

**MINUTES
WATERTOWN BOARD OF EDUCATION
REGULAR MEETING**

Meeting Date: February 27, 2012
Meeting Time: 7:30 PM
Meeting Place: Watertown High School, Lecture Hall

Members Present: Mr. Richard Mazzamaro, Chairman
Mr. Thomas Lambert, Vice Chairman
Mr. Eric Berthel, Secretary
Mr. Richard Beland
Ms. Susan McCabe
Mr. Guy Buzzannco
Atty. Sean Butterly
Mr. David Guerrero
Mr. Raymond Nardella

Others Present: Dr. Gail Gilmore, Superintendent of School
Ms. Karen Clancy, Business Manager
Dr. James Collin, Assistant Superintendent of Schools
Ms. Sage Davino, Student Council Representative
Ms. Marylu Lerz, Principal Swift Middle School
Ms. Sandra Greenwood, Watertown Resident
Other interested guests

A. Convene Regular Meeting - 7:30 PM

Mr. Rich Mazzamaro, Board Chair, convened the meeting at 7:30 p.m.

B. Salute to the Flag

Mr. Rich Mazzamaro, Board Chair, led the salute to the flag.

C. Watertown Public Schools' Mission Statement-Read by David Guerrero

The mission of the Watertown School District, with determination to be a world-class educational leader and a centerpiece of a dynamic and growing community, is to meet the diverse needs of each student – academic, artistic, athletic, emotional, ethical, social, and technological – to develop members of our community who:

- embrace life-long learning;
- are caring and responsible citizens;
- have a sense of social justice.

D. Report from Student Council Representative – Sage Davino

The cheerleading team finished fourth in a competition over the weekend ending their season.

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Tomorrow is Watertown High School and Swift Band Day. At 7:00 p.m. students from the Swift band and from the Watertown High School band will perform a concert together. Teachers who can play instruments are also invited to this event to play with the students.

On Thursday, March 1, Delta will hold a Game Day. The after school Interact Club and Link Crew will also be helping.

CAPT is coming up to the high school. Both freshmen and sophomores will take the tests for two weeks, the freshmen taking a practice test and the sophomores taking the actual test. The tests will be taken during extended flex blocks so students will miss the least amount of class time. Upperclassmen will be in their flexes during the tests.

Sean Butterly-Mr. Chairman, I was told that Watertown beat Wilby tonight so we will be in the championship game. Mr. Chairman, Will that be Wednesday do you know?

Richard Mazzamaro-I'm not sure, I know they are playing both games for the championship tonight, I am not sure when.

Sean Butterly-Well, the semis were tonight. Holy Cross is going to play Crosby next.

E. Public Participation-

Valerie Petrillo, 31 Parkman Street, Oakville, Connecticut

I am a mom of the daughter behind me in the 7th Grade at Swift as well as a senior here at the high school and I am here recommending a new found group called the Watertown High School Musical Theatre Booster Association. In fact, we actually celebrated receiving a grant for \$1000.00 from the Watertown Foundation. For this year's musical, which is Susical, I am here to announce this new found group and invite all of you to the High School Musical this year. It's Susical the Musical and it is March 22, 23 and 24th, each one is at 7:30 p.m. Thank you.

F. Budget Summary – (Information Only – No Action Required)

Richard Mazzamaro-Budget Summary Packet has been given to the Board Members for your review. Were there any questions?

G. Committee Reports:

1. Student Programs and Services – Richard Beland

Richard Beland-Tonight the Student Programs and Services Committee is bringing to the full Board for the consideration of the Wall of Honor which we discussed at our meeting on February 13, 2012. Thank you.

2. Curriculum and Instruction Committee – Eric Berthel

Eric Berthel- Thank you Mr. Chairman. Our meeting took place on February 15 facilitated by Dr. Collin and also attended by high school Principal, Matt Geary. The presentation was on the new electives program that has been worked on probably over the last many months for the high school. That's a phenomenal amount of work and I

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wanted to thank Dr. Collin and Principal Geary for their work. We also had a great discussion at the end of our meeting on what may be some technology issues that we have or some things we can take advantage of with technology going forward. We need to go through a few other committees, but we did have a very productive meeting and I think we will start discussions going forward.

Richard Mazzamaro-I would just like to comment on the high school, having a child that will be a freshman next year, I think it's just outstanding work that is being done.

3. Policy and Labor Committee – Guy Buzzannco

Guy Buzzannco-Yes, Mr. Chairman, two things. Tonight, we bring forward the consideration and approval of the Student Health Assessment and Immunization Policy at work at our Policy and Labor Meeting on January 23, 2012.

Secondly, the Policy and Labor Committee met earlier this evening to discuss policy signage noted in four areas.

1. Tobacco use throughout the school district around the grounds and buildings;
2. Loitering and destructive behavior;
3. Animals and pets in school buildings and on the school grounds; and
4. Skateboarding and skating on school property.

Drafts of policy in those areas were circulated for your review. I would ask the Committee for final decisions and which will then be presented to full Board for its consideration.

4. Budget, Finance and Operations Committee – Guy Buzzannco

Guy Buzzannco-No report Mr. Chairman other than we are bringing forward for discussion and approval this evening the proposed 2012-2013 Budget.

