

Pending BOE Approval

**Watertown Board of Education
Regular Meeting Minutes**

Meeting Date: May 27, 2014
Meeting Time: 7:30 p.m.
Meeting Place: Lecture Hall, Watertown High School

Members Present: Mr. Guy Buzzannco, Chairman
Mr. Eric Berthel, Vice Chair
Mr. Ray Nardella, Secretary
Mr. Tom Lambert
Ms. Janelle Wilk
Ms. Josephine Cavallo-Rosa
Mr. Jim Gambardella
Mr. Donato Orsini

Members Absent: Ms. Leslie Crotty
Mr. Andrew Terzigni, Student Council Representative

Others Present: Dr. Thomas McDowell – Interim Superintendent of Schools
Mr. Gerry Perusse – Interim Business Manager
Ms. Jill Browne – Incoming Business Manager
Dr. Bridget Carnemolla – Incoming Superintendent of Schools

A. Convene Regular Meeting – 7:30 p.m.

B. Salute to the Flag

C. Roll Call – Ms. Davidson

Mr. Buzzannco – Folks, this is the second board meeting in a row that I will ask for that we begin with a moment of silence. In the undeniable sadness that we felt recently, we also are reminded of the blessings our children have known from experiencing graciousness and kindness of some extraordinary educators in our district. Tonight we mark with sadness, the passing of Joseph Mercier on May 16th. He had recently turned 82 years of age. Born in Waterbury, he was a graduate of Sacred Heart School, class of 1950. He was a veteran of the United States Air Force. Having served his country honorably during the Korean War in Japan and in Fort Bragg, in North

Carolina. He earned his bachelors degree at UCONN, his masters degree at Central CT State College and his sixth year in advanced study in education at Fairfield University. From 1959-1963 he taught math in Waterbury. Then he taught here at Hemingway Park in Watertown from 1963-1968 and then become vice principal of what was then called Gordon Swift Junior High School from 1968 to 1972 when he then became principal remaining there for 20 years retiring in 1991. Just a glimpse on Facebook will give you an insight to the impact on the lives of those he taught and shaped as a teacher and as a principal in our town for almost 30 years. He may have retired 23 years ago, but Mr. Mercier's influence and his lessons are still treasured today by those who were fortunate enough to have his be a part of their lives. Would you please join me in a moment of silence in remembrance and thanksgiving for the life of Joseph Mercier?

****Moment of silence taken****

D. Recognition

1. The Watertown Board of Education wishes to congratulate Alexander Gorski and Diana Ghisa from Swift Middle School, for being chosen to receive the Connecticut Association of Boards of Education (CABE), Student Leadership Award. Leadership is a quality that is hard to define, but is critical to our society. This is the seventeenth Connecticut Annual CABE Student Leadership Awards program. We take pride in your recognition and contributions to Swift Middle School.

Dr. McDowell reads a brief bio on each student

2. School Nurses' Day

Governor Dannel P. Malloy declared May 7, 2014 as School Nurses' Day. The Board of Education would like to thank the school nurses for all their outstanding efforts, and dedicated services to the students and staff in the Watertown Public and Parochial Schools. The Board wishes to recognize the following School Nurses:

. Diane Andrew	Judson Elementary School
. Linda Burmeister	Watertown High School
. Carol Crean	Polk Elementary School
. Lynn Kelly	John Trumbull Primary School
. Dorothy Stransky	John Trumbull Primary School
. Ann Terzigni	Swift Middle School
. Susan Mucciacciaro	St. Mary Magdalen School
. Mary Sklanka	St. John the Evangelist School

3. Award Recognition for PTO & PTSO Members

Several PTO & PTSO members were unable to attend the Board meeting held on April 28,

2014. The Watertown Board of Education would like to honor the Parent Teacher Organization (PTO) Presidents, and the Parent Teacher Student Organization (PTSO), for their outstanding services to the school community. They have created strong working relationships with parents and teachers, in support of our students. Their volunteer efforts planning activities, events, fundraisers and much more is greatly appreciated. We sincerely thank you all for your hard work and dedication to our schools.

John Trumbull Primary School

- . Kim Calabrese, President
- . Dana Bekech, Vice President

Polk Elementary School

- . Lisa Pocesta, Co-President

Swift Middle School-PTSO

- . Katie Consalvo, Vice President

Watertown High School:

- . Christine Holmes, PTO President.
- . Kathy Thompson, Vice President

Dr. Carnemolla – For those of you who don't know me that are here this evening, I am the principal here at Watertown High. Bridget Carnemolla and I just wanted to take a moment tonight, as this will be the last time as principal of Watertown High that I am able to recognize how much work my PTO has done for us as a school. In particular, as we are moving on from Christine Holmes as being president of the PTO because Jacob is graduating, but I just wanted to take a moment and say thank you to all of you, please stand if you are here, but Christine and Monica and Cathy and my entire crew of PTO, we have a fabulous group of parents that do everything from pounding the pavement for Project Graduation donations to selling ornaments every single time we have an event here at the high school. And my last couple of years here have been made successful in part, because of the work my PTO has done, so I just wanted to be able to thank you in person for the last time that I am able to do that as principal of the high school. Thank you.

