

**MINUTES OF THE JOINT MEETING
OF
WATERTOWN BOARD OF EDUCATION
BUDGET & FINANCE COMMITTEE
AND
WATERTOWN TOWN COUNCIL
FINANCE SUBCOMMITTEE**

Meeting Date: March 22, 2012
Meeting Time: 7:00 PM
Meeting Place: Watertown High School, Lecture Hall
324 French Street, Watertown

Members Present: Board of Education:
Rich Mazzamaro – Board of Education, Chairman
Eric Berthel – Board of Education, Secretary
David Guerrera – Board of Education Member
Ray Nardella – Board of Education Member
Thomas Lambert – Board of Education, Vice Chairman
Guy Buzzannco – BOE Member, Chair Budget & Finance Committee

Town Council:
Richard Fusco – Finance Sub Committee Chairman
Mary Ann Rosa – Vice Chairman of the Council
Joseph Polletta – Council Member
Richard DiFederico – Council Member
Katherine Duplissie – Town Council Member
Thomas Winn – Town Council Member
Ray Primini – Chairman of Town Council
Louis Razza – Town Council and Finance Committee

Others Present: Chuck Frigon, Town Manager
Frank Nardelli, Town Finance Manager
Gail A. Gilmore, Ed.D., Superintendent
James Collin, Asst. Superintendent
Karen Clancy, Business Manager
Marylu Lerz, Principal Swift Middle School
Mary Jean Mangione, Asst. Principal Swift Middle School
Marc Balanda, Asst. Principal Watertown High School
Lisa Rommel, Principal Judson School
Jean Andrews, Interim Principal Polk School
Kathy Scully, Principal John Trumbull Primary
Scully
Other interested guests

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1. Convene Meeting

Richard Fusco, Finance Sub Committee Chairman— called the joint meeting to order at 7:00 p.m.

2. Roll Call

Instead of a roll call, I am going to ask each one of the Members to identify themselves and tell what their position is.

Board of Education:

Rich Mazzamaro – Board of Education, Chairman
Eric Berthel – Board of Education, Secretary
David Guerrera – Board of Education Member
Ray Nardella – Board of Education Member
Thomas Lambert – Board of Education, Vice Chairman
Guy Buzzannco – Board of Education Member –Chair Budget & Finance

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Richard Fusco – Okay, so I have Finance Sub-Committee Members, Rich DiFederico. Now we are going to turn this over to your side and you can present your budget.

Guy Buzzannco – I would like to make a few comments if that's all right.

Richard Mazzamaro – Guy, before you start, I just want to say a few things if you don't mind.

Guy Buzzannco – Should we call our meeting?

Mary Ann Rosa – You have five members present, I would call a meeting.

Guy Buzzannco – I would like to call this meeting of the Town Council Finance Sub Committee and Board of Education Budget & Finance Committee at 7:04 p.m. and Rich I will turn it over to you for your comments.

3. Discussion regarding the Board of Education Fiscal Year 2012-2013 proposed budget

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Richard Mazzamaro – Thank you Mr. Buzzannco.

Richard Fusco - Before you start, did you publish this meeting of yours?

Richard Mazzamaro – Yes. I just want to first thank all of the Town Council Members for coming tonight to hear the Board of Education's Budget tonight. It is a beautiful spring night and unusually nice for March 22, but I wanted to thank you all for taking some time out tonight. I also wanted to thank the Administration, Dr. Gilmore and her cabinet for the hard work they've done. They've spent hours and hours on this budget starting back in October meeting with the Administration in the building level, building a very strong budget for the Board of Education to review. I would also like to thank Board Members who have spent hours and hours at budget meetings starting back on the first of year and then a minimum of six workshops and different budget meetings and I want to thank our Chairman of the Budget & Finance Committee, Guy Buzzannco for hearing these meetings and doing a great job in getting the information out to our Board Members. I just wanted to say that tonight's budget that Dr. Gilmore and her cabinet will present is a good solid budget. It is what we call a survival budget. It's flat. There is no additional spending. I should say no additional programs being asked for. There is a slight increase that Dr. Gilmore will outline in the presentation tonight, but it is also a budget that the Board of Education adapted at our February meeting. I just want again to say thank you and if we can answer any questions after the presentation, we're happy to do so. Thank you.