5. Facilities/PBC/Operations Committee – Thomas Lambert

Thomas Lambert-Yes, Mr. Chairman tonight we had our monthly meeting of the Facilities PBC Operations Committee. We discussed many maintenance items in our District. Our meeting went very very well. I am very happy with the way we are picking off the list so to speak and getting down to where we will have more in depth discussion of higher level items in the future. Our next monthly meeting will be determined next month. I am very happy with the way our meetings are going.

6. Governance and Community Engagement Committee –

Eric Berthel-Mr. Chairman, we had a meeting of the Governance and Community Engagement Committee on the 21st of this month facilitated by Dr. Gilmore. At that meeting, we reviewed the intended plan agenda for the first Parents Advisory Council Meeting which is scheduled for this Wednesday, weather permitting, at Swift Middle School and we also had a very robust discussion on additional ideas for connecting with the community through the committee, and thank you Dr. Gilmore for all the work that has gone into the planning for the Parents Advisory Council Meeting. Hopefully, the weather will stay on our side for Wednesday. Thank you.

H. Communications – Secretary-Eric Berthel-None

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Agenda Item No.

Subject:

Motion Presented by:

Motion Seconded by:

II.

Minutes

Eric Berthel

Thomas Lambert

Text of Motion:

To approve the minutes of the Board of Education Meeting, February 13, 2012

Discussion

None

Opposed:

None

Abstained:

None

Vote:

Motion approved unanimously.

J. Superintendent's Recommendations and Report

Dr. Gilmore-I just wanted to say thank you to everyone. It is so fantastic to have such a full audience this evening to support education and most importantly to support our students. Thank you for coming out this evening to our Board of Education Meeting and thank you Mr. Mazzamaro and good evening everyone.

I want to invite the public to a series of open house forums with the Town Manager, Town Council, Board of Education and I to discuss budget items for the 2012-2013 year as well as any topic our community thinks is important.

On Saturday, I attended the third Open House at the Heminway Municipal Building and I want to thank our Board of Education Members, our Town Council Members and Town Manager for attending. The next open house forum will be held on Saturday, March 10 at 10:00 a.m. at the Senior Center. Our topic will be discussion of our park and recreational services, and we invite all of you to please attend. We also will have a Saturday Open House on March 24 with educational topics for your review and on March 31st with public safety topics also held at the Heminway Municipal Building at 10:00 a.m. We do look forward to meeting with all of the citizens and listening to your needs and suggestions for the betterment of our community. This Wednesday, February 29, we will hold a Parent Advisory Council Meeting for all Pre-K through Grade 12 parents and guardians. We truly want to see all of you there. The meeting will be held at the Swift Middle School Library meeting at 7:00 p.m. and the purpose of this meeting is to invite all parents and guardians to have a voice in their child's education from all the schools. We look forward to listening to your needs and questions and, of course, childcare will be provided as well and the snow date will be March 7.

1. Appointments – (Information Only)

- a.) Mr. Vito Caliguiri to the position of Boys' Jr. Varsity Soccer Coach at Watertown High School for the 2011-2012 school year at the stipend of \$1,940.00 according to the Memorandum of Agreement between the Watertown Board of Education and the Watertown Education Association payable at the end of the season.
- b.) Ms. Cecile Campbell to the position of General Cafeteria Worker at Swift Middle School effective February 13, 2012, Monday through Friday, 9:00 a.m. to 1:30 p.m., salary as per union

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contract.

- c.) Ms. Judith Gorra to the position of Long-Term Substitute School Psychologist position at John Trumbull Primary School effective approximately March 26, 2012 through approximately May 21, 2012, at a salary of \$221.97 per diem.
- d.) Mrs. Janice Curulla-Pond to the position of Long-Term Substitute Spanish Teacher at Watertown High School, effective approximately April 2, 2012 through the end of the 2011-2012 school year, at a salary of \$221.97 per diem.
- e.) Ms. Sandra Ammirato to the position of Unified Sports Program Coordinator/Coach at Watertown High School for the 2011-2012 school year, effective February 1, 2012, at the stipend of \$2,000.00 prorated.

2. Resignations – (Information Only)

a.) Ms. Diane Coron from the position of Paraprofessional in the Polk School cafeteria effective February 17, 2012 for personal reasons.

3. Swift Middle School Leo Club Recognition

Gail Gilmore-Tonight as you can see, we have some wonderful students just waiting to get to that podium for us. We have an introduction of the Leo Club from the Swift Middle School. Our students have the number one participants of all Leo Clubs in Connecticut and would you please give them a round of applause.

I would now like to turn the podium over to our students and student advisors who will explain the details of this community service club and then we will take a few minutes right after this presentation for photos. So, please come to the podium.

Students from the Swift Middle School Leo Club will be presenting tonight their accomplishments, achievements and success of community outreach projects. The Swift Leo Club has the number one participants for all the Leo Clubs in Connecticut.

Thank you very much for providing this opportunity for us. With 85 members, the Swift Middle School Leo Club is the largest in the State of Connecticut. Leo Club is designed to expose young people to community service. Advisors, Colleen Doughty and Danielle O'Leary who volunteer their time took over the club three years ago and are proud of the fact that they have advised over 200 students during their tenors thus far. This commitment they have made requires many hours of their time and effort and we are very proud of them. Colleen and Danielle work with Lions Club Members, Rudy Graziano, John Foley and Bernie Boshan who are here tonight along with many others as well as Cheryl Woodruff. We are happy to see all of you here to instill in our students the importance of giving back to their community. We are honored to have this wonderful club, our students, our parents and all community members. Thank you, and with that we will turn it over.

