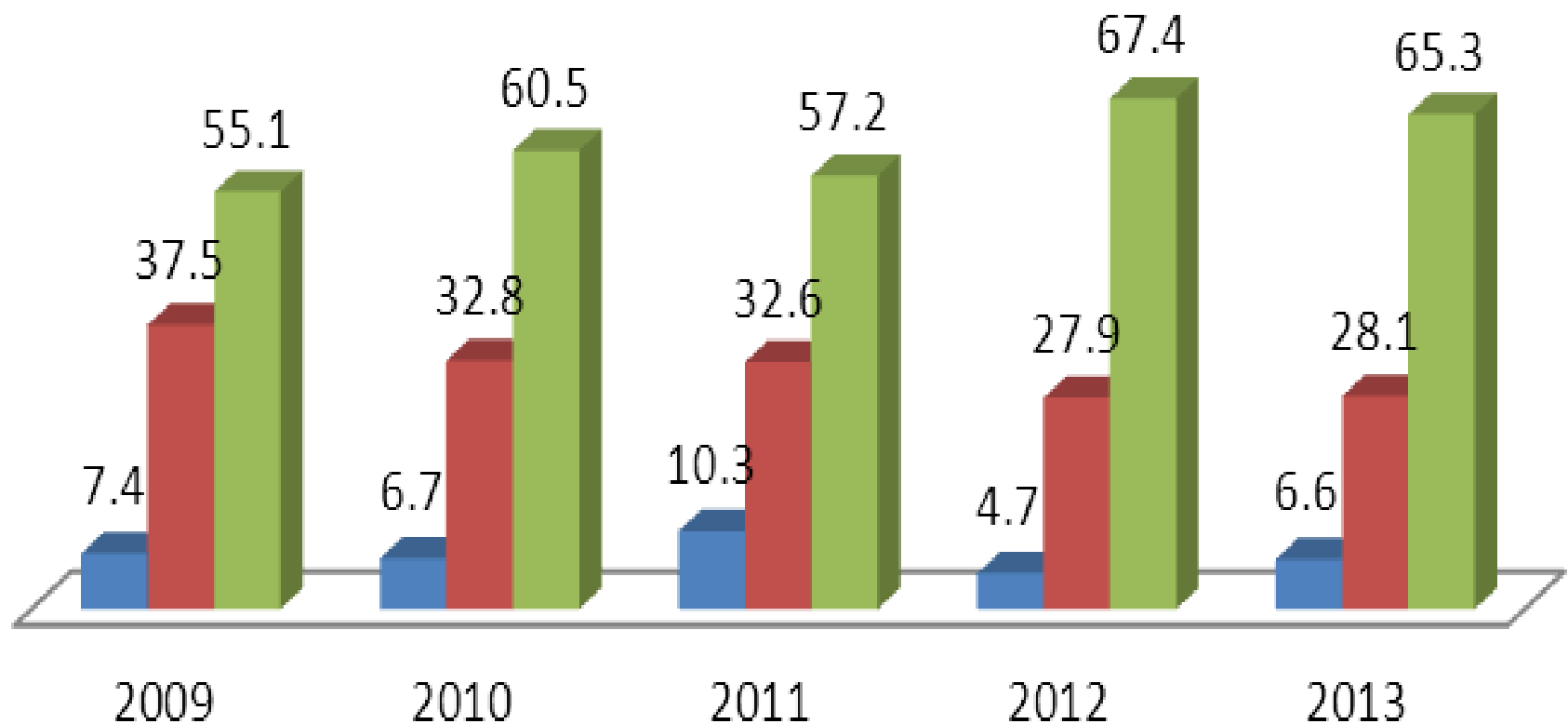
■ Basic & Below Basic ■ Proficient ■ Advanced & Goal



Five Year Trend in Reading Across the Disciplines (3rd Generation CAPT)