Guy Buzzannco – Before I do say those comments about the budget itself, I want to thank the Board of Education Administrators who are here putting together both a very affective and a very efficient budget. As Rich said, our administrative leaders, Dr. Collin and Mrs. Clancy with support from the building administrators who are here and throughout the district and leadership from Dr. Gilmore, have spent countless hours putting together this budget, and this budget has been reviewed, discussed and worked on and as Rich said at three full Board of Education meetings and seven Budget and Finance Committee meetings since December to make sure the budget we present to you not only serves the needs of students, but is respectful to taxpayers as well. We know from our own personal experience that there is no such thing as a perfect budget. We can't predict expenses with perfect accuracy, and we really only have to look at the price of gas as a good reminder of that. In Connecticut alone since the first of the year, a gallon gas has gone up 10%. But while there is no such thing as a perfect budget, there is such a thing as a responsible one and that's what we have put forth to the Town Council this evening. It is a budget that delivers on what's needed while recognizing that money just doesn't grow on trees. It's a budget that continues to support improvement in education in this Town while recognizing that the average unemployment rate in Watertown has hovered around 9% during the past three years. So this responsible budget is what you have tonight. We are presenting a budget receiving a 3.83% increase over our current budget. The loss of nearly \$700,000.00 in federal funding next year is what presented the biggest challenge to the education budget, coupled with automatic cost increases in health insurance, workers' compensation, transportation, utilities and of course fuel costs as I mentioned a moment ago. The cost of just maintaining our current services budget for education in this Town has increased by 6.58%. It would not have been responsible for the Board of Education to pass an increase along of that nature to the Town Council and to our taxpayers in Town. So instead, our leadership found the most minimally invasive ways possible to lower our budget, and those reductions allowed us to make

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investments of very, very pressing need. For too long 3rd through 8th grade students in our Town struggling in math have needed the kind of support that only one on one instruction can provide. Tonight's budget addresses that need with a Math Interventionist who can work individually with students who can overcome their particular math challenges. For too long, we've been unable to address reductions in our World Language Program. Tonight's budget addressed that need by adding more sections of Spanish in Swift Middle School to reduce class sizes and again provide a very important one on one educational support. Finally, for too long in this Town, parents have been asked to pay special additional tax so their children can participate in school athletics. Tonight's budget recognizes that pay to participate was never meant to be a permanent tax. The pay to participation in this year's budget is being reduced by 25%, and we strongly recommend that in each of the next three years, we also reduce it 25% per year until it is eliminated entirely. Those investments are being made while we work to improve the effectiveness of our instruction and our activities to keep children safe and to maintain our buildings and our grounds as we work to fulfill this budget. Our commitment is to run an efficient school system, fulfill the trust of the parents and our taxpayers throughout the Town that is placed on us to educate and help mold their children into responsible, productive young men and women. This budget affirms to our community that that trust is well placed and that our children will be well serve. Thank you very much Town Council for being here tonight for your attention and interest. I will now turn it over to Dr. Gilmore.

Dr. Gilmore - Thank you Mr. Buzzannco and Mr. Fusco, and good evening everyone, before I begin the Budget Presentation, I would like to take this opportunity to thank our Town Manager, Chuck Frigon and the many Town Council members that joined me and our Board of Education Members to provide many Saturday open house forums for the community. Mary Ann Rosa did an excellent job chairing these meetings and we join together for the betterment of our Town. It was great to have the Town Manager, Superintendent of Schools, Town Council, Board of Education Members listening to the needs of our taxpayers and citizens. What we came away with from these meetings is how important it is to work together and to help each other to raise awareness for our Town. Our citizens deserve only the very best. They deserve great schools, great services and a safe and friendly Town to raise their families. Working together, we know it is our responsibility to provide direction, vision and leadership to our Town. We are held accountable as a team to make decisions in the best interest of our children's education, Town services for all and provide a fiscally sound budget. This is our charge. I too would want to thank Dr. Collin, Mrs. Clancy and our Board of Education Members for their tireless efforts and the many Budget & Finance Committee meetings to make the best decision in the interest of all students. We appreciate the efforts of our Budget and Finance Chair, Mr. Buzzannco and our Board of Education Chair, Mr. Mazzamaro.