Hello everybody, I am Leo Bournival; I am the President of the Swift Middle School Leo

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Club. My fellow officer is Vice President, Kelly Petrillo, Secretary, Julian Grey and I am very proud of what our club does. The Leo Club works with members of the Watertown's Lion Club to volunteer, hold fundraisers and complete community projects. The word Leo stands for leadership and opportunity.

Member-One of the main goals of the Leo Club is to give back to others. We often hold fundraisers for non-profit organizations voted on by the club. We have donated \$1,591.00 in 2010-2011 and have raised \$1,556.24 to date in 2011-2012. Some of our fundraisers which we have done include selling breast cancer awareness bracelets, silk roses and hosting a 3 on 3 basketball tournament. All of the proceeds of these events go to charity.

Member-As a group, we also do community service projects, especially for the senior citizens of our town in Oakville. Our members serve breakfast at the pancake breakfast, make pies to send to the senior center and host an annual bingo game for our grandparents and members of the senior center.

Leo Bournival-As you see, Leo's Club is a very important club for all of us. We are able to give back charities in our communities. Thank you. We are passing out brochures explaining what Leo Club is and all of our accomplishments, so please take a few minutes to look over them.

Richard Mazzamaro - The meeting will recess for 10 minutes to take photos at 7:45 p.m.

Richard Mazzamaro - Re-convened meeting at 7:55 p.m.

Richard Mazzamaro-It is really nice to see everyone here this evening. I would like to invite everybody to stay for the rest of our meeting. We are going to have a discussion on the operating budget for next year. So, you are welcome to stay. We are going to continue on with the Superintendent's Report.

4. Presentations Highlighting Best Instructional Practice

Dr. Collin, Assistant Superintendent of Schools, will introduce the next segment in our series of presentations to the Board highlighting best instructional practice. Ms. Marylu Lerz, Principal of Swift Middle School, and Ms. Mary Jean Mangione, Assistant Principal of Swift Middle School, will present on the implementation of the READ 180 and System 44. READ 180 is an intensive reading intervention program designed to meet the needs of students whose reading achievement is below the proficient level.

Gail Gilmore - Thank you Mr. Mazzamaro. As you know, Board of Education, we are providing a new format of each meeting with the Principal's Presentation on an Instructional Best Practice and its impact on students and teachers. In the last meeting at the Board of Ed, we had both school principals of Judson and Polk School presenting their guided and instructional best practice, and tonight, I would like Dr. Collin please to introduce our next presentation.

Dr. Collin-Our next presentation comes from Swift Middle School. Mrs. Lerz is here, Mrs. Mangione is ill, considerably ill, she's been out for a few days with a really bad cold, and she apologizes for that. But before Mrs. Lerz takes the podium, I just wanted the Board to know that you will hear more shortly about Read 180. It's a comprehensive

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reading intervention program that has been in our district since the 2009-2010 school year. It began at Swift in the High School. The following year we implemented it at Polk and Judson in Grade 5 and this year in the same way the System 44 program which is another sort of more intense reading intervention for kids in particular with more challenges. I do want to acknowledge all the principals for their hard work in the implementation process which is why it is a double block to complicate things so the reading intervention program is longer but it is carefully scheduled so that it can be offered in addition to the English Language Arts block. That is very challenging and often times we have to make some compromises there. Student selection, professional development, technology implementation and equipment maintenance and upkeep, all put additional requirements on the principal, so I really wanted to acknowledge all their hard work.

Mrs. Lerz-Good evening, and thank you for allowing me the opportunity to share with you an overview of two reading intervention programs currently in place at Swift. Both of these programs are designed to provide direct intervention for students who are reading below grade level proficiency. These programs are as Dr. Collin said Read 180 and System 44. Both are designed to provide support to struggling readers who need to achieve the grade level success.

For both of these programs, we identify students in need through a variety of data including CMT scores, grade level curriculum assessments, daily classroom performance and student input. Once identified, students complete a reading inventory which provides a score used to measure a student's current reading level. When a student qualifies for inclusion in this program, individualized programs are then developed and students are re-assessed periodically to measure growth.

In the Read 180 program, the class is composed of no more than 15 students in each class. These students follow the same lesson pattern each day. That includes Whole Group Instruction to begin and end the class. At this time, topics for the lessons are introduced and teachers give direct instruction on reading, vocabulary and writing skills. Currently, we have 30 students in 6th Grade, 15 in 7th Grade and 15 in 8th that are enrolled in this program. I have included a copy of the rotation for you as well as the layout of a typical classroom which is also very similar to Systems 44. There are a variety of small group activities lasting approximately 16 minutes in total. On a daily basis, the students participate in the following small group rotation. Small Group Instruction for 20 minutes where 4 or 5 students work directly with the teacher with customized instruction to improve reading comprehension and time to conference with individual students. A Technology Station with instructional software for 20 minutes where students interact with highly engaging topic software that provides customized reading instruction and practice and the third station is modeling an Independent Reading Station which also lasts for 20 minutes and here students are provided with a variety of high interest level tests from which to choose as well as graphic organizers as well as recommended questions called quick write so they can practice becoming independent readers and writers. Writing is also addressed in the read 180 Program through both Whole Group and Small Group instructions. Students have work test known as out books for use in building reading skills and strategies, vocabulary word study, writing and grammar.