E. Report from Student Council Representative – Andrew Terzigni

Andrew Terzigni – (Mr. Buzzannco) I think it is also important to point out that Andrew Terzigni and his mother have ditched us this evening for good reason – they are at the Halo Awards. Andrew has been nominated and I believe there are the most that the high school has ever had for our production of *Leap of Faith*. So we will keep our fingers crossed that they are well rewarded for their efforts. At this point, if there is no objection from the board, I would like to

call for a ten minute recess to allow those of you who have come to be a part of the recognition tonight to be able have a photo opportunity. We will reconvene at 7:58 p.m.

F. Budget Summary

Mr. Buzzannco – Board members, in your packets you received a year to date summary of expenditures and revenues from Mr. Perusse. Do board members have any questions at this time? If not, we will move on to Item G, our first round of public participation.

G. Public Participation

Mr. Buzzannco – Does anyone wish to address the board this evening? Thank you, as you approach, please share your name, address, and if you have a slightly unusual last name, please spell that for the benefit of our secretary this evening.

Vic Vicenzi – 7 Mango Circle – Addressing the board tonight based on what we had heard earlier at your subcommittee meeting, I can throw my original thought out the window. But first, I want to thank you for having the opportunity to speak to you about this issue and thank you for working out something for us. The elimination word was not something anyone wanted to hear, not for just hockey, but for all sports, all activities, no one wants to see anything go and we know the trouble we have had in this town over the past however many years with budget issues. So I would like to just thank you again for working however, it came about, having that elimination off the table and giving us the chance to keep this program alive. We have had some great success over the years and it would have been just awful to see all of that go to waste. So many people have done so many great things for this program, and keeping things alive, as it is not the first time hockey has seen the chopping block and we have worked hard over the years to keep it on the board here. Again, we were happy that we were able to come to some arrangement and just to thank everybody who showed up in support of hockey. That is appreciated and once again, thank you and everyone please get out and vote.

Rob Kane – 301 Kimberly Lane – First, I apologize, I should come to more of your board meetings and I will, I promise you that. I want to say that having sat, similarly where you sit, on the town council for six years, I know the difficulties of putting together a budget. Serving as the ranking member of the legislature's appropriations committee, I know all too well what it takes and the hard work to craft a budget and I give you all the credit in the world. I came here tonight as well in regards to the hockey program because I know that Vic and his people and all of the people that you see around this room do so much for the kids in this program. I, as you may well know, represent the towns of Middlebury and Southbury, in the state senate and I have heard numerous times from the people in those towns as well, how important this program is to the greater community. I thank you for being able to keep this program going, keeping it alive and finding a solution that you have put together

that I think is amendable to all, so I thank you and give you all of the credit for that. Thank you.

Matt Bouffard – 136 Edward Ave – Like my predecessors up here, I just want to thank the board for reconsidering the cut to the hockey program. The only point that I would like to make is that I know that in a budget crunch, things are looked at mostly from a cost standpoint. I would like to ask you to reconsider the money that is being spent on this program not as a cost, but as an investment in our community. If you look around the room with the support that we brought out tonight, the way that the people care about this program, the alumni of this program, they are involved in the youth hockey program in this town, teaching the next generation of high school kids the game, our coach here in town, the coach in Ridgefield are alumni of this program. Our police and fire team in town that have been around the last three years was founded by two alumni of this program with players of this program have raised over \$40,000 for local charities over the last three years. So I thank you all, I know you are facing a highly unenviable task in making the cuts that you need to do, and hockey is a willing participant in bearing the pain that needs to go around but I can't thank you enough for keeping it on the books.

Sandra Barnowsky – 1007 Woodbury Rd – I am 42 years old and I have been a resident of Watertown for 42 years. I have attended Watertown schools; I attended South School which is now CVS, Hemingway Park, Swift Junior High with Mr. Mercier as my principal, and Watertown High School. My name is on a plaque down the hall, I was 1989s outstanding senior, I was awarded a full academic scholarship to Syracuse University, all from attending Watertown public schools. I am a very high advocate for the school system, every time I hear parents in this town send their kids to private school, I always justify and say that you can say all you want if you didn't attend the school system, you can say all negative things, but I am living proof that good things happen. My father was a brick layer, my mother was a bus driver and I am a nurse practitioner at the University of Connecticut, I have my masters' degree from Yale University, so I just want to emphasize that this is why I have kept my kids in the Watertown public school system. And a big reason why my son has chosen to attend Watertown High is the hockey program. He has been playing youth hockey since he was 4 years old and is 13 years old now. He is a member of the honor society at Swift and we would love to have him stay at Watertown High and a big reason is, like I said, he has a change to play hockey there. So I just want to thank all of you for reconsidering not cutting the program. I also started an online petition; I have 305 signatures since Friday, for maintaining the Watertown/Pomperaug program. Hopefully we can do the same thing to get our budget passed so we don't have to continue to make cuts. So I would like to just present this to you, the petitions have comments from parents on why they didn't want to see the program cut.