Tonight's Budget Presentation will take you through our preliminary early January conversations with school administrators who are here this evening, and thank you, requesting originally 7.29% over the 2011-2012 Budget. Tonight, I will present to you a reduction of \$1,237,480., achieving a budget increase of 3.83%. It is important to know that a 6.58% increase would maintain the existing programs and services we presently have. In other words, to provide the exact identical service, staff and programs, we would need to request a 6.58% increase. Working diligently and tirelessly with our administrators and central office staff, we are presenting to you a 3.83% increase. This will have an impact on our services and programs. It will provide the least amount of impact because this is less than a survival budget. We have done our part year after overriding year of workforce reductions. A

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workforce of people who service your children, your grandchildren, your nieces and nephews. So my message tonight to the Town Council is that we have provided a budget that is fiscally responsible to our taxpayers and community and it provides less than survival status for our educational programming. We will provide our Budget Line document to you and we continue to be diligent and responsible while reviewing this fluid budget process throughout the months of March through May and make adjustments as much as possible. Working together, Town Council and Board of Education Members will make a difference for the betterment of this community.

Everything about the mission of the Watertown Public Schools is to meet the diverse needs of every child, not only academically, but socially, developmentally and emotionally. We want our students to embrace lifelong learning. We want them to be caring and responsible citizens and absolutely have a sense of social justice. These are our core beliefs and values. Reasonable class size, a rigorous curriculum. We certainly want high quality staff for each and every child. We want integration of technology for student and teachers and programs that balance these academic needs.

Let's look together at the location and external factors that impact the development of this budget. We know that Watertown is a referendum Town. We know that May 15th is the referendum date. We want everyone to exercise their right to vote. We have contractual obligations and unemployment costs. When we look at external factors impacting the development of this very difficult budget this year, we have the education jobs bill funding expiring June 30th. That's \$697,145.00. We also have the challenges of National and State economics as well as secondary reform agendas which are unfunded.

Let's look at the Budget History. What has been the culture in Watertown over the years?
2009-2010 – 9 certified positions eliminated. This is workforce, as well as 1.5 non-certified positions

Let's look at 2010-2011 – 12 certified positions eliminated and 2.5 non-certified positions eliminated. Wage freezes, furlough days, and we do appreciate WEA, the Watertown Education Association as well as WAA, the Watertown Administrative Association for its wonderful give back.

Facts About this Year's Budget 2011-2012

We have vacant certified positions, one in Family Consumer Science and one in Music.

Take a look over the years from 2008 – 2011. The impact of budget reductions. Look at that column of teachers/salary budget. We will continuously improve our schools for our children. We have a district improvement plan as well as school improvement plans and we are continuously looking at ways to provide the best education, high quality education, for every child. We must provide all of our curriculum to the Common Core State Standards and this was adopted by the State Department of Education, May 2010, unfunded mandate. We must implement student success plans, effective July 1, 2012, unfunded mandate, and we continue to support our children with higher order thinking through the PSAT and AAP Assessments, Advanced Placement.

This Board of Education has done an excellent job prioritizing what the focus areas are. I applaud your efforts. They have worked tirelessly. They know the importance of looking at financial and

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economic needs. Teaching and learning, they focus continuously on the children and the students and how well they are learning with higher order thinking skills and problem solving and they know the importance of capital improvement.

Throughout our study with Dr. Prowda, his enrollment was saying that we were going to be decreasing students by 21, but please know that we are monitoring at John Trumbull this very moment the kindergarten enrollment for 2012, so that may have an effect, so we will update you.

We are presenting the percent increase of 3.83% this evening. Please remember prior to this presentation we started out with the original budget request from our instructional leaders that focus on the needs of every student. 7.29%. You can see the recommended reduction \$1,237,480.00 to achieve this.

Please look at the Recommended Full Time Equivalent Reductions

Certified Positions and Non-Certified Positions and Mr. Fusco said it very well .4. This is a part time Spanish teacher that will absolutely help the 29 students in our Spanish classes. We have 14 students on a waiting list. This .4 position will bring the school sizes to 21/22, and we are in need of a Math Intervention teacher.