Periodically, students in this program are retested to measure growth or to identify areas where more targeted support is needed. Students who are identified as reaching goal based on this data are then exited into grade level English Language Arts Classes.

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Another reading intervention that we are just now in the process of implementing focuses more directly on the decoding. This program System 44 is modeled similarly to Read 180, with individualized student programs designed to meet the needs of each learner. At the heart of the system is state of the art adapted software that delivers direct explicit researched phonics instruction. In order to move students through the program as quickly as possible, students are placed in the appropriate level based on their performance on the scholastics phonics inventory. Once placed, students work independently on the software which is continuously and automatically collecting data on the student's performance. This data is then used to adjust the lessons. Both of these programs reach out to students who are and have been struggling readers. The program gives students a strong foundation as they strengthen reading and writing skills and strategies. Participation in these programs helps students feel confident and increase motivation as they become successful readers and writers.

I would like to share a little bit of that success for you tonight. We have collected a variety of data for students who participated in Read 180 last year, some of which we would like to share with you. The data is included in your packet. As you can see, overall 17 out of 24 students improved their CMT scores with 6 students moving from below basic, which is Level 1 to goal, Level 4, and 7 students moving from below basic to proficient Level 3. This is an extremely successful program that has been implemented with fidelity. Our two outstanding teachers Pam Jenusaitis and Ellen Krafick embrace this program which has been proven invaluable to our students as the data shows. I am delighted that Pam Jenusaitis has joined us here tonight as well. Thank you, Pam. Thank you very much.

Gail Gilmore-Thank you Mrs. Lerz and I certainly want to thank the students involved in the program as well as our teachers who work very hard with all of our students who are very dedicated and committed, so thank you all.

5. Presentation of Recommended Board of Education Operating Budget for FY 2012-2013

Dr. Gail Gilmore will give a presentation of the Board of Education's Operating Budget for FY 2012-2013.

Gail Gilmore-At this time, I would like to recommend the 2012-2013 proposed Budget to the Board of Education and I would like to ask and recommend the Board of Education to take action this evening on this proposal.

I would like to begin by thanking my leadership team of central office administrative members, the administrative council members as well as the Budget and Finance Board of Education Sub-Committee for your countless hours of dedication and commitment in providing a fiscally responsible budget to the taxpayers of our community and being committed to our mission of providing quality education for all students.

The 2011-2012 adapted budget was \$35,814,484. The preliminary proposed budget in early January 2012 was \$37,435,174. This is with a 4.53% increase proposed at that time. During this very futile time of the preliminary budget, we have since provided reductions to this January budget for your consideration this evening. The reductions were in revised health insurance renewal and an adjustment in the athletic budget. The total of these reductions were \$437,095. Additions to the budget-we are going to reinstate two FTE full employees, Watertown High School Health and Business Teacher.

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I want to applaud the Board of Education. They will contribute to Pay to Participate in a three year plan. For the first year, effective 2012, the Board of Education would offer to offset the parent contribution. This is a three year plan, so plan four would be a total Board of Education contribution. I apologize; this is a four year plan.

We will also provide a Math Interventionist for Grades 3-8, 1 full time equivalent, and we will also provide a .4 full time equivalent Swift 8th Grade Spanish Teacher.

Overall reduction to the budget request is \$284,840. My superintendent's revised recommended budget for 2012-2013 is \$37,186,334. This is a dollar increase of \$1,371,850., which is a percent increase of 3.83%.

It is important to know that 80% of the overall budget for services is in salaries and benefits which are external fixed costs. So at this time, we certainly are prepared to answer any questions you may have. Dr. Collin and Mrs. Clancy and I have worked very diligently on this fiscally responsible budget, and I will turn it over to Mr. Mazzamaro at this time.

K. Report from the Chairman

Richard Mazzamaro-Tonight, I had a couple of things. First thing is that I need two volunteers on the Secretaries Negotiation Committee. I think Vicki DeFrank would like to begin contract negotiations by the end of March, so tonight, I would like to have two Board Members. Tom and Ray. Thank You.

Next, Board Members are aware that Dr. Gilmore has presented her recommendation to the Board and the Finance Committee has met several times over the last couple of months since the first of the year really to review and ask questions and as I mentioned later on in tonight's agenda, there is an action item and to discuss the budget.

