

Board of Education Budget Workshop /  
Regular Meeting  
Tuesday, January 8, 2013 6:00 PM Eastern

Town Campus Hammonasset Room  
10 Campus Drive  
Madison, CT 06443

- I. Call to Order / Attendance
- II. School / Community Session
  - II.A. Public Participation
- III. Superintendent's Report / Budget Overview
  - III.A. Presentation of the Administration's Recommended 2013-2014 Budget
- IV. Board Members' Comments
- V. Reports from Board Committees / Liaison
  - V.A. Planning Committee
  - V.B. Personnel Committee
  - V.C. Policy Committee
  - V.D. Finance Committee
  - V.E. Ad-Hoc Community Relations Committee
  - V.F. LEARN Liaison
- VI. Audience Response to Information Presented
- VII. Consent Agenda
  - VII.A. Bills Payable: \$2,854.80 - 2011-2012 Budget and \$860,286.95 - 2012-2013 Budget
  - VII.B. Line Transfers: \$3,104.08
  - VII.C. Budget Expenditure Report as of 1/3/2013
  - VII.D. Donation: \$1,250 for Connecticut Sings Workshop for Dr. Robert H. Brown Middle School Students from Dr. Robert H. Brown Middle School PTO
- VIII. Minutes of the December 4, 2012 Board of Education Meeting
- IX. Minutes of the December 18, 2012 Board of Education Meeting
- X. Action Item: Minutes of the December 21, 2012 Board of Education Emergency Meeting
- XI. Minutes of the January 3, 2013 Board of Education Budget Workshop
- XII. Old Business
- XIII. New Business
- XIV. Future Agenda Items
- XV. Meetings / Dates of Importance
- XVI. Adjournment

**Madison Public Schools  
Board of Education Meeting  
December 4, 2012  
Dr. Robert H. Brown Middle School Auditorium  
Meeting Minutes**

**1. Call to Order / Attendance**

The public meeting of the Board of Education was called to order by Chairman Frey at 7:35 p.m. Chairman Frey led the Pledge of Allegiance.

Present: William Clorite; John Dean; Jean Fitzgerald; Debra Frey; Seth Klaskin; Pamela Meier; Robert Ruggiero; Ryan Suerth; Cindy Wood.

Also Present: Thomas R. Scarice, Superintendent, Anita L. Rutlin, Assistant Superintendent for Curriculum, Instruction, and Assessment, district administrators and community members.

**2. School / Community Session**

**2.1. Public Participation**

No comments were offered.

**3. Student Representatives' Report**

Presenters: Jane Butler and John Ovian, Daniel Hand High School Students

No report.

**4. Superintendent's Report**

**4.1. Overview: 2013-2014 Daniel Hand High School Program of Studies  
Presenter: Barbara Britton, Principal**

Daniel Hand High School Principal, Barbara Britton, informed the Board of Education of the changes to the Daniel Hand High School Program of Studies published for the information of Students, Parents, and Faculty. Revisions to the Core Values and Beliefs Statement were presented to the Student Leadership, Parent Teacher Organization and the Faculty for approval. The consensus was to approve the core values and beliefs and to publish them in the Handbook, the Newsletter and on the Webpage. One new course has been added to the Program of Studies, "Video Game and Application Design", funded by the Carl D. Perkins Grant. Mrs. Britton also discussed name changes to some existing courses which more closely reflect what is being taught in the course. These courses include: Robotics Engineering, Alternative Energy Technology, Contemporary History and Child Development.

**4.2. Follow-up and Findings: Superintendent's Advisory Council  
Presenter: Thomas R. Scarice, Superintendent**

Superintendent Scarice explained that the Connecticut Legislature passed a package of reforms that mandate specific teacher and principal evaluation policies. Within this framework, districts are called upon not only to use high-stakes tests for district and school accountability, but also for individual teacher and principal evaluations.

**State of Connecticut Evaluation Guidelines:**

- 40% Teacher Professional Practice
- 45% Student Growth Outcomes
- 10% Parent/ Peer Surveys
- 5% Whole School Indicators/Student Surveys

Under these guidelines, districts will be permitted to submit teacher evaluation plans independent of the specific plan developed by the State.

Superintendent Scarice stated that Madison Public Schools advocates for the customization of Connecticut's teacher evaluation guidelines as an alternative teacher evaluation system that will match the needs of Madison Public Schools. The administration formed a Superintendent's Advisory Council to review the educational research on using high-stakes tests in teacher and principal evaluations. The district sought to determine not only if the research

supported this practice, but also the impact this practice would have on students and the quality of education. Would such policies incentivize “teaching to the test” thereby narrowing the curriculum? Would this legislation increase levels of anxiety among students and teachers? Is there sufficient research to support the efficacy of this practice?

With these questions in mind, 45 teachers throughout the district volunteered countless hours to review 30-40 pieces of educational research and helped prepare a white paper, “The Case for Customization: Local Teacher Evaluation and the Connecticut Guidelines for Educator Evaluation.” Superintendent Scarice acknowledged their efforts and thanked them for their passion and commitment to the parents and students served by the Madison Public Schools.

Superintendent Scarice expressed concern that the components of the state plan are ultimately harmful to students and discussed the narrowing of curriculum. The intense focus on standardized test scores ignores the “whole child” development, potentially resulting in students who are less creative, less emotionally expressive, and less passionate for learning. Focusing on a single, narrow measure detrimentally impacts teacher performance, crowding out professional collaboration. Superintendent Scarice addressed other concerns including: timeline of implementation, pilot districts and the cost of implementation (not to be discussed this evening).