This pie chart says it all – 80% of our budget – salaries and wages and employee benefits.

Cost Drivers for fiscal year 2012-2013. When you add these dollar increases, it is over \$1,100,000.00.

Ongoing Cost Savings – That is our responsibility. To absolutely find ways to save money always through consortiums through contract bidding negotiations, any way possible, grant funding. We will be tirelessly looking for cost savings for our district.

This is the chart of Federal and State grants and they are very restrictive and they must be allocated to certain areas through a narrative through their grant, and we work tirelessly looking all the time on the State Department to provide grants for us, and I want to thank Dr. Collin as well as Mrs. Clancy for their work with the grants. It is very, very time consuming and very, very rewarding for us.

We will continue with improving teaching and learning and staying the course for our students the very best we can. We know the importance of providing professional development for our teachers. The research supports the classroom teacher who has the biggest benefit for student achievement.

We will absolutely focus on the integration of technology. We will focus on English Language Arts and our highest priority as we said earlier is Math.

These are our future needs. Community engagement and support. I applaud the Town Council, we have a great thing going. Our Saturday Open Houses, we will have more and more people attend because we are together and united for the betterment of this community. So please look through, those are our future needs.

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Overall Goal – Enhanced Student Learning opportunities and outcomes, and in closing prioritize the 2012-2013 survival budget which addresses the current economic conditions in our community and make change to support the student outcomes, and as a community, we must rally support and invest as they are our future leaders of tomorrow.

Thank you and we are ready to take any questions that you may have. We have Dr. Collin and Mrs. Clancy and we would be happy to answer any questions.

Richard Fusco of Town Council – Do we have any questions?

Richard DiFederico – I am glad to see we're going down 25% in class size. It is about time. I just have a couple questions on here. On the Student Adv/Stip/In School Suspension, it's up 89.6%. I'm on the first page. I am just curious.

Guy Buzzannco – I think Mrs. Clancy can help with that. That's actually a redistribution of funding that increased the line by reducing other lines.

Karen Clancy – Part of it is a movement into the right account. They were previously in different accounts and we just had to make a, it was a corrective. The other piece of Advanced School Suspension was covered under the Educations Job Bill. So those positions, two of them, were covered in a grant, so that was moved over to the General Operating Budget. This is part of that \$697,145.00, so that ends June 30th.

Richard DiFederico – The other thing is that I'd ask you about is the unemployment, do we expect it to be that high?

Karen Clancy – Correct, and that's based on the reductions enforced. So, 11.6 positions, I am going to have to account for unemployment for those people.

Richard Fusco – I have a question. Did we lose students in our system this last year?

Karen Clancy – Projected for next year it is 21 students. We are projecting 21 students less than the current year.

Richard DiFederico – How many students have we lost in the last five years?

Karen Clancy – We'd have to research that. We can get it to you.

Richard DiFederico – Don't we do an audit every year on that? Right, and it goes back 4 or 5 years?

Karen Clancy - Yes, you can go back further than that.

Richard DiFederico – I am all about the children and that's why I thought school suspension is too high. There are too many kids on these school suspensions and believe me, I know.

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The career vocational, how come that's minus 100%. That's page 2 041 1041.

Dr. Collin – We will do a little research to be more precise, but we previously incur vocational education contracted out with a company called TW Resources to provide work experiences and job shadowing, job placements for Special Ed students as they transition in high school years and beyond to age 21 and currently we are bringing a lot of those services back into the high school. So it could be that and there is also an expenditure where we have reduced the transportation line through a lease arrangement. So we will research it and get back to you.

Richard DiFederico – The next one down, Special Ed In District and Out of District, can you just explain those to us please?

Karen Clancy – Special Ed In is transportation and Out of District are the students that are out placed to schools outside of Watertown.

Richard DiFederico – So that's transportation.

Karen Clancy – Correct.

Louis Razza – I would like to ask a question. On the Workers' Comp, I see at the very end the percentage change is 50%.

Karen Clancy – Yes, \$161,800. Increase.

Louis Razza – Increase.

Karen Clancy – Yes.

Louis Razza – Why is that?

Karen Clancy – That's based on, we're self-insured for Workers' Comp, meaning that anyone who is injured, we pay dollar for dollar for the claim.