H. Committee Reports

Curriculum and Instruction Committee, Mr. Ray Nardella, Chair-No**Policy and Labor Committee, Mr. Eric Berthel, Chair-No**

Mr. Berthel – Mr. Chairman, I would just like to remind every one that policy manual is available on line at the district website. It went up maybe 6 or 8 weeks ago, it is there, if you have questions about policy, it is there for viewing day and night.

Budget and Finance Committee, Mr. Eric Berthel, Chair-No

Mr. Berthel – The Budget and Finance committee met earlier this evening and in just a few minutes the superintendent will present a comprehensive explanation of the recommended changes and cuts in response to the charge from the town council for the consideration of the full board.

Facilities/PBC/Operations Committee, Mr. Tom Lambert, Chair-No**Governance and Community Engagement Committee, Mr. Ray Nardella, Chair-No**

I. Communications – Mr. Nardella

None

J. Minutes

Mr. Buzzannco – Are there any corrections or comments to the regular meeting minutes of April 28th, 2014? Hearing none, may I have a motion to approve the minutes of the regular Board of Education minutes for April 28th, 2014 as submitted?

Agenda Item Number: J.1

Subject: Minutes of the Board of Education Meeting for April 28th, 2014

Motion Presented By: Mr. Berthel

Motion Seconded By: Mr. Lambert

Text of the Motion: I move that the board approve the minutes of the regular Board of Education meeting minutes on April 28th, 2014, as submitted.

Discussion: None

Opposed: None

Abstained: Ms. Wilk

Mr. Nardella

Vote:	Motion Passes
Agenda Item Number:	J.2
Subject:	Minutes of the Special Board Meeting for April 28 th , 2014
Motion Presented By:	Mr. Berthel
Motion Seconded By:	Mr. Lambert
Text of the Motion:	I move that the board approve the minutes of the Special Board meeting minutes on April 28 th , 2014, as submitted.
Discussion:	None
Opposed:	None
Abstained:	Ms. Wilk Mr. Nardella
Vote:	Motion Passes

K. Superintendent's Recommendations and Report

Dr. McDowell – Thank you Mr. Chairman. Before I give my report, I received a communication from the class of 1964 who just celebrated their 50th reunion. The letter was received on May 23rd.

“Dear Dr. McDowell – The class of 1964 wishes to extend our heartfelt thanks to you and the Board of Education for approving of a placement of a plaque at Watertown High School that acknowledges the class of 1964 as the first class to graduate from the building in 1964. The members of the class are honored and privileged to have this distinction. When Beth Porter first approached you with the idea of a plaque, she told us you were enthusiastic and encouraged us to pursue our idea. We were very pleased with the placement near the front office and want to thank you on our behalf. Many of our classmates has the opportunity to tour Watertown High School this past Saturday as part of our reunion celebration. Beth Porter, through your office, was able to make the arrangements and the tour was a wonderful addition to our celebration. All of those in attendance were impressed with the expansion of the school and were in awe of what Watertown High School now offers its students. 50 years ago we completed our senior year in a brand new building and we all had the latest technology. It is heartwarming to see that the spirit shows in traditions from 50 years ago, live on today at Watertown High School. Our tour guide was Dan Nelson and he did a superb job. His knowledge of the building provided just what we needed to remember ‘what it was back then’. We had over 65 class mates return to Watertown from near and far from Florida, North and South Carolina, the Virginias, Massachusetts, Maine, New York, New Jersey, Alabama, and from across town. We feel this

reflects on our friendships that were made 50 years ago at WHS and our class spirit continues to live on today. It was a pleasant surprise to have Dr. Carnemolla and Ms. Browne stop by Saturday evening to extend best wishes to the class of 1964 as we celebrated our 50th reunion at our banquet. Again, thank you for your efforts on our behalf to make our 50th reunion an event to remember from years to come. Sincerely, Kathy Barnes Arnowskas, reunion co-chair.” It was a great event and we hope to have many more 50 year reunions from Watertown High School.

a. Appointments – (Information Only)

a. Ms. Danielle Auriana to the position of Category#2, Paraprofessional at John Trumbull Primary School, effective May 12, 2014, for 30 hours per week at an hourly rate of \$13.37.

b. Ms. Chryll Beliveau to the position of K-5 Title 1 Summer School Director for the Watertown School District, effective July 1, 2014 through July 25, 2014, at a contractual stipend of \$3,750.00. Payable at the end of the session.

c. Ms. Laura Meka to the position of grades 6-12 Summer School Director for the Watertown School District, effective June 30, 2014 through July 25, 2014, at a contractual stipend of \$3,750.00. Payable at the end of the session.

d. Mr. Thomas Tribou to the position of Temporary Custodian for Watertown High School, effective May 12, 2014, for 40 hours per week at an hourly rate of \$10.00.

e. Mr. John Dobkins to the position of Summer Maintenance Worker for the Watertown Public School District, effective May 12, 2014, for 40 hours per week at an hourly rate of \$10.00.

f. Mr. Matthew Quatrano to the position of Summer Maintenance Worker for the Watertown Public School District, effective May 12, 2014, for 40 hours per week at an hourly rate of \$10.00 per hour.