Percentage of Test Takers

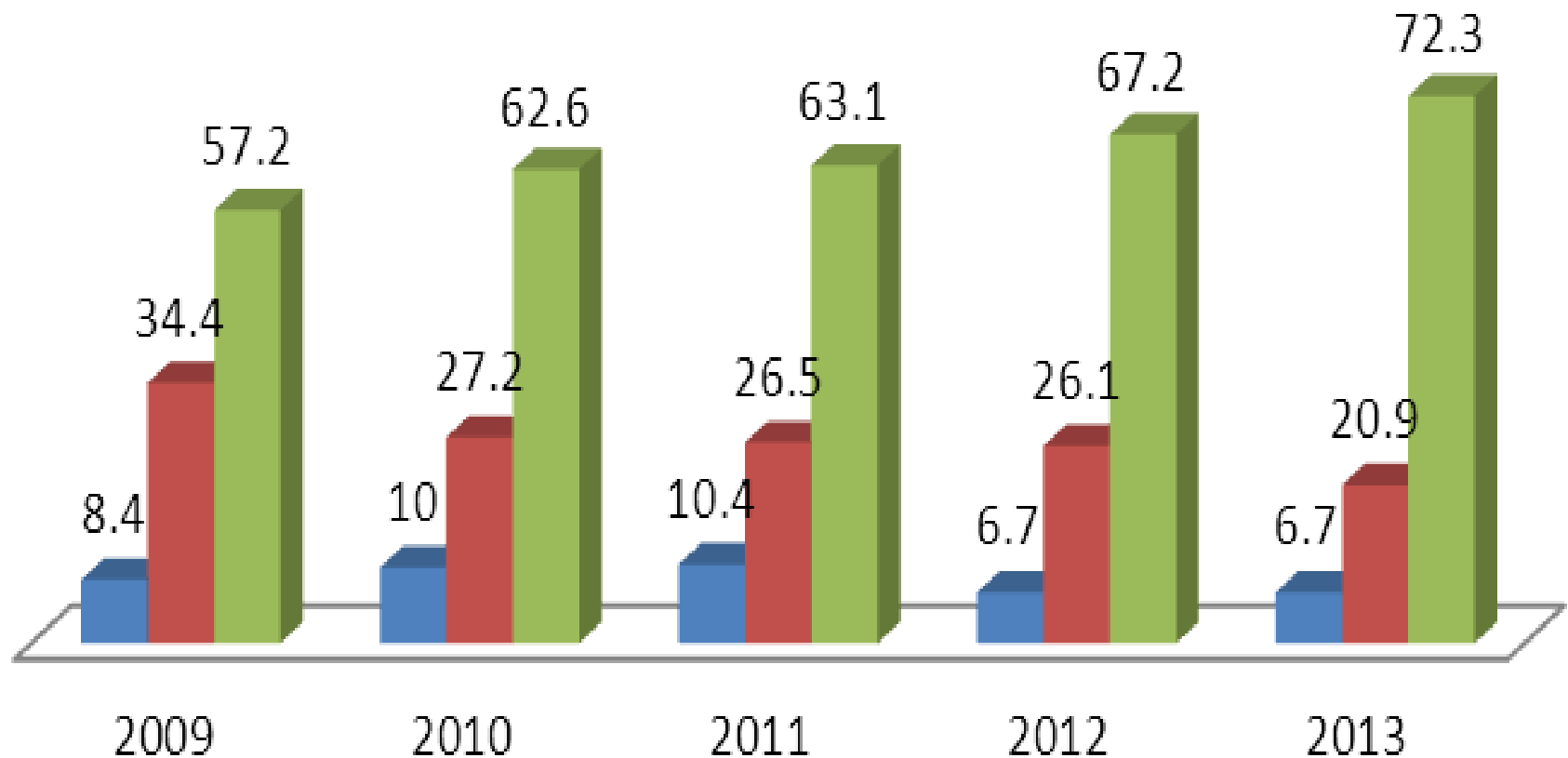
■ Basic & Below Basic ■ Proficient ■ Advanced & Goal



Five Year Trend in Writing Across the Disciplines (3rd Generation CAPT)