Louis Razza – So, perceivably it could be more or it could be less?

Karen – Could be, right. What we do is we work with our agent, our insurance agent and they provide us with renewal figures and based on their trending and our history, that was the number that they came up with.

Louis Razza – Can you tell me; I think you told us already, but what was the exact figure to educate each student?

Karen Clancy - \$11,304.00

Dr. Collin and Dr. Gilmore – answered \$11,999.00, per pupil expenditure.

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Joseph Polletta – How long is the pay for play phased out and how much is that costing us per year?

Karen Clancy – It is going to be phased out over four year. So, a 25% decrease each year; \$17,000 and change each year and it was \$11,307.00 for the per pupil expenditure.

Joseph Polletta – Also, it is a \$1.3 million budget correct? That is your overall budget and the big picture budget with the Town, that total budget all together included in the, my notes are off, never mind.

Joseph Polletta – Also, the math scores. How are our math scores going at Swift, is that something that, you said it needed to be addressed?

Dr. Collin – We are sort of addressing it from the 08-09 school year our performance in both Math and Language Arts. One of the key ways we are working on that is through curriculum revision. This year is the first year of implementation of curriculum aligned to the State framework previously. That curriculum was sort of misaligned and students were at least six months to a year behind what grade level expectations were. That's been straightened out for the first time in grades 6 through 8 of this school year. It is the first year of implementation. We have not seen the results change. So our lack of performance both in Language Arts and in Math continue to be a strong concern for us. So the curriculum revision that you see and the teacher professional development that you see is designed to address just that. The Math Interventionist piece, relatively speaking, is a very small component of how we move our math scores. Those math scores won't move until the curriculum is implemented and aligned and those assessments are in place for multiple years.

Joseph Polletta – My last question is, “Do you know a general figure of how much we would get for grants every year?”

Richard Fusco – Is that added into this budget or is that separate?

Karen Clancy – No, it's separate.

Richard Fusco – So that grant is added to whatever this is.

Karen Clancy – That is a list of grants that we currently have for the 11-12 school year. You will see it. They are two year grants a lot of them, so you'll see that 2011-2013 so they go over two years. So typically we spend ½ the first year and ½ the second year and then every year we get a two year grant. That's how it works. That's separate from the general fund.

Mary Ann Rosa – I have a question. One thing that has always bothered me is the cost of transportation. It's a phenomenal amount of money just to bus students back and forth to school. What year in the contract are we with them? Is it a new contract?

Karen Clancy – The contract ends, it was a five year extended contract that ends June 30, 2013. So next year, in 2012-2013, we will be in negotiations and we will be bidding it.

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Mary Ann Rosa – My other question is that I see quite a sum of money for early retirement and severance. I am assuming that is phased out over time. What level do you project for that in the coming year? Do you see that going down, going up?

Karen Clancy – It is made up really of two components. The first component is in the teachers' contract and they get a fixed payout when they retire. But it is phased out.

Mary Ann Rosa – It's grandfathered in for those that were here.

Karen Clancy – So anyone who retired after a certain date, it doesn't apply. So it will be phased out.

Mary Ann Rosa – So it will be going down.

Karen Clancy – Absolutely. The second component is we offered an early retirement incentive and it was over five years so 12-13 will be our third year.

Mary Ann Rosa – So that also then in a year or two if another package is not offered, it would phase out.

Karen Clancy – Yes.

Louis Razza - I have a couple of more questions. On the certified staff, I see a budget change, Certified Staff budget change, its 511100; 3 down from the top.

Karen Clancy – And you are saying to yourself if you have reductions in staff, how can you have an increase like that. The reason being, again, the \$697,145. Education Jobs Bill Grant that goes away, those people come back onto the Board Budget, their salaries. So that's why there is an increase, plus we have an increase that the teachers agreed to. It was a two year concession where they got a 1% increase and a mid-year step. So 2012-2013 is the second year of that agreement.

Louis Razza – I'm 100% for education. The other questions I wanted to ask is this, who maintains the criteria for kids coming to our school that belong in our school systems. We don't want to cut a child out of education, but who follows to make sure the kids that go to our schools, should be going to our school.

Karen Clancy – Are you talking about residency if they actually live in Town?