g. Mr. Roberto Medic to the position of Assistant Principal at Watertown High School, effective July 1, 2014, with a salary of \$102,701, for the 2014-2015 School Year.

b. Resignations - (Information Only)

a. Ms. Randi Crudele from the position of Paraprofessional at Swift Middle School, effective April 18, 2014, for personal reasons.

b. Ms. Irene Cruess from the position of Preschool Teacher at John Trumbull Primary School, effective June 23, 2014, for the purpose of retirement.

c. Ms. Stacie D’Antonio from the position of Principal at Polk Elementary School, effective June 30, 2014, to accept another position.

d. Ms. Katherine Hunt from the position of School Psychologist at John Trumbull Primary

School, effective June 30, 2014, for the purpose of retirement.

e. Ms. Nancy Rowan from the position of First Grade Teacher at John Trumbull Primary School, effective June 23, 2014, for the purpose of retirement.

f. Ms. Cynthia Daddona from the position of Kindergarten Teacher at John Trumbull Primary School, effective July 1, 2014, for the purpose of retirement.

g. Ms. Janis Chiarenzelli from the position of Medical Careers Instructor at Watertown High School, effective June 24, 2014, for personal reasons.

h. Ms. Mary Ann Brisebois from the position of Clinical Instructor for the CNA Program at Watertown High School, effective June 23, 2014, for personal reasons.

c. Grants – (Information Only)

a) The 2014-2016 Special Education Grant Programs (IDEA Grants) have been completed and submitted to the State Department of Education for approval. The total amount of the Grant is \$657,233. The grant consists of two components:

IDEA Special Education Assistance (611 Funds) \$641,841

IDEA Preschool Education (619 Funds) \$15,392

The award for IDEA 2014-16 is intended to support current special education programming, program development, professional development and technical assistance for staff. Mrs. Donnah Rochester, Director of Student Services wrote the grant.

b) The Youth Service Bureau Grant budget for the 2014-2015 fiscal year has been submitted to the State Department of Education Bureau of Health, Nutrition, Family Services and Adult Education. The total amount of the Grant is \$14,000 with a matching \$14,000 municipal appropriation.

The award for the Youth Service Bureau Grant is intended to provide a variety of services to Watertown youth and their families to help prevention of at-risk behaviors and promote positive youth development.

The budget was submitted by the Executive Director of the Youth Services Bureau, Meghan Robinson under the supervision of Donnah Rochester, Director of Student Services.

Report from the Chairman

Mr. Buzzannco – In a few moments, Dr. McDowell will outline for the board his recommended cuts to the 2014 – 2015 budget to comply with the \$850,000 overall reduction Town Council made to the budget last Monday night.

Before he begins, I'd like to provide some context for his presentation to give board members a sense of what the district faces as we contemplate specific actions and cost saving measures. Perhaps the most important thing to bear in mind is the largely unavoidable nature of the original budget increase this board approved in February. Fully 98% of the total budget increase of \$1,864,151 was driven by labor contracts, special education funding requirements and anticipated increases in health claims.

The second point to emphasize is the extent to which cuts were made by the board prior to sending our first budget to Council. Our administration reduced planned electricity and natural gas spending by \$52,000, anticipated textbook purchases by \$26,000, licensing and fees by \$17,000 and contracted repairs and maintenance projects by \$14,000, for a total of \$109,000. There were no cuts to programs, curriculum based or extra-curricular. There were no cuts to staff. This was a highly efficient budget that still provided the educational and developmental opportunities our town's children need and deserve.

Even in the face of an \$850,000 cut by Town Council, which represents 46% of the fixed cost increases I mentioned a moment ago, the need to preserve staffing levels is still crucial.

Class size is one of the few areas that time and time again has been proven to lead to student success, yet Watertown's class sizes, particularly in the all-important lower grades, are the highest in the state among towns similar to ours.

No Kindergarten classroom has more children than ours do: The average Kindergarten classroom in our District Reference Group has 18 children, Watertown's average is 21.

No fifth grade classroom has more children than ours: The average is 21. Ours is 25.

No 7th grade math classroom has more children than ours do: The average is 20, ours is 27.

Cutting staff in our district to meet Council's cut of \$850,000 will only make a bad situation worse. It will make individualized instruction, the most important part of a child's education, more difficult, and it'll render more inefficient and ineffective what we already spend on education.

Preserving our classroom sizes, high as they are, is the overriding concern in reducing our budget by \$850,000, because our primary responsibility as a board of education is a child's success in the classroom. That is the key to their future, whether in a college, a career or even in military service. Without question, classroom grades and test results are considered first and foremost when students seek to advance their educational or vocational opportunities.