Daniel Hand High School Social Studies Teacher Paul Coppola stated that in order to realize the vision and mission for our schools, there is a need for relief from the rigidity. He emphasized his position with a quote from Albert Einstein, “Not Everything that can be counted, counts... and not everything that counts, can be counted.”

In conclusion, Superintendent Scarice stated that the district and community aim to broaden the range in indicators of student performance to capture capacities that are not assessed on standardized tests and seek to customize an effective teacher evaluation system to reflect the district’s priorities. Therefore, it is the recommendation of the Superintendent’s Advisory Council that all stakeholders in the Madison Public Schools community work collaboratively to customize an evaluation system to accomplish the overarching purpose of the state guidelines, while not compromising the instructional vision of the district to prepare all students for the challenges of the 21<sup>st</sup> century.

Discussion ensued with Board members who expressed frustration regarding the condensed time frame in which Madison Public Schools must submit a plan for review and approval by the State.

Jennifer Aguzzi, World Language Teacher, expressed concern that Madison’s core values of collaboration, critical thinking, creativity, problem-solving skills and ethical decision-making may be compromised by the evaluation legislation.

Superintendent, Scarice stressed that the district requests relief from the rigidity of the guidelines. The district intends to:

- Maintain the overarching purpose of the State evaluation plan, adhere to state guidelines and seek relief from rigidity only where appropriate through a possible waiver that is referenced in the statute.
- Broaden definition of student performance
- Develop performance assessments
- Emphasize a variety of embedded performance assessments as primary student learning indicators
- Evaluate teachers based on Madison growth profiles
- Emphasize professional learning communities
- Study other successful approaches.

#### **4.3. Overview: Madison Education Summit - November 28, 2012** **Presenter: Thomas R. Scarice, Superintendent**

On November 28, 2012, Superintendent Scarice facilitated the Madison Education Summit at the Madison Senior Center. The purpose of the Summit was to collect input and feedback about the vision for Madison Public Schools. It was a diverse audience including long-time Madison residents and relative newcomers, elected officials, members of the business community, PTO parents, and educators. Surrounded by this very diverse and animated group of attendees, Superintendent Scarice was inspired by their passion and commitment to the future of education in our town.

Paul Coppola, DHHS Social Studies Teacher, spoke about the goals we have for our Madison students: to apply the knowledge they learn to create new knowledge; to take risks; to be persistent and resilient; to develop meaningful personal relationships; to learn by doing and to understand global perspectives learned through lessons that are more authentic and purposeful with collaborative and interdisciplinary instruction.

## **5. Board Members' Comments**

Chairman Frey opened the floor to board member comments. Ms. Meier asked, "What are Madison Growth Profiles?" Superintendent Scarice explained that they are very specific performance standards for the entire practice of teaching. The State Department of Education developed a model. He thanked Ryerson Principal Kelly Spooner for defining specific actions of critical thinking, problem solving, collaboration and the skills we describe as 21<sup>st</sup> Century skills. Atty. Suerth asked about the deadline for Madison's evaluation plan. Superintendent Scarice defined the deadline parameters: submit Madison model by April 15, 2013 and implement beginning of 2013-14 school year.

Chairman Frey stated that the district must inform the state in January whether Madison will adopt the state model, adopt a hybrid or develop its own plan while maintaining the overarching purpose of the state plan.

Mr. Dean mentioned that originally there was more time in the schedule. Superintendent Scarice confirmed that the time frame has been shortened.

Connecticut State Representative Noreen Kokoruda emphasized parents across the state would feel fortunate to have their children attend a school district like Madison's. She indicated that receiving a waiver for a high performing district is worth discussing. The intent of the State Legislature is to address at-risk districts.

Ms. Fitzgerald is cautiously optimistic given that the Governor stated he was going to consider a waiver for high performing schools.

Chairman Frey stated that it is very difficult because so many questions remain unanswered. The State has not yet finalized their model so it is difficult to address what we are up against.

Mr. Clorite asked the Superintendent to share feedback on the comments he has heard.

Ms. Meier stated that she is proud to be a part of a district that has taken this impressive initiative.

Daniel Hand High School Teacher Paul Birdsall said he is proud that Madison took the lead. He expressed concerns with the recent legislation.

Bevin Moore, 8 Samantha Lane, stated his wish to support the vision of a flexible evaluation plan.

Karen Gulcicek, 100 Nursery Lane, praised the Superintendent for organizing the Education Summit on November 28<sup>th</sup>. She found it to be very productive.

Pam Benn, 350 Cope Road, thanked the Madison Board of Education and Superintendent of Schools.

## **6. Reports from Board Committees / Liaison**

### **6.1. Planning Committee**

Members: Jean Fitzgerald, Chair  
Bill Clorite  
Pam Meier

Ms. Fitzgerald, Chair, reported that the committee met with music teachers Paul Thomas and John Gauge about an instrumental music loan and rental program. This rental program will help ensure that our students will have the opportunity to learn and perform on technically sound, well-maintained musical instruments.

The Planning Committee agreed that the following proposed 2013-14 school projects for LOCAP funding are needed and should be voted on by the Board:

- Replacement of Brown School lockers
- Replacement of the DHHS synthetic athletic surface
- Improvement of energy efficiency

Chairman Frey stated that the Board is not required to vote on each project, as they are part of the budget approval process. She stated that priorities might change and this is a projected plan with room for movement.