Louis Razza – Right, who follows that, who maintains that to make sure that we do not have kids that don't belong here.

Karen Clancy – I want to say it's everybody, principals, teachers, administration, and central office. We all play a part. If it comes to a principal's attention or a teacher's attention, they will bring it to our attention. The first level is they will send a letter to the family and they'll say proof of residency, give us this, a copy of your lease, a copy of your mortgage, we require certain documents, and if they

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can't provide them, then we will have to send them a letter saying we will have to dis-enroll your child, but it goes through a process.

Louis Razza – Have we had this happen in the past.

Karen Clancy – Absolutely.

Louis Razza – At the rate of \$11,000.00, we want to maintain and make sure the kids that are coming here are qualified and make sure they belong here.

Richard Fusco – What's the criteria? What if someone lives in someone's house and let's say they want to go to our school system because they do like our school system.

Mary Ann Rosa – Grandparents he's talking about.

Richard Fusco – Not only grandparents, friends and so forth. Is that proper to be done or is that something that...?

Karen Clancy – It's legal. You don't have to have guardianship. So say for instance my daughter lives with my sister in Watertown and she doesn't have guardianship but she lives there. She lives there for whatever reason and her head is on the pillow every night and she has most of her belongings in that house, she is considered a resident and she goes to school in Watertown.

Richard DiFederico – I thought it was custody.

Karen Clancy – It's not, it's not.

Joseph Polletta – I thought it was who claims someone. Isn't it if the parent or guardian claims them as a dependent?

Karen Clancy - The law doesn't say that. It just talks about determining permanent residency and there is a certain criteria like I just said. If the child goes to school every day, but gets picked up at the house every day after school and goes somewhere else, they technically don't live here and then we would be in the dis-enrollment on that.

Dr. Collin - There is one condition in the law that says it can't be for the sole purpose of education. However, that's very difficult to prove, and then there is provision in the law that allows multiple appeals up to the level of State appeal. So as you find the residency question, the burden of investigating really is incumbent upon us to document that the child isn't present in that house. So you want to verify that they are getting dropped off prior or picked up after, and we do do that, and when we find that, we aggressively pursue it and dis-enroll a child. That parent has a right to appeal both to the Board level and to the State level. So it is a very difficult circumstance. Some districts hire permanent residency officers who were former police department officials and that really improves your ability to investigate and gather information that you can present in those types of hearings. We don't have that particular roll although we do do it in a variety of ways.

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David Guerrero – Have there been any discussions with the local law enforcement if this ever was an issue or expected to be an issue. I know at Watertown High we had a research officer and maybe implementing one again. Has that ever been discussed or brought up and if not it may be a good idea to see what their thoughts are because they are our eyes and ears on the street during school hours?

Richard Fusco – That's something you have to talk to your own Board about.

David Guerrero – To the Town Council, I was wondering if they can connect with the Board of Ed.

Mary Ann Rosa – It's something that the school board would deal with the Superintendent.

Richard Fusco – If they came to us and said that they have a problem, we would look into it.

Katherine Duplissie – Back to the grants. You have over a million dollars' worth of grants and you say they are for specific items. Is there anything in writing that shows what those specific items are so we can see what they are? Can you give them to us to look at them at some point?

Dr. Collin – Sure, absolutely, we can definitely share that information.

Richard Fusco – We are going to need that as soon as possible because with this new charter we have to move right along to get this to referendum. I believe we have one more meeting.

Dr. Collin – It's prepared and readily available.

Guy Buzzannco – Can you take a moment though. The vast majority of those grants are for special education so maybe talk to that for a minute and it might help for now and then we'll follow up with additional information.