It is with that overriding regard for academic support that the superintendent and his staff have prepared the recommendations we'll take up this evening, and I want to thank him and his team for their hard, thorough and careful work. We greatly appreciate your attention to the most critical needs of our town's children.

d. Overview of the Operating Budget for the 2014-2015 School Year

Dr. McDowell – Thank you. The slide that we are going to see next is a slide that we talked about and the exact information that I passed out this evening. If you didn't get a copy of this, I will be happy to provide you with it. So that the information we are seeing here at first was a \$500,000 cut that we were advised to prepare for the town council meeting that was held a week ago today. I want to talk about what those cuts are. The first thing we took out was the 200 computers and software update. We have roughly 1200 computers in this district. The newest computers are at WHS and will be 6 years old next year. So rather than having to replace a lot of computers at one time, we decided we would replace the oldest computers, which are at Swift Middle School. It is important to note that we presently have computers at Swift Middle School that don't run on Windows 7. And we are bound to have

software that will communicate not only with SBAC testing and standardized testing, but also with the delivery of the common core. So that was \$116,000 of the \$500,000 cut. The next thing we took out were teacher retirements at \$116,000. We had four people that retired as of May 19th, and we figured there is about a \$33,000 difference between the top step where all of these teachers are and the first step salary schedule except for the fourth person, who is a school psychologist who will be placed on a sixth year step at the middle of the salary schedule.

We then eliminated the new or rather replacement positions that were let go over budgetary constraints, two secretaries, one at WHS at the main office and one in student services at the main office, one social worker, and I know that the board is sick of hearing me say this, but we are the only district in the state of Connecticut that does not have a social worker. We used to have social workers. That is \$243,000, including the social worker and the school psychologist. Now, just so that I can frame this, Dr. Carnemolla, Ms. Browne, Gerry Perusse, myself and the financial supervisor that works at Munson House, Shirley Oliver and I, worked 3 – 4 days to come up with the \$500,000 cut. And after the third day, we were at \$475,000. And looking at piles and piles of expenditures, that is where hockey came on the list for \$500,000. I will talk more about that in a little while.

So on Monday night the 19th, the town council didn't cut \$500,000, they cut \$850,000. So that meant we had the budget as recommended at \$40,324,427 and eliminate \$850,000 or \$350,000 more than what I just talked about to come up with a budget number of \$39,474,427. Now there is a CNA program at WHS. That teacher tendered her resignation and we know that in this business, unfortunately, the easiest way to absorb cost is through attrition, meaning not renewing that program. Not that it is not a viable program, but I said to the board in the sub committee meeting that it is an oxymoron to call any of these things recommendations. This is hurtful to us, all of it. So we put \$109,000 for the nurse program. And I am going to skip this \$80,000 right now to talk about some other things and I will come back to that.

So we have new hire benefit savings estimated at \$42,739 and that is because the people who are leaving our district and are enrolled in our benefits programs for families and because we are estimating that we hire individuals at the first step, they will be new teachers and will be single or couple benefits. Along the way between the time that we developed the first budget cut of \$500,000 last Friday, I received two letters of resignation for the purpose of retirement from two teachers and two paraprofessionals for a savings of \$70,123. Now normally you would want to have some monies in the budget to allow in the interview process to hire the best candidates for replacement positions. We are not going to be able to do that. We are going to have to replace people at the first step because that is what is in the budget. That is how tight this budget is.

Then we have two new assistant principals at Watertown High and a new principal that we will have at Polk Elementary that will be on a first step and that is an \$8,233 savings. We also have a long term substitute savings of \$40,000. This is anticipated. We expect that it is going to happen, but again it is anticipated.

Now back to the \$80,000. Just like we were at \$475,000 with the first when we needed \$500,000, \$80,000 less than the \$350,000 and what came up was middle school sports were \$79,839. So I put middle school sports on the list. Then I met with Dr. Carnemolla, Ms. Browne, Mrs. Oliver, Mr. Perusse and Principal Lerz from Swift Middle and we began to come up with an idea that would have steps that would have to be taken first. We recommend to the board that we eliminate the pay to participate program, we develop a sliding scale student activity fees and that is where that \$80,000 comes from. Student

activity anticipated revenue. We do not have a scale, I will have that prepared for the next board meeting. And we also began the conversation of the hockey program. Where do we get the money for the hockey program? Because the hockey program really isn't \$25,000, it's closer to \$40,000. Ice time is more than \$20,000, we pay \$260/hr for ice time at Taft School. All of our practices and home games are at Taft. So we pay for \$260/hr for practice, which is really 1 hour and 15 minutes, \$260 x 2 per each home game, \$202 for officials, \$3600 for transportation, \$9500 for coaches, plus fire and two police men. It is about \$40,000 so we figured if we could come up with a way to have parents partner with us to pay for the ice time, \$20,000 plus, so that we can continue to provide the hockey program, we came up with a figure of, if there are 20 kids between Pomperaug and Watertown, that will cost parents \$1000 a piece to play hockey. So that is where we are right now. I want to be very clear about what we are talking about and that is that all of this is dependent on the referendum passing on June 24th. If the referendum fails and we have to cut more, I don't want to even think about it. People are coming up to me and saying did you think of this or that? I want to say, but I want to be polite, we thought about that in October. We brought forward an increase to the board that they approved at 4.8%. Before I brought forward a 4.8% increase, and before we had the four new positions and before we had the new computers, I was at a 5.4% increase at that budget. I just want to tell you that the administrative teams in central office, the building principals, student services, did a whale of a job bringing in that budget at 4.8%. So good, in fact, that not only was it the first time in memory that the board of ed approved it without any cuts unanimously, but the town council approved it unanimously. And then we lost by 500 votes. Now why we lost by 500 votes, I have no idea, I was asked that, I would drive people to the polls if I could. I hope we have this kind of support for this referendum, because like I said, to call these recommendations are hurtful to me as a professional educator. These are not recommendations. These are a way that I have to get from this number at \$40,324,000 to \$39,474,000 and that is all that it is. Unfortunately, it is about dollars.