The Planning Committee is reviewing the Board of Education Committees Bylaws related to the committee. At the next meeting they will be looking at the enrollment projections for the 2013-2014 school year.

**6.2. Personnel Committee**

Members: John Dean, Chair  
Cindy Wood, Vice Chair  
Robert Ruggiero

Mr. Dean, Chair, reported that the next Personnel Committee meeting is scheduled for December 7, 2012. Contract negotiations with the Madison Education Association (MEA) and Teamsters Local 443, affiliated with the International Brotherhood of Teamsters have come to an end. The next step is the vote to ratify the MEA contract.

**6.3. Policy Committee**

Members: Seth Klaskin, Chair  
Ryan Suerth  
Cindy Wood

Atty. Klaskin, Chair, reported that earlier this evening the committee met to further discuss and review Reference Policy #5110.4 Out of School Suspension. They continue to review the current Board of Education Bylaws and carried on a discussion of the Board of Education Committees (Reference Bylaws #9450 and #9460).

Future Meetings are scheduled for December 18, 2012 and January 22, 2013

**Finance Committee**

Members: Bill Clorite, Chair  
Jean Fitzgerald  
Cindy Wood

Mr. Clorite, Chair, reported that their next meeting is planned for Thursday, December 6, 2012.

**6.4. Ad-Hoc Community Relations Committee**

Members: Ryan Suerth, Chair  
Pam Meier  
Cindy Wood

Atty. Suerth, Chair, complimented Superintendent Scarice on his efforts to reach out to the community and meet with community stakeholders.

**6.5. LEARN Liaison**

Liaison: Robert Ruggiero

No report.

**7. Audience Response to Information Presented**

**8. Consent Agenda**

**8.1. Bills Payable: \$11,589.84 – 2011-12 Budget and \$465,303.39 – 2012-13 Budget**

**8.2. Line Transfers: \$737.47**

**8.3. Budget Expenditure Report as of November 29, 2012**

MOTION: by Meier, seconded by Dean to approve the Consent Agenda as presented.  
AYES: Clorite, Dean, Fitzgerald, Frey, Klaskin, Meier, Ruggiero, Suerth, Wood  
NAYS: None  
MOTION CARRIED: 9-0

**9. Action Item: Proposed School Projects for LOCAP Funding**

Chairman Frey asked the Board of Education to entertain adding the following action item for the purpose of approving the Planning Committee's recommendation to approve the proposed school projects identified for LOCAP Funding as part of the 2013-2014 Town Budget.

MOTION: By Fitzgerald, seconded Meier to add to the agenda an action item regarding the Planning Committee's recommendations for the proposed school projects identified for LOCAP Funding as part of the 2013-2014 Town Budget.  
AYES: Clorite, Dean, Fitzgerald, Frey, Klaskin, Meier, Ruggiero, Suerth, Wood  
NAYS: None  
MOTION CARRIED: 9-0

**10. Action Item: Approval of Proposed School Projects for LOCAP Funding**

MOTION: By the Planning Committee to approve the proposed school projects identified for LOCAP Funding as part of the 2013-14 Town Budget.  
AYES: Clorite, Dean, Fitzgerald, Frey, Klaskin, Meier, Ruggiero, Suerth, Wood  
NAYS: None  
MOTION CARRIED: 9-0

**11. Old Business**

No old business.

**12. New Business**

No new business

**13. Future Agenda Items**

**14. Meetings / Dates of Importance**

<b>Meetings / Dates of Importance</b>	<b>Date</b>	<b>Time</b>	<b>Location</b>
Finance Committee Meeting	December 6, 2012	7:30 a.m.	Conference Room B
Planning Committee Meeting	December 12, 2012	7:30 a.m.	Conference Room B
Policy Committee Meeting	December 18, 2012	6:30 p.m.	Conference Room B
Board of Education Meeting	December 18, 2012	7:30 p.m.	Hammonasset Room

**15. Adjournment**

MOTION: by Fitzgerald, seconded by Dean to adjourn the meeting at 9:10 p.m.  
AYES: Clorite, Dean, Fitzgerald, Frey, Klaskin, Meier, Ruggiero, Suerth, Wood  
NAYS: None  
MOTION CARRIED: 9-0

Submitted for Approval at 1/8/2013 BOE meeting.  
L. Duffy

**Madison Public Schools  
Board of Education Meeting  
December 18, 2012  
Town Campus Hammonasset Room**

**Meeting Minutes**

**1. Call to Order / Attendance**

The public meeting of the Board of Education was called to order by Chairman Frey at 7:36 p.m. Chairman Frey led the Pledge of Allegiance.

Present: John Dean; Jean Fitzgerald; Debra Frey; Seth Klaskin; Pamela Meier; Ryan Suerth; Cindy Wood.

Also Present: Thomas Scarice, Superintendent of Schools, Anita L. Rutlin, Assistant Superintendent for Curriculum, Instruction, and Assessment, district administrators; community members.