Percentage of Test Takers

■ Basic & Below Basic ■ Proficient ■ Advanced & Goal



Advanced Placement Report



Advanced Placement 2013

AP Courses offered

2011-12: 12

2012-13: 18

2013-14: 17*

*Environmental Science removed due to limited enrollment

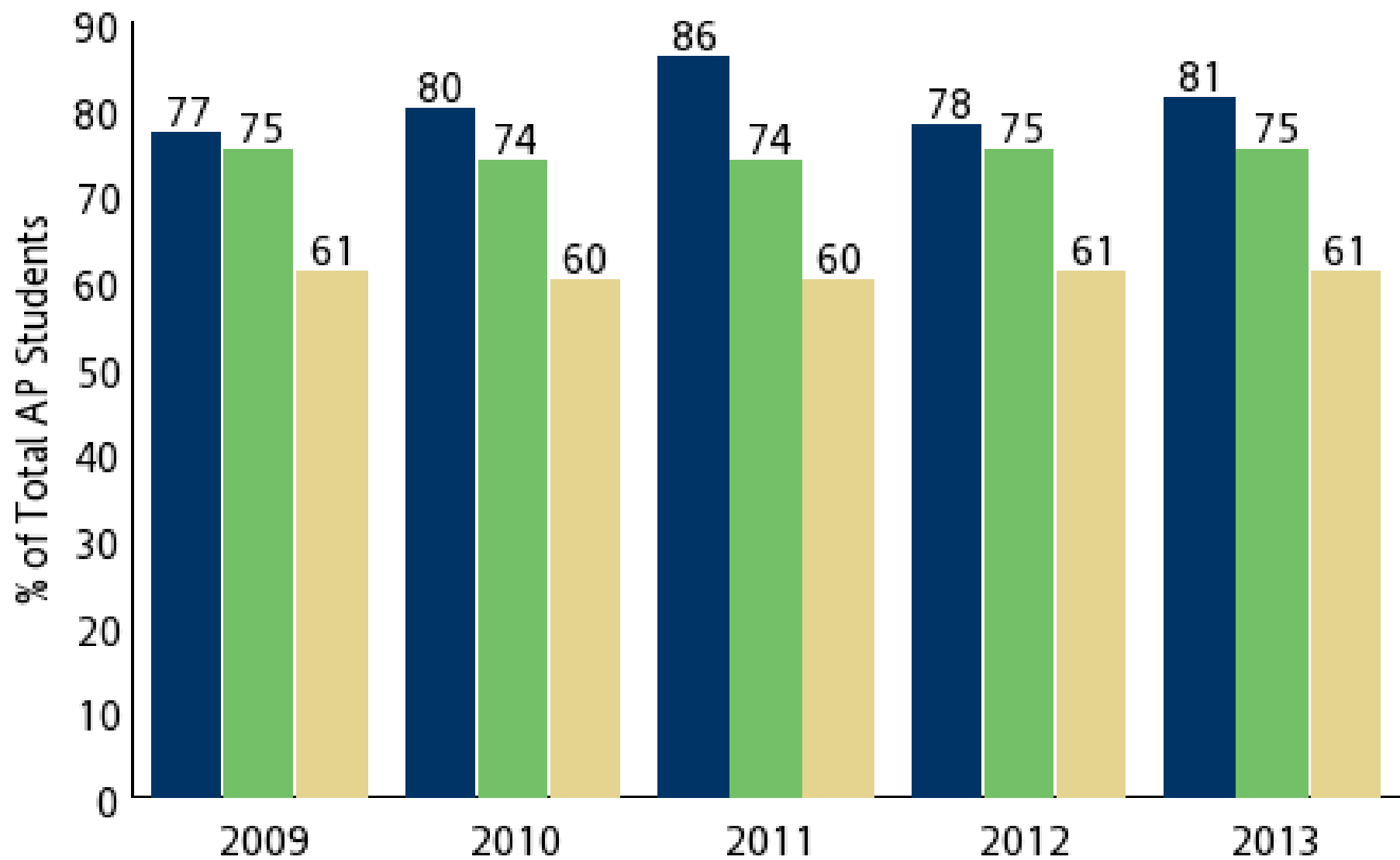
AP Exams

- **5 Score Bands**
 - **5** Extremely Well Qualified = A in the corresponding college course
 - **4** Well Qualified = A-, B+, and B in equivalent college course
 - **3** Qualified = B-, C+, and C in college course
 - **2** Possibly Qualified
 - **1** No Recommendation
- *The college equivalent grades are determined by the individual institutions. However, periodically, the AP Program conducts college comparability studies for each AP subject by administering a portion of the AP Exam to college students enrolled in equivalent courses. The Program then compares the performance of these students on the sample AP Exam with their actual course scores. (AP Central)*

Five Year Trend in AP Results

	2009	2010	2011	2012	2013	2014
# Enrolled in AP courses (seats filled)	309	349	392	375	574	559
Total AP Students	204	211	184	241	274	
Number of Exams	278	337	319	371	500	
# of AP students with scores of 3+	157	168	158	189	223	
% of AP students with scores of 3+	77	79.6	85.9	78.4	81.4	

% of Total AP Students with Scores 3+



Southington High School (070690) Connecticut Global



SAT 2013

Three Tests	Score Range
Mathematics	200-800 on each test
Critical Reading	
Writing	

What is a Good Combined Score?