I just want to take a few minutes to thank the many people who work many many hours preparing and educating the Budget Sub-Committee on this 2012-2013 Budget. Dr. Gilmore and her cabinet, including Dr. Collin and Karen Clancy did an outstanding job working in collaboration with administrators of each school to build a budget that addresses student and facility needs while keeping in mind concerns of our taxpayers in Watertown as well. This year has been an extraordinarily difficult budget year as a result of loss of over \$700,000. in Federal Stimulus money that went away this budget year that created a large funding cliff that needed to be addressed in this budget. Collaboration between school administrators, the superintendent and her cabinet, especially Karen Clancy and Jim Collin as well as, of course, the Board of Education's Finance Budget Committee did an outstanding job prioritizing the District's needs and allocating funds that our District Improvement Plan and Curriculum Division Goals remain intact for the upcoming school year. Very difficult decisions had to be made with respect to the funding cliff and headcount reductions and based on the priorities list with the help of Dr. Gilmore and her cabinet, some positions were put back in and others were eliminated but they were just hard decisions to have to make. I just want to thank the administrators, Superintendent Dr. Gilmore, Dr. Collin and Karen and the entire Budget Committee at the Munson House and, of course, the whole Sub-Committee on the professionalism in making these difficult decisions. There were a lot of thoughtful questions and concerns faced by the Budget Committee during our several meetings and I think the cabinet has done an outstanding job in addressing these concerns and questions even on an individual basis, so I really want to thank the administrators for doing the extra work for us.

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Thank you and I think this is a very good budget and it keeps our goals intact but it also keeps in mind the students and the taxpayers of Watertown.

Agenda Item Number:	L1.
Subject:	<u>Consideration of the Approval of Student Health Assessments and Immunization Policy-Second Reading</u>
Motion Presented by:	Guy Buzzannco
Motion Seconded by:	David Guerrera
Text of Motion:	At its meeting on January 23, 2012, the Policy and Labor Committee reviewed changes to the Student Health Assessments and Immunization Policy and presented the policy to the full Board for the first reading on February 13, 2012. The policy is presented for the second reading tonight and for full Board approval. (Attachment A).
	It is recommended that the Board approve of the Student Health Assessments and Immunizations Policy effective immediately.
Opposed:	None
Abstained:	None
Vote:	Motion passed unanimously.

Agenda Item Number:	L2.
Subject:	<u>Consideration of the Proposed 2012-2013 School Year Calendar- Second Reading</u>
Motion Presented by:	Eric Berthel
Motion Seconded by:	Raymond Nardella
Text of Motion:	The proposed 2012-2013 school year calendar was presented to the Board for the first reading on February 12, 2012. The calendar is presented for the second reading tonight and for the full Board approval. (Attachment B)
	It is recommended that the Board approve proposed 2012-2013 school year calendar for the Watertown Public Schools.
Opposed:	None
Abstained:	None
Vote:	Motion passed unanimously.

Agenda Item Number:	L3.
Subject:	<u>Consideration of the Approval of Wall of Honor at Watertown High School</u>
Motion Presented by:	Richard Beland
Motion Seconded by:	Raymond Nardella

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Text of Motion:

At its meeting on February 13, 2012, the Student Programs and Services Committee reviewed the proposal of a Wall of Honor at Watertown High School and the Committee recommends the Wall of Honor to the full Board tonight for approval. (Attachment C)

It is recommended that the Board approve the Wall of Honor at Watertown High School effective immediately.

Sean Butterly:

Briefly, Mr. Chairman, I just heard of the passing of a 1958 Graduate, a Judge named Tom Nadeau who was the catcher on my brother's baseball team in the late 50's. He became a great trial lawyer and then a judge, and earned the Judge of the Year Award a couple years back. I know Whitey Green and I know of a couple of people here know who Tommy Nadeau is and he did pass away today. As I look at this wonderful idea and this great format, I think that would be the kind of guy you get out of this town and get the kinds of things we are looking to recognize. There are so many great Watertown High grads and so many things that they've done, and so I entirely endorse this concept.

Opposed:

None

Abstained:

None

Vote:

Motion passed unanimously.

Agenda Item Number:

L4.

Subject:

Consideration of Approval for 2012-2013 W.H.S. Academic Program of Studies

Motion Presented by:

Eric Berthel

Motion Seconded by:

Richard Beland

Text of Motion:

At its meeting on Wednesday, February 15, 2012, the Watertown Board of Education's Subcommittee for Curriculum and Instruction reviewed the 2012-2013 Watertown High School Academic Program of Studies. This important document describes practices and procedures at Watertown High School as well as each course and its content. The 2012-2013 Watertown High School Academic Program of Studies is posted on the Watertown High School's webpage for review. The Curriculum and Instruction Subcommittee recommends approval of this document. (Attachment D)

It is recommended that the Board approve of the 2012-2013 Watertown High School Academic Program of Studies.

Opposed:

None

Abstained:

None

Vote:

Motion passed unanimously.

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Agenda Item Number:
Subject:

L5.
Discussion and Approval of the 2012-2013
Budget

Motion Presented by:
Motion Seconded by:
Text of Motion:

Guy Buzzanico
Thomas Lambert
A copy of the Board of Education's proposed budget for FY 2012-2013 is shared with the Board for discussion and action. In accordance with the Town Charter, the proposed 2012-2013 budget must be provided to the Town by March 1, 2012.
(Attachment E)

It is recommended that the Board approve of the proposed budget for FY 2012-2013.

Raymond Nardella:

Mr. Chairman, I would like to comment regarding the budget. First and foremost, I would like to commend both the Board of Education and Administration under Dr. Gilmore, Dr. Collin and Mrs. Clancy for a great job with the budget and the Budget and Finance Committee.

Two things I would like to kind of point out as Dr. Gilmore briefly touched on before, I really do wholeheartedly feel that the budget as presented is not only fiscally responsible but also fiscally sensitive and I really do think given the economic uncertainties that we all face, regardless of what level we are dealing with, I think it will prevail.