Mr. Lambert – One question, Dr. McDowell, for just the purpose of clarity and understanding, when is the latest that a teacher can tender their resignation for retirement during the school year.

Dr. McDowell – June 30th. I have to say this is an anomaly, because most people don't like fan fares etc...want to come in on the 29th of June with a letter. Now I have heard about a few more people who may be retiring, but until I get a letter, I have to include those people in the budget. But understand that we have taken any savings that we receive and tonight I have a recommendation to call back the 26 teachers that we non renewed because they are non tenured. And I am doing that tonight because if we don't call those people back beginning June 24th, they can start collecting unemployment to the tune of \$10,800 a week x 26 weeks or \$286,800 for nothing.

Mr. Buzzannco – I have one comment I would like to make and Dr. McDowell has reemphasized, the pay to participate fee, as you parents know, applies only to sports activities. As we consider and review a student activity fee, that would apply to all extracurricular activities. Recognizing the reality that every extracurricular activity we offer in this district has a cost associated with it. And, has a value as well. And this gives those who directly benefit from those programs the opportunity to contribute and offset those fees. The second this we should bear in mind is that the pay to participate program was

limited only to those house holds that did not qualify for free and reduced lunch. That same rule will be in effect for student activities fees. So if a family wants their children to participate, in sports or otherwise, and the household qualifies for free and reduced lunch, then that fee will be waived.

Mr. Berthel – Dr. McDowell, I will wait with great anticipation in seeing that fee schedule when it comes out. I am just wondering if we are bench marking with what will be our fee schedule against perhaps the other schools in our DRG? I know right now we don't have a fee schedule, we have this diminishing pay to play that we have been working with, so it would be a change for all of these programs.

Dr. McDowell – Well, yes and maybe. As I am collecting lists, as this applies to the middle and high school, regarding the activities of all of the sports and all of the student activities that are extracurricular, and then we will meet to develop a sliding scale, if you will, and we will certainly find out what those fees are in our DRG, but more than that, it will be based on cost. What does it cost us and if we are willing to provide a partnership with parents for ice time, and we will also have the same partnership for other things based upon cost.

e. Discussion Regarding Proposed Restructuring of Central Office Positions

Dr. McDowell – We have had a detailed conversation with the central office administrative team, and I would like to recommend a reorganization of the central office. Also, the reason that I asked Dr. Carnemolla and Ms. Browne to be here this evening, was two fold. One was because of the budget, the other for the reorganization. Because they are the two people who are going to inherit this and I certainly would not advocate for this, if in fact, they were not in favor of it. So what we would like to do is restructure central office to create a position of Director of Operations which is a position we used to have and put under that position, maintenance, custodians, technology, food service, transportation and instructional technology. So we would like the board to understand why we are doing that, we don't require a vote for that, but it is just something we would like to let you know. That would necessitate eliminating the facility manager position. And going to a much broader umbrella as a Director of Operations.

M. Action Items – Items to be Approved by Consent

Agenda Item Number:	M.1a
Subject:	Consideration of the Approval of the Out-of-Town Field Trip to Waterford, CT
Motion Presented By:	Mr. Orsini
Motion Seconded By:	Mr. Berthel
Text of the Motion:	Mr. Chairman, I move that the board approve a field trip to Waterford, CT from June 2, 2014 through June 4, 2014, for up to twenty Watertown High School Students and five chaperones.

Discussion:	None
Opposed:	None
Abstained:	None
Vote:	Motion Passes
Agenda Item Number:	M.1b
Subject:	Consideration of the Approval of the Out-of-State Field Trip to New Jersey
Motion Presented By:	Mr. Gambardella
Motion Seconded By:	Mr. Berthel
Text of the Motion:	Mr. Chairman, I move that the board approve a field trip to Spring Lake, New Jersey, from July 13, 2014 through July 20, 2014, for up to ten Watertown High School Students and two chaperones.
Discussion:	None
Opposed:	None
Abstained:	None
Vote:	Motion Passes
Agenda Item Number:	M.2
Subject:	Consideration of the Approval of the Watertown Annual Healthy Food Certification Statement under Section 10-215F of the CT General Statutes (C.G.S)
Motion Presented By:	Ms. Cavallo – Rosa
Motion Seconded By:	Mr. Nardella
Text of the Motion:	Mr. Chairman, I move that the board approve the Watertown Annual Healthy Food Certification Statement under Section 10-215F of the Connecticut General Statutes.
Discussion:	None
Opposed:	None
Abstained:	None
Vote:	Motion Passes
Agenda Item Number:	M.3