The HIGHER the BETTER!!!!

National Average	1500
SHS 2013 Average <small>*sum of subtest mean scores</small>	1570



SAT 2013

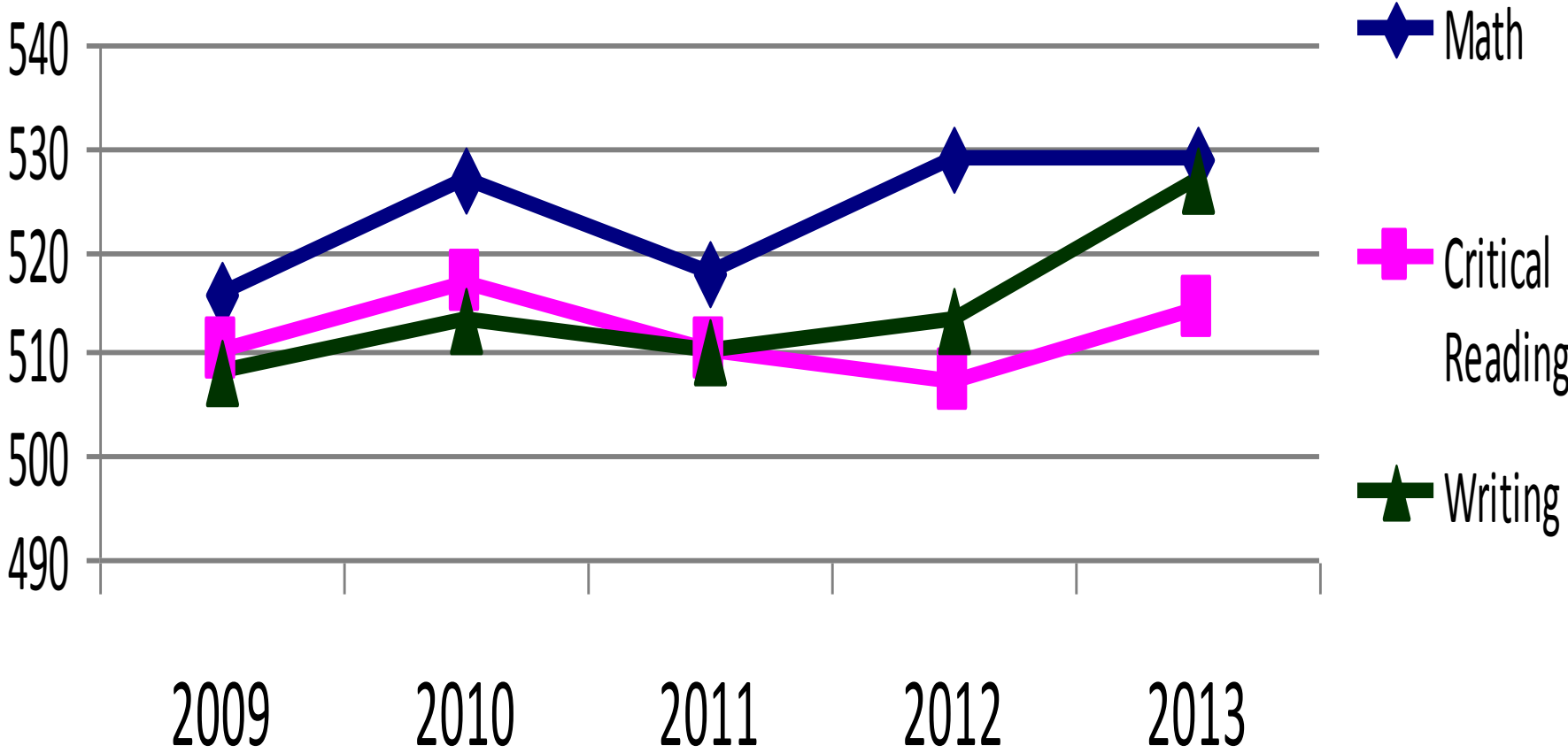
Percentage of Test Takers

Year	# of Test Takers	Percent of Test Takers
2009	358	68.4%
2010	342	69.8%
2011	418	76.9%
2012	379	80.1%
<u>2013</u>	<u>371</u>	<u>79.1%</u>