Chairman Frey called for a moment of silence for the children, teachers and administrators who lost their lives at Sandy Hook Elementary School in Newtown, Connecticut. Ms. Frey commented, "The tragic events encountered by our neighbors and colleagues last Friday weigh heavily on our hearts and in our minds. Like communities across the nation, Madison struggles to come to terms with this incomprehensible and senseless act. We have been left with a heightened sense of vulnerability and the stark reality of the world we live in today. Like other communities, safety and security is a dynamic process that evolves and changes through continual evaluation, renewal and revision over time. Preparedness is also a key component and Madison benefits from a comprehensive crisis management plan and a safe school climate plan. In light of Friday's events, however, school districts across the nation are taking pause and asking, "What can we do better?"; Madison is no different. Locally, the Madison Public Schools has the good fortune of a community where Town leadership works cooperatively on public issues. That cooperative effort will be imperative as the District engages in a comprehensive review of all practices and procedures and seeks to implement immediate, short-term as well as long-term measures to further address safety, security, and the emotional well-being of students, staff, and the greater community.

Mr. Scarice, who participated in the Sunday night vigil in Madison at the First Congregational Church, commented that there was an amazing outpouring of community members in attendance. Although he and his colleagues throughout the area agreed that the only word to describe the tragedy was, "Unthinkable," his intent that evening was to inspire a little hope in everyone. His personal belief is that twenty little angels entered heaven on Friday, and he shared his image of Sandy Hook Principal Dawn Hochsprung reading to them in heaven.

Additional Madison initiatives currently underway or under consideration include:

- Jean Baker, Director School Counselors, and Michelle Catucci, Brown School Guidance Counselor, offered their services in Newtown.
- Many students at DHHS requested permission from the Superintendent to start a letter writing campaign to first responders, parents and members of the Sandy Hook community.
- DHHS Coach Filippone and football players may start an initiative to read to students and donate books to schools in Newtown.

Two Community Conversations with Superintendent Scarice were held: Monday, December 17, 2012 from 3:00 to 5:00 p.m. and Tuesday, December 18<sup>th</sup> from 5:30 p.m. to 7:30 p.m. The sessions were well-attended and provided an opportunity for parents to express their concerns, offer support and ask questions. One-on-one conversations continue with Mr. Scarice who has been diligent in providing email responses within 24 hours.

Mr. Scarice met with the Madison School Safety and Security Committee that includes the Madison Police Department to review and discuss safety procedures in our district. Ongoing meetings are planned. The committee's charge it to consider every practicable safety and security option that can and should be implemented in our schools.

The following is a listing of initiatives currently underway:

- On Friday, December 14, Madison Police were immediately dispatched to increase patrols on school campuses that are ongoing.
- Police are conducting additional drills for officers.
- Madison administrators, police, and facilities personnel are conducting a comprehensive assessment of our school buildings for potential vulnerabilities including the proprietary process for alerting staff of any emergency or crisis i.e., lock down procedures.
- All schools are enforcing efforts to keep doors locked during the school day.
- Staff is posted at front door of each building to check visitor ID's.
- E-notify messages are regularly sent to communicate updates and important information regarding school safety.
- Board of Finance meeting is scheduled for December 20 to discuss funds needed to implement safety recommendations.

Mr. Scarice emphasized that we need to change the culture of our schools and educate our students so that they feel, understand and embrace the fact that they are an integral, vital and appreciated part of our community. We have begun to write a narrative of what our kids need. It will take serious commitment to fully realize this important and long-term goal.

## **2. School / Community Session**

### **2.1. Public Participation**

Karen Gulcicek, 100 Nursery Lane, praised Superintendent Scarice for his leadership during this difficult time. No additional comments were offered.

## **3. Student Representatives' Report**

John Ovian, Daniel Hand High School Student (Student representative Jane Butler was absent.)

Board members recognized John Ovian as the Senior Class Representative to the Board.

Mr. Ovian reported on the following:

- Exams ended; Trimester 2 began on Friday, December 7<sup>th</sup>.
- Administrators have begun to discuss the rules and times for appropriate use of WiFi at assemblies.
- The DHHS Football Team concluded its second unbeaten season by defeating Windsor 23-6 to claim the Class L title on December 8<sup>th</sup> at Rentschler Field.
- The Orchestra's Winter Concert was held on Thursday, December 13<sup>th</sup>; the Choral Concert is scheduled for December 19<sup>th</sup>.
- The Toy Drive for Shriners Hospital has been successful.
- Spirit Week includes Hat Day. Hats are collected and donated to the Children's Hospital.
- The Spring Musical, Grease, is scheduled for April, date TBD.
- Green and White Day (Sandy Hook school colors) is scheduled for Thursday in memory of the lives lost at Sandy Hook Elementary School.
- Uganda Club is selling jewelry as a fundraiser for the purchase of wells in Uganda.
- Students are receiving college acceptances including some from Yale, Johns Hopkins, Tufts, William and Mary, Middlebury and Columbia.
- Coffee with the Counselors was held on December 7<sup>th</sup>.
- PSAT scores have been returned to Juniors.
- An Open house for private school students to visit Daniel Hand High School is scheduled for January 9<sup>th</sup>.
- YouTube was recently made available to students (Superintendent Scarice reminded us that this was a request from the staff as a significant educational opportunity. He thanked Art Sickle, Director of Administrative Services and Technology, for expediting the process.)