Subject:	Consideration to Approve and Rescind the Non-Tenured Teacher Notices
Motion Presented By:	Mr. Berthel
Motion Seconded By:	Mr. Nardella
Text of the Motion:	Mr. Chairman, I move that the board rescind the action taken on April 14, 2014 regarding the non-renewal notices of 26 non-tenured teachers, as one of the 27 teachers so noticed has since resigned, negating the need to rescind that particular action.
Discussion:	None
Opposed:	None
Abstained:	None
Vote:	Motion Passes
Agenda Item Number:	M.4
Subject:	Authorization of the Superintendent and Business Manager as Signatory to Negotiate Contracts for Electricity
Motion Presented By:	Mr. Lambert
Motion Seconded By:	Mr. Bethel
Text of the Motion:	Mr. Chairman, I move that the board approve of the Superintendent and Business Manager to negotiate and sign contracts for the purchase of electricity for the Watertown Public School System.
Discussion:	None
Opposed:	None
Abstained:	None
Vote:	Motion Passes
Agenda Item Number:	M.5
Subject:	Discussion and Possible Action Regarding the Elimination of the Pay to Participate Program
Motion Presented By:	Mr. Berthel
Motion Seconded By:	Mr. Lambert

Text of the Motion: Mr. Chairman, I move that the board approve of the elimination of the Pay-to-Participate program, effective July 1, 2014.

Discussion: None

Opposed: None

Abstained: None

Vote: Motion Passes

Agenda Item Number: M.6a

Subject: Consideration of the Approval of Acceptance of Gifts

Motion Presented By: Ms. Wilk

Motion Seconded By: Mr. Nardella

Text of the Motion: Mr. Chairman, I move that the board gratefully accept a donation from the Book Nook of the Watertown Library to John Trumbull Primary School at a value of \$1200.00

Discussion: None

Opposed: None

Abstained: None

Vote: Motion Passes

Agenda Item Number: M.6b

Subject: Consideration of the Approval of Acceptance of Gifts

Motion Presented By: Ms. Wilk

Motion Seconded By: Mr. Berthel

Text of the Motion: Mr. Chairman, I move that the board gratefully accept a donation of \$75.00 from the Polk School staff to support 8th grade students in need of assistance to attend the annual 8th grade dinner dance.

Discussion: None

Opposed: None

Abstained: None

Vote: Motion Passes

Agenda Item Number: M.6c

Subject: Consideration of the Approval of Acceptance of Gifts

Motion Presented By: Ms. Wilk
Motion Seconded By: Mr. Nardella

Text of the Motion: Mr. Chairman, I move that the board gratefully accept the donations to the Mary Jane Miller Memorial Fund in the amount of \$4941.07.

Discussion: None

Opposed: None
Abstained: None
Vote: Motion Passes

N. Future Agenda Items and Board Members' Comments

Mr. Buzzannco – Do any board members have any comments or future proposed agenda items for this evening?

Mr. Lambert – Yes, Mr. Chairman, regarding all of the cuts that we have to make in our budget, regarding the ideas that came out with the staff, one person that has not been mentioned that did a lot of heavy lifting on this and had a lot of ideas was our Chairman, Guy Buzzannco. I would like to thank him personally for his dedication to this district.

Mr. Buzzannco – Thank you very much, Mr. Lambert. I appreciate that. I am glad I chose you first.

Mr. Berthel – First of all, I would like to echo Mr. Lambert's comments. Second, I would like to thank those that came out tonight regarding the hockey program. To me, I see more than just hockey families, hockey players and former hockey players, I see a portion of our community that is very concerned about athletics in a town that we like to call a sports town. And we are a sports town, but I am going to give you a charge, if I may, and that is for all of you to take the energy and effort that you have put into making this board aware of your deep love for hockey and this program....I want you to take that energy and get people out to vote in our next referendum. I think Dr. McDowell made it very, very clear here tonight, if that referendum fails...he does not want to even discuss what the ramifications of that would be. The next referendum has to pass. Please direct this wonderful energy that you have put towards your hockey program, which you put towards it all of the time and put it towards getting the vote out. We need your help to do that.

O. Public Participation

Mr. Buzzannco – Does anyone wish to address the board this evening?