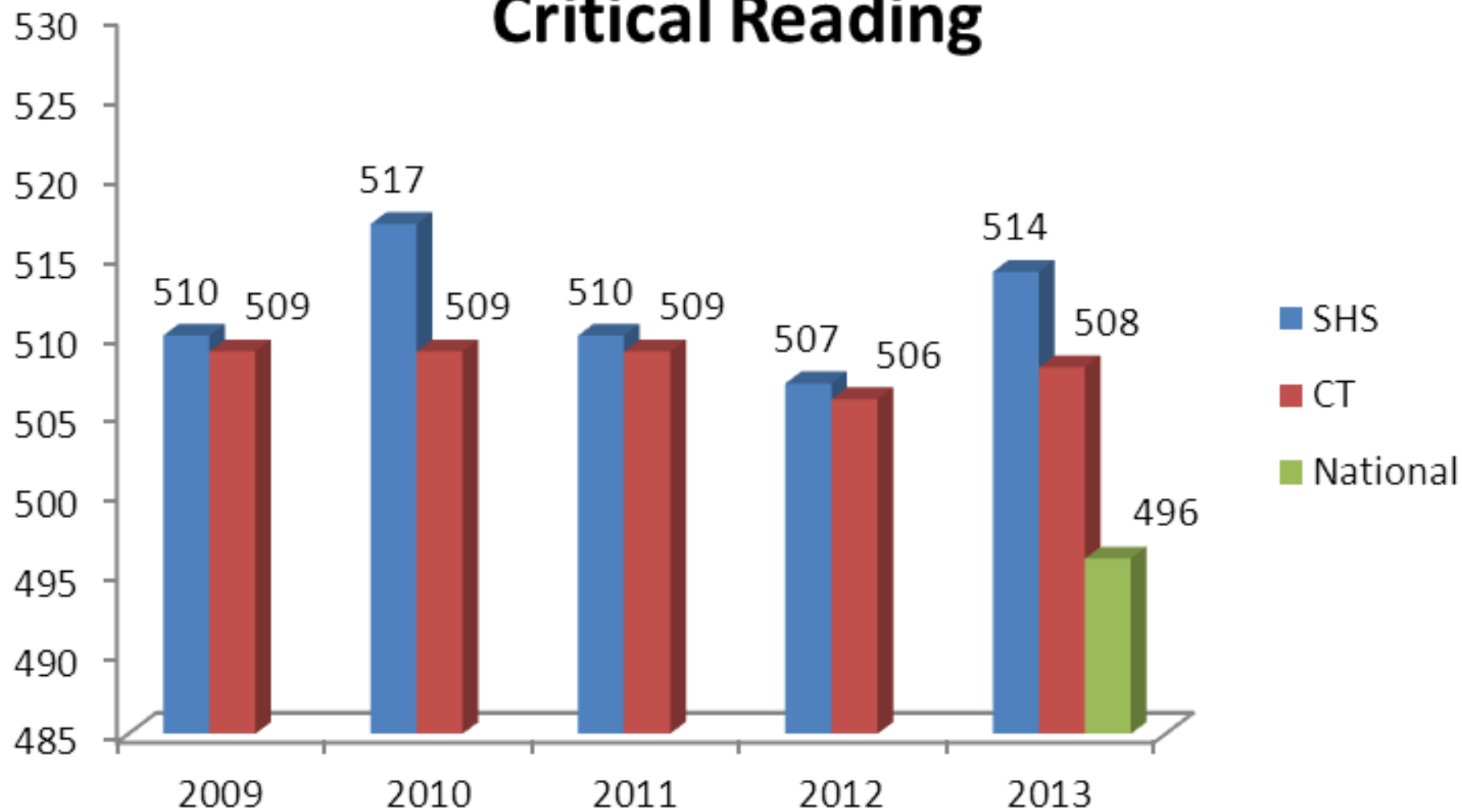
Percentage of SHS Test Takers Scoring ABOVE 600