Secondly, I think the budget also aligns really well with our Mission Statement that is read before every Board Meeting and that we follow every day in every school and our District's objectives. I really want to point that out, and again the Board and Administration for a great job, and with that said, I do enthusiastically support this Budget and I will encourage my fellow Board Members to do the same.

David Guerrero:

I have a few questions. How many position reductions does this current Budget entail?

Dr. Gilmore:

I'm going to ask Mrs. Clancy to review the FTE's at this time.

Karen Clancy:

The total number Mr. Guerrero is 8.6 certified positions and 3 non-Certified for the reductions

David Guerrero:

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Ok, so that is down from originally.

Karen Clancy:

We began with 12; there are 5 and 3 now.

David Guerrero:

The Budget process has been very long, a lot of hours and I would like to thank Ms. Clancy, Dr. Collin and Superintendent, Dr. Gilmore for coming to these meetings, staying late, sometimes its 9:00 at night 9:30 a.m. Answering questions on the weekends, I really hope the public and the Town Council, we have Mr. Polletta here from the Town Council, really understands the amount of work that we put into this Budget and today you are really just getting a taste of the budget. I encourage you to come to the Board of Ed Office, pick up a copy, read through it and if you have any questions, feel free to come to us because we still do have some time before it's voted on by the Town Council.

With that said, when I look at the budget, I look at it in two ways. One, what is the best fit for the schools and what can we do for our children in Town, but I am also looking at the taxpayer's view. I know there are a lot of job cuts recently, people are struggling and so, we have to prepare a Budget that's fiscally conservative while it is fiscally responsible.

Three issues that I think we should continue to look at throughout the next month or so before the Town Council approves the budget. The first thing is insurance. As you know, insurance costs have gone up year over year and they are going up pretty significantly for the Town of Watertown and the Board of Ed, so I'd encourage our Superintendent and Mrs. Clancy to work closely to see if there are possible renegotiates and see if we could have a better rate so that means actually sending out a new RFP and working to see if that's the last minute Budget proposed that we need. I mean is that really the best rate that we are getting.

The second piece is that we do have 11.6 reductions. Our current Budget right now does not take into consideration the insurance costs associated with those reductions. So every teacher or professional we have there is an insurance cost. If you look at it, it's about % 30% of their salary. So if you do the math it's about \$180,000 of insurance cost that we could possibly see as savings if we are indeed going to have those reductions. So that is something you want to look at and consider and see if that can go to an account for supplies or other programs that we are cutting unfortunately, those are savings that we could possibly see.

The third point is with this type of budget, I really hope that we are having a save services budget which means that we have a budget we are surviving on that is the bare bones minimum and I really want to make sure that if we are going to have those reductions, this is our last minute resort. No one wants to reduce any positions and so I hope throughout the next month that we can find some savings in the insurance and other accounts and really make sure that when we go to the Town Council, and that we have a Budget that we have really looked into and are confident that is the best we can do. So thank you for your time and I appreciate it.

Richard Mazzamaro:

Thank you Mr. Guerrero-Absolutely and over the next several weeks, there is a lot of

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fluid issues in the Budget and you're right, they are subject to change before the Town Council and Budget Sub Committee get to take a look at it so absolutely, these items will be looked at, we will have subsequent Finance Meetings as well where we can discuss the questions asked.

Thomas Lambert:

I would first like to thank our Superintendent, Dr. Gilmore, our Administrative Staff, Principals and Vice Principals. Special thanks has to go to Dr. Collin and Karen Clancy for the guidance and the especially our Budget Chairman, Guy Buzzannco, for his many hours of hard work and dedication, steering us in the right direction and keep all of our Committee on track. Thank you very much.

Simply stated, the majority of this document is comprised of fixed costs such as the negotiating salaries and benefits, utilities such as natural gas, electricity, heating oil and transportation services. These items alone account for over 91% of our budget. The Board has always had the very best interests of our students, but we cannot forget our student athletes.

The Board of Education Share will increase and in year number 5, the Board will assume the full \$110.00 and the pay to participate program will be eliminated. We will certainly hope to gain the support of our student's parents, town sports groups and especially our entire community to achieve this lofty goal. I see this overall budget as a fair and balanced approach for the students and taxpayers of our community and I highly recommend its passage here tonight. Thank you.

Sean Butterly:

As Mr. Lambert has pointed out the pay for play, I have been an active member of the Watertown Grid Iron Club and have been involved in sports for years. The members of the clubs are always challenging each other to run for public office and then when they point out the salary level. My heart and soul goes into the idea of let's get rid of pay for play and I applaud this reduction. I grew up on the east side, one of six kids and I played a whole lot of sports here. If the scholarship I earned at Lafayette College because of opportunities to play football and sports at Watertown High would be a \$160 to \$200,000 scholarship today, and there is no way my dad could have sent me there. I am so grateful that Watertown had those programs and that I could just go out and do my very best to make the team and so many of us are still active because we are so grateful that we had those opportunities and I think this is a great way to signal those folks in our sports towns that we appreciate and we want to do our share and those wonderful kids, like those kids that played basketball tonight and got us in the championship game in the boys' basketball and the last year's hockey team. Whatever we can do to make them say don't go out of school and just go home and play x-box, go out there and participate, get in shape and let's get some school spirit and it will also help them in their future and I think that's a wonderful start and I appreciate and thank the Committee and all your folks for your hard work on this Budget.