## **4. Superintendent's Report**

### **4.1 Follow-up to December 4<sup>th</sup> Superintendent's Report:**

**Speaker: Thomas R. Scarice**

- **Superintendent's Advisory Council**
- **Madison Education Summit**

Superintendent Scarice referenced the Board of Education meeting held on December 4<sup>th</sup> and the discussion on the reforms enacted by the Connecticut Legislature for teacher and administrator evaluation. Within this framework, districts are called upon not only to use high-stakes tests for district and school accountability, but also for individual teacher and principal evaluations. These guidelines are not in the best interests of Madison students. Mr. Scarice was pleased that all members of the Board were present at that meeting to hear several staff members discuss Madison's efforts and progress for customizing a plan more in line with our district's vision and goals, based on current research and literature. Mr. Scarice commended Marianne Sullivan, Senior Staff Writer for the Source, and Patch Reporter, Pem McNerney for their accurate and objective reporting. He gave an update on the development of Madison's Evaluation Plan. He describes the process to be very deliberate, measured and lawful.

The Madison Education Summit took place at the Madison Senior Center on November 28, 2012. The purpose was to collect input and feedback about the vision of Madison Public Schools from forty-five members of the community.

Draft of the Madison Public Schools "Vision for the 21<sup>st</sup> Century Education." The Madison Public Schools are committed to educating citizens who contribute productively and humanely in a complex, global society. We are driven by a mission that envisions learning as joyful and learners as passionate, seeking to foster the diverse talents and abilities of each and every member of our learning community. We are committed to the work that will lead to the development of students' capacities to: Put ideas into action by thinking critically and creatively to identify and solve authentic, complex problems; collaborate purposefully and effectively; respond to success and failure with dignity, fortitude, reflection, and adaptability in an ever-changing world; and make ethical and responsible decisions.

Addressing the challenges of an era of restricted funding requires "re-visioning". The guests at the Education Summit were encouraged to ask questions and give feedback on the vision. The community group of non-school employees will reconvene at a future date to respond to the work of implementing the vision in future school years.

#### **4.2. Enrollment Projections**

**Speakers: Thomas R. Scarice, Anita L. Rutlin and Heather Dobson**

Director of Human Resources, Heather Dobson and Anita L. Rutlin, Assistant Superintendent for Curriculum, Instruction, and Assessment were asked to assist in enrollment projections for the upcoming year. Historically the Board has used Applied Data Services (ADS) to provide the projections to inform the budget. This year another firm was secured to provide enrollment projections. Heather Dobson reported on the enrollment projections, which are required for effective planning. Current trends and factors that must be considered include in/out migration, public/private school enrollments as well as transfers, births and birthrates. The ADS Enrollment Projections span the years 2012-13 through 2017-18; enrollment projections through 2022 were prepared by Dr. Peter Prowda. The model created by moving enrolled students to the next grade projects 3,156 students for next year, while ADS projects 3,201 students, and Dr. Prowda projects 3,223 students. All three sources projected the same number (127) for Kindergarten students.

Ms. Rutlin stated that during 2012-13 a total of 113 additional students over projection have entered the Madison Public School district. She explained that this is not an anomaly and that history shows an increase over the projection in the student population each year. Ms. Rutlin explained trend history that shows from 11% to 18% increased student enrollment from kindergarten to first grade; in succeeding years, additional students join the class. Projections are based on history as well as economic trends. She thanked Marilyn Bovee, Administrative Assistant to the Superintendent and Sara Caraszi, Administrative Assistant to Director of Administrative Services for their diligence in providing weekly district enrollment reports with elementary class size distributions.

#### **4.3. Follow-up: 2013-2014 Daniel Hand High School Program of Studies**

**Speaker: Barbara Britton, Daniel Hand High School Principal**

Barbara Britton, Daniel Hand High School Principal, reminded the Board of Education of the changes to the Daniel Hand Program of Studies published for the information of students, parents and faculty. She noted a major change added to the Program of Studies is the new Core Values and Beliefs Statement, which was presented to the Student Leadership Council, the PTO and Faculty for approval. One new course has been added to the Program of Studies, "Video Game and Application Design", funded by the Carl D. Perkins Grant. Mrs. Britton also discussed the name changes to existing courses for the purpose of reflecting more closely what is being taught in the course. These courses include Robotics Engineering, Alternative Energy Technology, Contemporary History and Child Development.

Atty. Klaskin asked Barbara Britton for clarification of the Student Leadership Council. Barbara explained the Student Leadership is comprised of the Student Council and the four class councils, members of the Hand Newspaper and other students at large.

In addition to fielding questions, Barbara Britton explained the impact of an accelerated math program and what course choices the students would have for their senior year. The program provides the opportunity for students to take multivariable calculus. Discussion ensued regarding math acceleration and the impact on students' choices.

## **5. Board Members' Comments**

## **6. Reports from Board Committees / Liaison**

### **6.1. Planning Committee**

Members: Jean Fitzgerald, Chair  
Bill Clorite  
Pam Meier

Jean Fitzgerald, Chair, shared that Facilities report was presented by Bill McMinn at the recent meeting. She stated that future meeting agendas will focus on school safety.

### **6.2. Personnel Committee**

Members: John Dean, Chair  
Cindy Wood, Vice Chair  
Robert Ruggiero

Discussion: Proposed Agreement Between the Madison Board of Education and the Madison Education Association (MEA), effective: 7/1/2013 – 6/30/2016.

John Dean, Chair, recommended that an overview of the new agreement and discussion take place later in the Agenda at Action Item #15.

### **6.3. Policy Committee**

Members: Seth Klaskin, Chair  
Ryan Suerth  
Cindy Wood

Atty. Seth Klaskin, Chair, reported the meeting scheduled for this evening was cancelled due to the public conversations meeting with the Superintendent scheduled at 5:30 p.m. The Policy Committees primary objective is to continue to work on the Board Bylaws.