Mindi Davidson – 55 Westview Dr – I don't actually have anything prepared tonight, but I did just want to take a second and talk to the audience for a moment and almost echo what Mr. Berthel said. I think its wonderful that you have the passion for hockey that you have. To see passion in the players and the passion in every player that was standing here in the high school students and the coaches and the people that came out is amazing, and I hope that each and every one of you here, I still see some students sitting in here, which are over 18 are registered to vote. And I hope that you have talked to your parents about voting and you invest a little bit of knowledge into the budget and spread the knowledge. The PTOs and the members sitting in this audience worked really hard to try to get that budget to pass. And we were called several names in the paper, one of which was a cheerleader. And I would like to take that and put it as a positive spin, because we are cheerleaders to our kids and to the board of ed and to the men and women who work tirelessly to create a budget to help our kids be healthy, well educated, and just happy in school. And I am not sure if it was Matt or Vic that said that it is an investment in our community to continue the hockey and while that is, it is an investment in our community that we need to pass this budget and keep our kids well educated. Because its not just sports that will be cut next, its going to be teachers, its going to be classroom sizes that are going to grow, its going to be children like Matt Berthel, Alex Buzzannco, my two kids that are sitting in classrooms when they can't even bend over to pick up a pencil because they are going to smack right into the next child. We walked the fields at Unico, at Swift, at WHS, at Veterans and we went to sports venues, we went everywhere you can imagine to get this vote out, to let people know when to vote, and more than not, they asked us, "what are we voting for?" We are voting for the budget. And if you don't have children, that is fine, it is still an investment in your community. This budget has to pass. The PTOs cannot do it alone. Please take your passion and go knock on your neighbor's doors, help someone get to the referendum if they need it, Doc has said he is willing to drive you, I am willing to do the same, anything we can do to get the word out to vote. Only 22% of our town came out to vote in May. We need the parents. Not just your moms, but your dads, not just your dads, but your grandparents, your aunts, uncles and coaches. We need you guys out there. Pound the pavement with the PTOs. Please come out to help us, we can't do it without you all, that is a proven fact.

Lisa Pocesta – 40 Hubble Ave – I, as well, as Mindi, did not have anything written, but I just want to echo everything that Mindi had said. To see all of you guys come out in support of the hockey program...I grew up in this town. I have been here a long time as a resident of Watertown. I went to WHS. Our Friday and Saturday nights were either at a football field or at a hockey rink. We need you to come out to vote when it comes to referendum on June 24th. We need you, we can't do it, we tried, and as you can see, we failed. So we need for you to come out and help us vote. What I am upset about is the support that came out for the hockey, and all of the players that came out, and all of the coaches and parents, but then they all left. They did not get to see

what is being cut from our schools. Unless they went to the subcommittee meeting. In seeing that, I have three kids in the school system. Their class sizes have grown since my oldest started school. We need you to come out and help and support us. As Mindi said, we tried our hardest. We did everything that we could possibly do. All of your PTOs work so hard. So all of that energy that you brought tonight for your hockey and for all of your sports, bring it for your education. You can't go anywhere without your education. Thank you.

Cathy Petersen – 254 Hinman Rd – My son is a hockey player. I would urge the Superintendent when he looks at his sliding scale for ice time that he also calculates in the capital costs for football fields, our soccer fields, and our baseball fields that we play on that we don't pay for for ice hockey, since we pay for ice time. Maybe if we want to save money on ice time, we could build an ice rink at the high school and not have to pay the hourly fee because we don't pay the hourly fee for the football field and the soccer fields and the turf fields that we have already paid for in capital. In addition, I think that the PTOs should not just blame the hockey people, as you would probably have had the same turnout if you asked for the golf team to be cut or the tennis team, or the robotics team or the football team. And I do think that the teams probably should play a bigger role in turning out the vote, I think that is an excellent idea, to get our teams to participate with the PTOs and perhaps they should reach out to some of our coaches who have parent lists. That might be a recommended way rather than blaming people for not coming out for certain things. Reach out to them and ask them to help. Thank you.

Fran Palmer – 220 Middlebury Rd – I want to thank you for rescinding the non tenured teacher notices, the teachers were getting panicked about that, so they will be very happy with that action. I was also wondering if you can state the administration positions by title that are at the Munson House that are with this new reorganization?

Sandy Burns – 61 Trulane Rd – I was just wondering if the pay to play can stay so that way it will keep everything in the right direction? I don't understand why we have to cut it.

Mr. Buzzannco – Normally when we get public participation, we typically don't respond right away, we like to go back and research it, but I can reflect a little on it. The pay to participate fee is, as you know, applies only to sports, not to other extracurricular activities. Secondly, it is not at a point where it does not substantially off set the cost of the sports any more. The approach of the board this evening in eliminating the pay to play and then, anticipating Dr. McDowell's presentation and the next board of ed meeting, will be to have a student activity fee that recognizes all extracurricular activities, sports and non sports have a cost associated with them, by researching what our cost basis is and as Mr. Berthel pointed out, bumping those costs up against what we see with other districts in our DRG and coming up with appropriate activity fees so that we are spreading them across the ones who participates in those programs. Does that help?

Ms. Burns – Kinda....

Matt Reckdenwald – 124 Highmeadow Rd – I had nothing prepared for tonight, but I hope you find some solace in the fact that there is a younger generation in town that is interested in education and interested in athletics and do make it out to the polls regularly. And I felt it was important to comment on that. Thank you.

Mr. Buzzannco – Matt, you are so right. We had a registration of 18 year olds, in late April or early May...(Dr. Carnemolla) Yes, we registered 70 something percent of our 18 year olds here at the school. It was much more than the previous years.

P. Adjournment

Agenda Item: P.1
Subject: Adjournment

Motion Presented By: Mr. Berthel
Motion Seconded By: Mr. Nardella

Discussion: None

Opposed: None
Abstained: None
Vote: Motion Passes

The meeting adjourned at 8:59 p.m.

Respectfully submitted,

Ray Nardella
Secretary of the Board of Education

Mindi Davidson
Recording Secretary