Eric Berthel:

I clearly echo what my fellow Board Members have said. With respect to the development of this budget, it is fiscally responsible and keeps the best interest of our students in mind and is also respectful of the taxpayers in Watertown. I would also like to express my appreciation and thanks to Dr. Gilmore, our Sub Committee Chair, Mr.

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Buzzannco, and Karen Clancy, our Business Manager. Karen, you have endured some long days and lots of questions and the difficulty of having to put this budget together and I really wanted to say thank you for your patience and getting everything to us in a timely manner and sometimes we asked you to kind of re-event the wheel in helping us to understand parts of our budget and Dr. Collin thank you as well for helping us to understand how some of the pieces of our budget directly impact the curriculum here, more than say just an elimination or addition of a staff, but how those changes affect what we can do and understanding through some of our principal's discussions over the last few weeks, and what really can happen, even in these difficult times with the difficult choices we have to make with regard to the budget. So thank you as well for your hard work and dedication to our children and District and community.

Susan McCabe:

I would like to thank Dr. Collin, Dr. Gilmore, and the Committee. Back to Dave's comments about the teachers for the Middle School, the reinstated teachers that we had originally cut.

Karen Clancy:

The positions that have been reinstated are Health Education Teacher at the High School, Business Education Teacher at the High School and then there is a Math Interventionist, Grades 3 through 8 and .4 Spanish Teachers.

Susan McCabe:

I go back to those early documents that projected class sizes at Swift and was wondering was that all taken into consideration because that was an area that I thought was a glaring issue and was wondering how those positions were arrived at.

Dr. Gilmore:

Actually, the Spanish class at the Middle School has up to 29 to 30 students and we also have a waiting list of 14 students so .4 will remedy the high class size. Number 1 they will be able to take Spanish and number 2, the class sizes will be between 21 and 23 students so we are always seeking that individualization and personalization for all students in classroom.

Susan McCabe:

The curriculum discussed once in Grades 3-8, how will that position allocated? How will that go?

Dr. Collin:

Currently, the teachers have no support in Mathematics. It's all based on that individual teacher and their ability to reach the needs of all students in their classroom. So the interventionist service is not a direct service for students but for direct service and consultation model for teachers on how do you provide Tier II and Tier III intervention in the classroom. That way intervention can reach many more students than any one direct service provider can provide. Previously in 09-10 school year, we had to reduce all of our remedial math staff.

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Susan McCabe:

Where is that teacher housed, split time or.....?

Dr. Collin:

It will be shared time between those schools. Depending on how the class is evolved and the candidate is who actually filled that position, I think that will sort of determine how we begin, but we do see it as a direct support for our teachers in their classroom for mathematics and not a pull out that folks may be more familiar with when they were in remedial math set up or structure.

Guy Buzzannco:

Before I comment on the budget itself, I want to thank the Members of this Board who met numerous times in preparation for tonight. The budget has been discussed and worked on at three full Board of Ed Meetings and six separate Budget and Finance Committee Meetings to make sure that this budget serves our students and respects our taxpayers. The Members of this Board, and especially to Budget and Finance Committee Members, David Guerrero, Tom Lambert, I want to offer my thanks and to our District Leaders, their thoughtful and careful work is reflected in tonight's budget, I offer you my deepest thanks. Mrs. Clancy, Dr. Collin know what it takes to provide outstanding education in a safe and secure environments for 3000 children and I am grateful for the difference you make in their lives. I want to thank Dr. Gilmore for her leadership and support in this rigorous budget process.

We know from our personal experience that there is no such thing as a perfect budget. No budget can predict expenses with perfect accuracy. We need only to look at what's happened with the price of gas in the past month alone to learn that lesson. In Connecticut, in the month of February alone, the price of gas has increased 6%. In a perfect budget, you spend just what you wanted to on every area, but in reality budgets require that you spend more than you might want to in certain areas and as a result, you spend less than you like to in others. While there is no such thing as a perfect, there is such a thing as a responsible one and that's what the Board of Ed has before the Board tonight. With the input of Managers, Administrators and Teachers throughout our District, it is the work of two key leaders in our District, Mrs. Clancy and Dr. Collin and it is their fourth budget since coming to this Town in 2009, and it is important to remember that despite working with one of the smallest budgets in this State, despite unanticipated expenses and increased costs, despite the supplies and State reimbursement, you have produced a managed budget that has always been in balance. It has never shown a shortfall. Your efficiency is unmatched in every other town in this State. You have improved the quality of education in our Town. The Budget we are considering shares those same qualities of efficiency and improvement. I appreciate their careful stewardship of resources our Town provided Public Schools and I gladly support the Budget they have crafted for the coming year. We are presenting the budget the evening that includes a 3.83% increase over the current budget. That translates to a purposed $\frac{3}{4}$ of a mill increase to our property taxes according to Town estimates or roughly \$142.00 or about \$2.75 per week for the average home in our Town. As we have said earlier, the loss of Federal Funding from \$526,288. last year presented the biggest challenge to this budget. Coupled with automatic cost increases and increases in health care, workers' compensation, transportation, utilities and yes, of course, gas, the cost of just maintaining our current services would have increased our Budget by 6.58%. It would not be responsible for the Board to simply pass those increases along to the council and to our