### **6.4. Finance Committee**

Members: Bill Clorite, Chair  
Jean Fitzgerald  
Cindy Wood

In the absence of Mr. Clorite, Cindy Wood reported that the committee will meet on Thursday morning and the 2013-14 Budget will be distributed at that time.

### **Ad-Hoc Community Relations Committee**

Members: Ryan Suerth, Chair  
Pam Meier  
Cindy Wood

Atty. Ryan Suerth, Chair, reported the Ad-Hoc Community Relations Committee continues to work on the *Board Bridge* Newsletter.

### **6.5. LEARN Liaison**

Liaison: Robert Ruggiero

No report

## **7. Audience Response to Information Presented**

**8. Consent Agenda**

**8.1. Bills Payable: \$5,850.41 – 2011-2012 Budget and \$951,016.23**

**8.2. Line Transfers: \$16,893.68**

MOTION: by Dean, seconded by Fitzgerald to approve the Consent Agenda as presented.

AYES: Dean, Fitzgerald, Frey, Klaskin, Meier, Suerth

NAYS: None

ABSTENTIONS: Wood

MOTION CARRIED: 6-0

**9. Action Item: Minutes of the November 27, 2012 Board of Education Meeting**

Minutes to be amended by removing Attorney Suerth statement under #6 Board Members' Comments, striking the names; Clorite and Suerth from the AYES under #13 Action Item: Cap the Number of Participants and by renumbering the Action items.

MOTION: by Meier, seconded by Wood to approve the minutes as amended of the November 27, 2012 Board of Education meeting.

AYES: Dean, Fitzgerald, Frey, Klaskin, Meier, Suerth, Wood

NAYS: None

MOTION CARRIED: 7-0

**10. Action Item: Minutes of the December 4, 2012 Board of Education Meeting**

MOTION: by J. Fitzgerald, seconded by Meier to table approval of the December 4, 2012 Board of Education meeting.

AYES: Dean, Fitzgerald, Frey, Klaskin, Meier, Suerth, Wood

NAYS: None

MOTION CARRIED: 7-0

**11. Action Item: Removal of Used Books and Equipment**

MOTION: by Fitzgerald, seconded by Wood to approve removal of used books and equipment

AYES: Dean, Fitzgerald, Frey, Klaskin, Meier, Suerth, Wood

NAYS: None

MOTION CARRIED: 7-0

**12. Action Item: 2013-2014 Daniel Hand High School Program of Studies**

MOTION: by Klaskin, seconded by Fitzgerald to approve the 2013-2014 Daniel Hand High School Program of Studies

AYES: Dean, Fitzgerald, Frey, Klaskin, Meier, Suerth, Wood

NAYS: None

MOTION CARRIED: 7-0

**13. Action Item: Enter Executive Session**

MOTION: by Meier, seconded by Klaskin to enter Executive Session to discuss pending litigation and the proposed Agreement Between the Madison Board of Education and the Madison Education Association (MEA), effective: 7/1/2013 – 6/30/2016

AYES: Dean, Fitzgerald, Frey, Klaskin, Meier, Suerth, Wood  
NAYS: None  
MOTION CARRIED: 7-0

Discussion: Update on Pending Litigation

Discussion: Proposed Agreement Between the Madison Board of Education and the Madison Education Association (MEA), effective: 7/1/2013 – 6/30/2016.

**14. Action Item: Adjourn Executive Session**

MOTION: by Dean, seconded by Klaskin to adjourn Executive Session at 9:50 p.m.  
AYES: Dean, Fitzgerald, Frey, Klaskin, Meier, Suerth, Wood  
NAYS: None  
MOTION CARRIED: 7-0

**15. Action Item: Proposed Agreement Between the Madison Board of Education and the Madison Education Association (MEA), effective: 7/1/2013 – 6/30/2016.**

Mr. Dean provided an overview of the contract.

MOTION: by the Personnel Committee to approve the Agreement Between the Madison Board of Education and the Madison Education Association (MEA), effective: 7/1/2013 – 6/30/2016  
AYES: Dean, Frey, Klaskin, Meier, Suerth, Wood  
NAYS: None  
MOTION CARRIED: 6-0

Chairman Frey stated that Ms. Fitzgerald, prior to leaving the meeting due to a family concern, indicated that she is in favor of approving the Agreement between the Madison Board of Education and the MEA.

In absentia, Mr. Ruggiero submitted the following statement regarding the negotiating team vote:

*I voted against the MEA contract which is on the agenda tonight. I have friends and neighbors who are members of the Madison faculty and I understand that we are all middle class people trying to maintain that status in a hostile economy. However, as a Board of Education member during these difficult times I believe we, as a community, should not be stereotyped as having deep pockets and recognize that our citizens represent a range of economic levels. We need to control our spending so we don't find ourselves, like the state of Connecticut and the nation at large, trying to struggle out of financial challenges we don't need to have. We have agreed on generous MEA contracts in the past, and it is my hope that we can in the future because of a healthy economy that is offering prosperity to all.*

*Another issue is binding arbitration. Binding arbitration takes the option of going on strike from the MEA, and the option to go to the mat at risk of a strike from the negotiating board. The result of binding arbitration is that the individual town is subject to a settlement established from the average based on the financial decision making of other towns. Mediators and Arbitrators do earn large sums of money from this arrangement, but the value of the efforts put out by both the Madison Board, and the MEA negotiating team is minimized by this structure which erodes the independence of school districts. So, from this perspective, my no vote was symbolic for the principle of district autonomy.*

Chairman Frey thanked Mr. Ruggiero for submitting a statement and for clarifying his views as a statement of opinion on public policy.