Dr. Collin – You see the adult education grant at the top of the page. That's State funded. We contribute grants plus the local expenditure to Ed Connection were we are a part of a consortium to provide Adult Education services to Watertown residence. Anything from GED to English as a second language programs to other programs. The Title I Improvement for Basic Programs is the federal grant to help underperforming and underprivileged students. The Carl Perkins Grant for tech and career education is a federal grant devoted primarily to the high school and vocational technical courses and basically supplies and equipment and a little bit of professional development money. Also, in the Title I there are some expenditures for FTE in that Title I allocation and summer school is funded through that Title I allocation and some professional development as well. The Title II Program, Part A for Teachers, is a program that allows us to provide professional development for teachers. That's what its' focus is. We fund some of our consultants through that grant so they can write curriculum and implement that curriculum and help teachers to do that work. The largest grants there are IDEA Sections 611 and 619. Those fund services and only services for Special Education students. Everything from FTE to position, to in service, to instructional supplies, and it is all centered on and focused on special needs students, students with disabilities. The Educations Jobs Fund was a temporary grant, a federal grant that we used at this particular year to stem the RA Grant

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that you remember which was also federal. That was gone last year so the Jobs Bill was designed to help stem that cliff and we have put it to good use, but it does expire this June 30th. That investing in personal finance grant you see is a really good grant and that was a competitive grant that our teachers at Watertown High School worked hard to acquire and that is being used to really create two excellent core sections here on investment and personal finance for high school students, really supplementing what's done in the Business Department where we've taken some reductions. The Title III Grant there you see is relatively small. It is for English as a second language services and it allows us to provide tutoring services to students where English is a second language and you can see it is rather modest. The Erate program we have talked a lot about. The technology subsidy that's federally subsidized. The Medicaid Program Grant is one that we are allowed to file, this is a really rigorous grant. We spent a lot of time, as you can imagine with federal Medicaid Programs documenting the services that are provided, and these services that are provided are initial evaluations in school psychology, counseling services by school psychologists, occupational therapy services, physical therapy services and all health related and some medical equipment services are also reimbursed for there. It requires four time studies throughout the year that our personnel must complete. There is an overall annual cost report that must be completed by the district. Again, very rigorous and everyand all services that get reimbursed must be entered electronically. The SERC Grant that you see there is helping us establish our family and community partnership. We had our first meeting two weeks ago and our next on March 29 where we are trying to engage parents in the life of the school system and that grant help us to do that. The Watch Grant is funded by the Central Naugatuck Valley Substance Abuse Prevention Council and that helps fund project graduation. Project Unify is the competitive grant that we went out for but it is very small and it helps to fund a unified sports program where students with special needs and typical students get together and compete in different sports. The Coca Cola Grant is over, and then the Family Resource Center Grant is a grant that we have had great success with Lane Allyson, Kathy Scully, Laura Meka at the primary school and have worked hard to sustain that grant over time and it helps fund our Family Resource Center and the Preschool Collaborative.

Katherine Duplissie – Are we going to apply for some of these for 2012-2013, or is it done and we have new grants or?

Dr. Collin – Most of them will still be in place. The Cert Grant for this School Family Community Partnership which is just \$2000.00 that is going to expire and that was a part of a federal cut back that hit the State, but again that's fairly modest, but everything else, yes. The Jobs Bill will be gone. The Investing and Personal Financing that is the second year we've achieved that grant so we may not be eligible to reapply on two successful years. We are currently pursuing a grant to help us improve programming in the Student Success Plan that is due for implementation July 2012. We are also looking at a grant to help us and monitor and intervene with dependence issues. Again, they are all modest, they are all some grants, but they all add up and they all help.

Katherine Duplissie – One more questions and I hate to bring it up. However, two taxpayers have given me two different studies and I think they got them on the internet or Comcast or whatever, and it shows that Watertown students are below the State average. Are we redoing our curriculum to upgrade that? I can't imagine that it's all the students. I would think it's got to be the curriculum or something else. Can you address that a little bit?