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taxpayers. With that said, our leadership found the most minimally invasive ways possible to lower the budget and we in some cases to deliver the same services we are delivering today at even lower costs. Those reductions allow us to make investments in areas of very pressing need. For two long, third and eight graders struggling in math have needed the kind of support that only one on one instruction can provide. The next budget addresses that need with a math specialist who can individually with children to address their unique challenges. For too long, we have been unable to address reductions in our World Language offering, but tonight's Budget addresses by adding more sections of Spanish at Swift Middle School, thereby reducing class size and allowing even further one on one support, and for too long parents have been asked to pay special additional tax for their children to participate in school athletics. Tonight's budget recognizes that pay to participate was never meant to be a permanent fee. The pay to participate fee will be reduced by 25% in tonight's Budget and it is strongly recommended in each of the next three years until it is eliminated.

These investments are being made while our work to improve the effectiveness of our instructional activities to keep children safe and to maintain our buildings and grounds is sustained in this Budget. Our commitment is to run efficient schools that fulfill the trust of parents and all the taxpayers have faith in us to educate, shape and mold their children into responsible and productive young men and women.

This Budget confirms to our community that their trust in us is well placed and that their students are well served.

I will vote yes in support of this Budget tonight, and I urge my fellow Board Members to join us.

Richard Mazzamaro:

I do want to reiterate to the Board Members that this Budget does keep intact our goals. At the beginning of this process, we had a priorities list put together and, obviously, our District Improvement Plan and to keep positions especially Swift Middle School were top on the list and this Budget absolutely keeps them intact, and again I appreciate all the work Dr. Gilmore, Dr. Collin, Karen Clancy and Board Members and I thank you once again.

Opposed:	None
Abstained:	None
Vote:	Motion passed unanimously.

Agenda Item No.	L6
Subject:	<u>Consideration of the Approval of Acceptance of Gift</u>
Motion Presented by:	Guy Buzzannco
Motion Seconded by:	Eric Berthel
Text of Motion:	Lakeside Design of Massachusetts would like to donate One Year Tech Support On-Line and Email to the Technology Department at Watertown High School valued at approximately \$2,500.00.
Discussion:	
Opposed:	None
Abstained:	None

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Vote: Motion passed unanimously.

M. Future Agenda Items and Board Members' Comments

N. Public Participation-

Sandra Greenwood, 156 Belman Street, Watertown, Connecticut

Good Evening, I would just like to say some of you know that both my husband and I have gone to many many meetings, maybe years of meetings and I want to say this is the best, and I sincerely mean it, the best Board of Ed I have ever encountered. You all work as a unit, and for these people that were just recently elected, Ray, Eric and Dave, the people knew what they were doing when they voted for you and I also have to say Dr. Gilmore. I have seen a lot of superintendents come and go and you put the super back into superintendent. You really really do. I would also like to say being a taxpayer, I will support this budget. I think you people did an outstanding outstanding job. My own impression is had this gone to the Finance Sub-Committee to the Town Council, it hasn't gone. My concern is most of the time they've adjusted what's going to happen and they come back and say, you have to cut more, that's my concern and I hope they don't because this is an excellent excellent budget, and I am so glad that you're keeping the second public participation as I told you before, that was taken away from us at the Town Council and I wish they would come back with that second public participation again. Thank you for giving me the opportunity to speak.

Joe Polletta - 262 Tucker Avenue Extension, Member of the Town Council

I came here tonight because on Saturday morning, I sat down with Guy Buzzannco, Dave Guerrera and Ray Nardella and we sat at our Citizen's Communication Forum and one person from the public showed up that had a couple of comments about our budget and we talked for a while and today I was here and very enthused to see many more parents out here this evening in support of the Board of Education. I would like to personally invite everyone here on the Board of Ed as well as the public to our next, as Dr. Gail Gilmore said, our next, this Saturday, next Citizen's Communication Meeting. As a member of the Town Council and as all of you members of the Board of Ed, I think that it is very important that our public see the unity between the two boards. I am enthused with our Town Council. We have a wonderful Town Council, nine people working together, very little bickering, if any. The Republicans and Democrats have sat down and rolled up their sleeves, gotten already several things done on the checklist. I am even working with one Board Member, Tom Lambert here on a blight issue. It's amazing and this Board tonight the unity that we see is even more incredible. Guy had talked about a 9-0 vote. He couldn't have asked for a better vote tonight. I'll tell you right now when it comes to the council, I am in support of this and I hope we have a 9-0 vote. There is not a doubt in my mind that we are going to pass this budget on the first time this year. I think.

Agenda Item No.

Subject:

Motion Presented by:

Motion Seconded by:

Text of Motion:

O.

Adjournment

Thomas Lambert

Eric Berthel

To adjourn the meeting.

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Discussion:

Opposed:

None

Abstained:

None

Vote:

Motion passed unanimously.

The meeting adjourned at 8:42 p.m.

Respectfully submitted by:

A handwritten signature in cursive script, appearing to read "Eric Berthel".

Eric Berthel
Board Secretary

Deborah Jacobs
Minutes Secretary