Critical Reading	15.9%
Mathematics	23.7%
Writing	21.8%

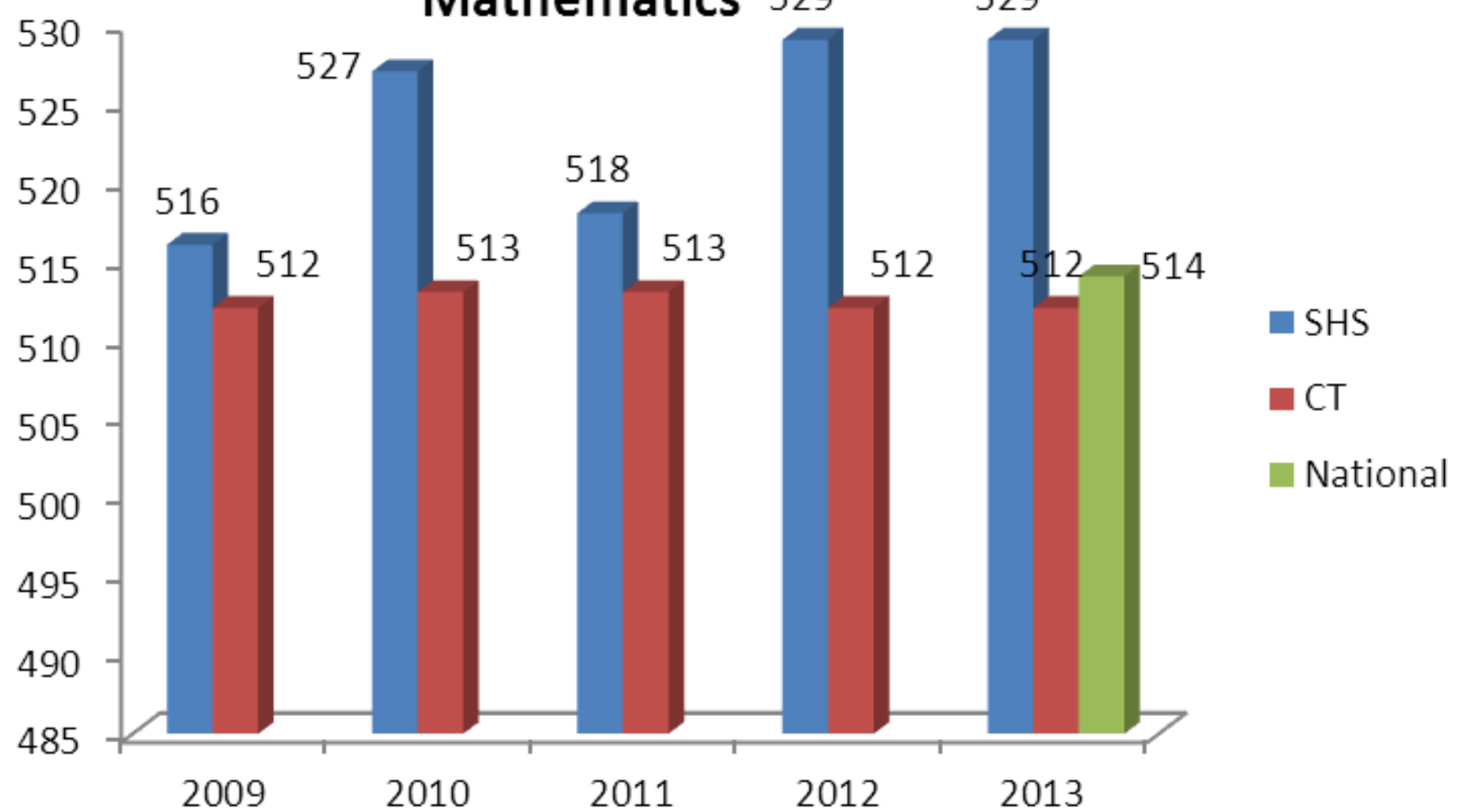
SHS - Average SAT Scores



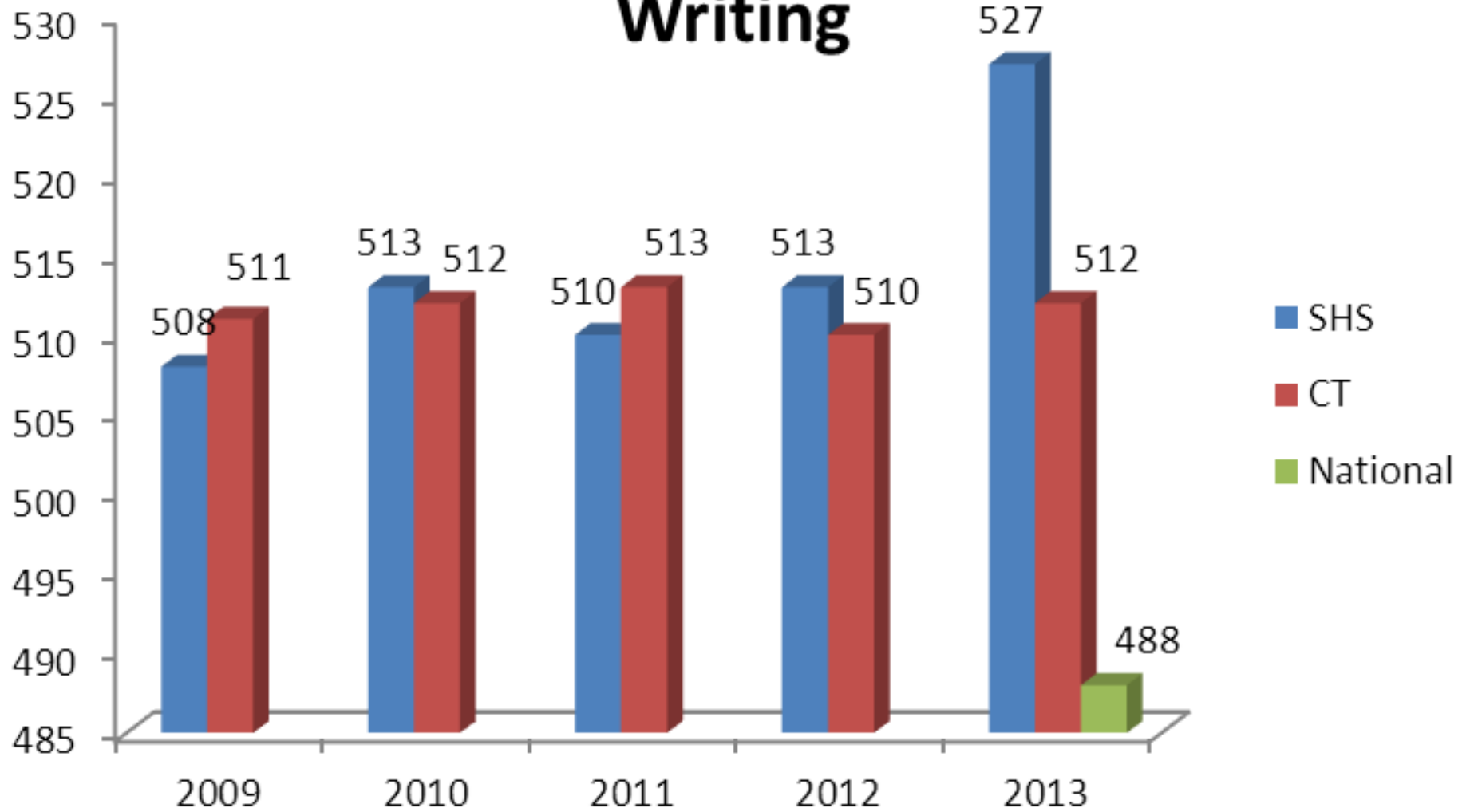
Critical Reading



Mathematics



Writing



College Acceptance Report

Class of 2013

	Class of 2011	Class of 2012	Class of 2013
Graduates attending post-secondary educational institutions	91.9%	89.3%	86.7%
Graduates attending 4-year colleges	58.9%	59.0%	63.1%
Graduates attending 2-year colleges	29.4%	27.3%	21.7%
Graduates attending vocational/technical schools	3.6%	3.0%	1.7%
Graduates entering the military	0.9%	1.7%	4.3%
Graduates entering the workforce	5.8%	6.7%	8.5%
Graduates undecided about future plans	0.9%	2.3%	0.6%

Recommendations

- Every student challenged
- Hire and retain the best teachers
- Support our teachers every day
- Provide teachers with the tools necessary to teach in the 21st century
- Significantly increase opportunities for teachers/admin to collaborate around instruction and assessment
- Stay focused on School Improvement Plan

**BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

Informational Only _____ Board Meeting Date October 10, 2013

Decision Requested x Agenda Code 11 b.