**16. Old Business**

No old business was discussed.

**17. New Business**

No new business was discussed.

**18. Future Agenda Items**

No future agenda items were requested.

**19. Meetings / Dates of Importance**

<b>Meetings / Dates of Importance</b>	<b>Date</b>	<b>Time</b>	<b>Location</b>
Finance Committee Meeting	December 20, 2012	7:30 AM	Conference Room B
Early Dismissal for December Break	December 21, 2012		
Students Return to School	January 2, 2013		
Planning Committee Meeting	January 3, 2013	7:30 AM	Conference Room B
Board of Education Budget Workshop	January 3, 2013	6:00 PM	Hammonasset Room
Board of Education Meeting / Budget Workshop	January 8, 2013	7:30 PM	Hammonasset Room
Finance Committee Meeting	January 10, 2013	7:30 AM	Conference Room B

**20. Adjournment**

MOTION: by Dean, seconded by Klaskin to adjourn the meeting at 10:10 p.m.

AYES: Dean, Frey, Klaskin, Meier, Suerth, Wood

NAYS: None

MOTION CARRIED: 6-0

**Madison Public Schools  
Board of Education  
Emergency Meeting**

**Town Campus Hammonasset Room  
Friday, December 21, 2012**

**Meeting Minutes**

**1. Call to Order / Attendance**

The public meeting of the Board of Education was called to order by Chairman Frey at 7:30 a.m. Chairman Frey led the Pledge of Allegiance.

Present: John Dean; Jean Fitzgerald; Debra Frey; Pamela Meier; Ryan Suerth; Cindy Wood.

Also Present: Thomas R. Scarice, Superintendent, Anita L. Rutlin, Assistant Superintendent for Curriculum, Instruction, and Assessment, district administrators, and community members.

**2. Discuss and Take Action on Recommended Security Measures**

Mr. Arthur Sickle, Director of Administrative Services, described the security system that will be installed at main entrances in each school in the district. He and Superintendent Scarice credited Chief Drumm and his team for “getting the ball rolling” so quickly. Superintendent Scarice stated that this is a basic security measure that is needed. Mr. Sickle explained that the system is compatible with the video system currently in place. He discussed that two vendors, one of which installed the current video system, have been approached for pricing and it is expected that the proposals will be consistent. Mr. Sickle asked that the Board waive its policy regarding soliciting bids, which requires three sources for quotes, and asked the Board to allow the administration to select the vendor in order to quickly move forward with the project. Superintendent Scarice added that he has gathered information about the system and vendors from superintendents in this area who have the system in place.

Mr. Sickle, in response to Mr. Dean’s question about installation time, expects that installation could be completed by the middle or end of January if a vendor can be quickly selected and the order placed.

In response to a question from Mr. Dean, Superintendent Scarice discussed the security measures recently implemented in all school buildings that will continue until the system is installed and appropriate procedures are in place.

In response to a question from Ms. Wood, Mr. Sickle explained that the video system currently in place was a joint project with the Police Department and that the systems are compatible.

Atty. Suerth complimented Superintendent Scarice and Chief Drumm for the “excellent job” they have done this past week. He discussed that a security audit that was completed in 2007 and questioned the current validity of that audit. He also had some questions about the role of the School Safety / Security Committee and shared his concern that Board of Education members are not members of the committee.

Superintendent Scarice explained that the security audit completed in 2007 has been passed on to Sergeant Neal Mulhern and Detective Christopher Sudock at the Police Department for their review. He explained that the School Safety / Security Committee is a standing committee facilitated by the Superintendent and comprised of emergency first responders (officials from the police, fire, emergency management and public health departments), public and private school administrators, the Director of Facilities and the Director of Administrative Services. Topics discussed in the past include the H1N1 virus, the Crisis Management Plan, and the Safe School Climate Plan.

7:55 a.m. Atty. Seth Klaskin enters.

Chairman Frey also provided background on the work of the committee and reviewed that policy and procedure dictate that the Superintendent brings any issues from that committee to the Board.

Mr. Sickle provided a summary of his earlier presentation to ensure that all Board Members present had the information they needed in order to make a decision.

Chairman Frey stated that the Board of Selectmen has called a special meeting for this afternoon pending action by the Board of Education. She opened the floor to public comment.

Mr. Bob Allen of Race Hill Road expressed concerns about the effectiveness of the system. He also took issue with the fact that more security personnel have been added to the high school than other schools in the district. He stated that the security system is a "step in the right direction" but is not enough. Mr. Allen stated his opinion that CSOs are not a deterrent and that "money should be spent on solutions that work."

Ms. Lisa Favre of Bartlett Drive, Board of Finance Member, questioned the video surveillance and what a viewer would see.

Ms. Fitzgerald cautioned that public conversations regarding the details of security at the schools would make students more vulnerable.

Ms. Jennifer Tung of Genessee Lane, Board of Finance Member, stated that she understood the issue of vulnerability but needed information regarding the system in order to make decisions and discussed areas that require improved security to be in place prior to students returning to school.

Mr. Eric Manke of Peddler Path expressed concerns about security at the schools and stated that the project needs to move forward and not "get caught up" in policy and procedure. He stated that it is critical that principals have control of their buildings and that the necessary resources are provided for security.

MOTION: by Dean, seconded by Wood to suspend Board of Education Policy #3323 Soliciting Prices (Bids and Quotations).

Atty. Klaskin stated that suspending the policy is the appropriate action in moving forward with this project at this time. He cautioned the Board regarding abdicating policies and procedures.

Chairman Frey called for a revision to the motion.

MOTION: by Klaskin, seconded by Fitzgerald to suspend Board of Education Policy #3323 Soliciting Prices (Bids and Quotations) for the purpose of taking action on recommended security measures for which the Board of Education has received a special appropriation.

AYES: Dean, Fitzgerald, Frey, Klaskin, Meier, Suerth, Wood

NAYS: None

MOTION CARRIED: 7-0

MOTION: by Wood, seconded by Fitzgerald to purchase a security system as described by Mr. Sickle and to authorize the Superintendent to choose and

work with the vendor to have the system installed in all school buildings in the district.

AYES: Dean, Fitzgerald, Frey, Klaskin, Meier, Suerth, Wood

NAYS: None

MOTION CARRIED: 7-0

MOTION: by Fitzgerald, seconded by Wood to accept the special appropriation approved by the Board of Finance and to request that the Board of Selectmen approve the special appropriation for the purpose of purchasing and installing a security system in all school buildings in the district.

AYES: Dean, Fitzgerald, Frey, Klaskin, Meier, Suerth, Wood

NAYS: None

MOTION CARRIED: 7-0

### **3. Adjournment**

MOTION: by Dean to adjourn the meeting at 8:35 a.m.

Submitted for approval at 1/8/2013 BOE meeting.  
msb

**Madison Public Schools  
Board of Education Budget Workshop  
January 3, 2013  
Town Campus Hammonasset Room**

**Meeting Minutes**

**1. Call to Order / Attendance**

The public meeting of the Board of Education was called to order by Chairman Frey at 6:00 p.m. Chairman Frey led the Pledge of Allegiance.

Present: William Clorite; John Dean; Jean Fitzgerald; Debra Frey; Pamela Meier; Robert Ruggiero; Ryan Suerth; Cindy Wood.

Also Present: Thomas R. Scarice, Superintendent, Anita L. Rutlin, Assistant Superintendent for Curriculum, Instruction, and Assessment, district administrators and community members.

**2. Executive Session**

MOTION: by Dean, seconded by Fitzgerald to enter Executive Session at 6:01 p.m.  
AYES: Clorite, Dean, Fitzgerald, Frey, Meier, Ruggiero, Suerth, Wood  
NAYS: None  
MOTION CARRIED: 8-0

Present: William Clorite; John Dean; Jean Fitzgerald; Debra Frey; Pamela Meier; Robert Ruggiero; Ryan Suerth; Cindy Wood.

Also Present: Thomas R. Scarice, Superintendent, Anita L. Rutlin, Assistant Superintendent for Curriculum, Instruction, and Assessment, Arthur Sickle, Director of Administrative Services, Bill McMinn, Director of School Facilities, and Commander John Rich, Madison Police Department.

**2.1. Update: School Security Measures**

Atty. Klaskin enters at 7:00 p.m.

MOTION: by Wood, seconded by Ruggiero to adjourn Executive Session at 7:05 p.m.  
AYES: Clorite, Dean, Fitzgerald, Frey, Klaskin, Meier, Ruggiero, Suerth, Wood  
NAYS: None  
MOTION CARRIED: 9-0

**3. 2013-2014 Budget Workshop**

Superintendent Scarice reviewed the budget document that was made available to Board Members prior to the December Break and provided an overview of the 2013-2014 requested budget recommended by the administrative team. He and Mr. Arthur Sickle, Director of Administrative Services, discussed details of the Technology Department budget. Superintendent Scarice and Ms. Cindy Twiss, Director of Special Education and Student Services, reviewed the budget related to special education services. Superintendent Scarice and Mr. Bill McMinn, Director of School Facilities reviewed details of the Facilities Department budget.

**4. Meetings / Dates of Importance**

<b>Meetings / Dates of Importance</b>	<b>Date</b>	<b>Time</b>	<b>Location</b>
Board of Education Meeting / Budget Workshop	January 8, 2013	6:00 PM	Hammonasset Room
Finance Committee Meeting	January 10, 2013	7:30 AM	Conference Room B
Board of Education Budget Workshop	January 15, 2013	7:30 PM	Hammonasset Room

**5. Adjournment**

**MOTION:** To adjourn the meeting.

MOTION: by Dean, seconded by Fitzgerald to adjourn the meeting at 9:20 p.m.

AYES: Clorite, Dean, Fitzgerald, Frey, Klaskin, Meier, Ruggiero, Suerth, Wood

NAYS: None

MOTION CARRIED: 9-0

<b>Meetings / Dates of Importance</b>	<b>Date</b>	<b>Time</b>	<b>Location</b>
Finance Committee Meeting	January 10, 2013	7:30 AM	Conference Room B
Budget Workshop	January 15, 2013	7:30 PM	Hammonasset Room
Martin Luther King, Jr. Holiday	January 21, 2013		
Policy Committee Meeting	January 22, 2013	6:30 PM	Conference Room B
Board of Education Meeting	January 22, 2013	7:30 PM	Hammonasset Room
Superintendent's Brown Bag Lunch	January 25, 2013	12:00 PM	Scranton Memorial Library