AGENDA REPORTING FORM

Agenda Topic: Letter of Agreement ~ Grant Writer 2013-2014

Summary of Issue: Administration recommends that the Board of Education extends the Letter of Agreement to Christine Boulanger to cover the 2013-2014 School Year.

Background: N/A

Alternative Strategies: N/A

Cost (if applicable): \$5,000 plus Health Benefits **Funding Source:** Operational Plan

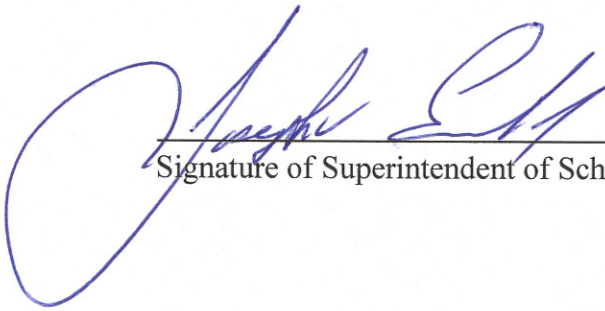
Beginning Date of Program or Project: September 1, 2013

Ending Date of Program or Project: June 30, 2014

Recommendation or Comment: Approve as presented.

Title of Attachment

1. Letter of Agreement



Signature of Superintendent of Schools



SOUTHINGTON PUBLIC SCHOOLS

October 1, 2013

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

KAREN L. SMITH
ASSISTANT SUPERINTENDENT FOR
INSTRUCTION AND LEARNING

PERRI MURDICA, Ed.D.
SR. COORDINATOR
PUPIL PERSONNEL SERVICES

SHERRI-LIN P. DINELLO
DIRECTOR OF BUSINESS & FINANCE

FREDERICK G. COX, JR.
DIRECTOR OF OPERATIONS

KAREN G. VEILLEUX
DIRECTOR OF TECHNOLOGY

KIMBERLY D. HUNT
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OPERATIONS FAX
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PERSONNEL FAX
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(860) 621-8056

Mary Christine Boulanger
85 Skyline Drive
Southington, CT 06489

Dear Ms. Boulanger:

The Southington Board of Education is very pleased to extend an offer of employment to you in the position of Grant Writer. In this role, you will be reporting to the Superintendent of Schools. This letter will confirm the following terms and conditions of the offer.

The term of your employment will be September 1, 2013 through June 30, 2014. You will work a total of 520 hours with the specific days to be determined by mutual agreement with the Superintendent. You will need to submit a time card reflecting the hours worked during each week, in accordance with the district's schedule for the submission of such time cards.

The Board will pay you an hourly rate of \$39.57 for all hours worked as Grant Writer. You will be eligible for two-person health insurance coverage under one of the health insurance plans offered by the Board, provided that you pay the full cost for such coverage. Since you already have health insurance coverage under a previous agreement through December 31, 2013, the Board will permit you to continue two-person health insurance coverage for the period January 1, 2014 through December 31, 2014 (the "insurance continuation period"), provided that you pay the full cost for such benefits. The Board will deduct the costs of insurance coverage for the insurance continuation period from the paychecks covering the period September 1, 2013 through June 30, 2014, on a pre-tax basis, in accordance with the district's Section 125 plan. There are no other benefits of any kind associated with your service as Grant Writer.

Although your employment is temporary, it is nonetheless subject to compliance with the Immigration Reform and Control Act of 1986, which requires the district to verify that each employee hired is legally entitled to work in the United States.

We have provided you with a copy of the district's personnel policies, and it is expected that you are familiar with them, and of course, comply with them during your employment. If you have any questions about district policies or similar matters, please speak with Kimberly Hunt, Personnel Manager.

You, and the district, agree that your employment will at all times be at will and may be terminated by either party at any time. You also acknowledge that this offer letter, when accepted by you, will represent the entire understanding between you and the district with respect to your employment with the district, and it supersedes and replaces all prior or contemporaneous understandings or agreements, written or oral, regarding such employment. No amendment to, or modification of, this offer will be binding unless in writing and signed by the Superintendent of Schools and by you.

We are excited about having you serve as the district's Grant Writer. Please acknowledge your understanding and acceptance of the terms set forth in this letter by signing below and returning the signed letter to my office at your earliest convenience.

Sincerely,

Dr. Joseph V. Erardi, Jr.
Superintendent of Schools

ACCEPTED:

DATED:

Mary Christine Boulanger