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Dr. Collin – It is more than the students. I think when we came to the district and did a curriculum audit, Language Arts and Math in particular. We looked in all areas. We worked hard since 2009 to really align that curriculum and to update it basically. Some of our instructional practices were centered traditionally, sort of whole group. You here we talk about leveled material and choice books for students. So, all of our curriculum work is centered on strengthening Tier I. Some of the ways that the budget impacts that is to make sure we can hang on to those leveled materials, as you saw on the slide on leveled materials. Also, to make sure we can hang on to our professional development consultants who helped us work shoulder to shoulder with teachers who have an awesome responsibility and a lot of change to deal with, but that needs to be supportive. You realize that we don't have any curriculum supervisors. Many districts face this challenge, but we don't have any curriculum supervisors that are administrators. It is I and the building principals. So when teachers need help or teachers need new information or teachers need to process and think about a new curriculum or new materials, it's the building principal and our consultants that we bring to the table, and these are all retirees who supervise math or language arts who have done this for their entire career. These are expert professionals. So, that work is relatively modest compared to a \$36,000,000. Budget, but the materials need to be in place, the curriculum needs to be revised and it's not revised where you buy it on the shelf and deliver it, it's revised by involving people to think about the standard, what that standard looks like in the third grade classroom and how you in fact can change it, and then you have to of course, write it down, share it with others and teach that process. That work is ongoing and one of the realities that we face in these tough economic times is class size. So, we wish that we could add three Math Interventionists, one in each school, well four, K-2, 3-5 in both Polk and Judson and the Middle School. We wish we could reduce class sizes especially K-2 below 20. We wish we could implement all-day kindergarten. These are the things that people are talking about all over the State in terms of the economic reality. Obviously, we are committed to working really hard and doing the best we can with the resources we have and we had to make some tough choices this year as you know and we eliminated a split team at the middle level. We integrate those students into the existing team, so those class sizes go from a 24 up into a 27 range. That's a challenge. Especially when you are trying, your curriculum requires you to do as much small group and individualized work as you possibly can. There is a real difficult struggle in these economic times, but the work is under way and we would be glad to talk further about the work and explain it in more detail as well.

Richard Mazzamaro – As the Board of Education, we do recognize that it's been an issue and the Superintendent reports to us pretty much mid-year the CAPT and CMT scores, previously, we had a large presentation. The main goal of this Board is curriculum revision and the district improvement plan. It's been a monumental undertaking since 2009. It is recognized and absolutely added to one of our priorities, one of our main goals at the Board of Education to see those numbers come out.

Richard DiFederico – How many children do we have in our school system now?

Dr. Gilmore answered 3,097.

Dr. Collin - Projection for next fall is 3,027 for next fall.

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Joseph Polletta – I have one last question. How do we compare with other, getting back to our grant fund, how do we compare with other towns? You said around a million dollars for grants, how do we compare with other towns with that?

Dr. Collin – The IDEA and consolidated grant allocations are determined federally so it's not a competitive process so you sort of comply with the description of how you expend the allocated dollars. So this federal formula that dictates the allocation per district based on free reduced lunch population, special need numbers, and those sorts of factors. We're in that entire sort of Connecticut, actual national distribution cycle.

Joseph Polletta – So, what I'm getting at is, we do not have a grant writer, correct?

Dr. Collin – Correct.

Joseph Polletta – Is that something that you've explored?

Dr. Collin – As we've talked about all of our needs, a grant writer is probably more likely to be as specific and targeted type of issue sort of if there is a grant that we're interested in, we hire somebody for the specific purpose of pursuing that particular grant. We have other more pressing needs that would be more directly affected.

Joseph Polletta - I know one family member of mine that works in the town of Connecticut and they hired one and they got a substantial amount of money from that grant writer and really helped their school system is the only reason why I asked.

Ray Primini – Education Cost Share, will that increase this year?

Karen Clancy – It's a \$137,000.00 increase in ACES.

Ray Primini – And that's the first increase we had?

Karen Clancy – Correct, it's been level funded for the last couple of years.

Ray Primini – The questions I have were, like Mr. DiFederico said, about student population, I think it kicked out in 2004 and since 2005 we've been going down and the reason why we ask that question is how we can maintain class sizes, I know they increase a little bit. My concerns when we get into these 13 layoffs. Are any of these layoffs attributed possibly to attrition or possibly teachers retiring because at the \$210,000 for unemployed. That can be just a small piece because, obviously, we have 99 weeks and we can almost double that figure. I've never been a big fan of layoffs just because of numbers like this. Sometimes I don't think we really save much money by doing these things.

Karen Clancy – First, it is 11.6 positions not 13, just to clarify. It's 26 weeks and then it goes on the federal side and it does come back for another 26, which is probably going on to the next year, so you have to kind of do the calculation on each individual person. As far as through attrition or retirement,

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that's always a possibility and I think we have one currently that we know is intending to retire, so that can affect it, and if we did, we would make an adjustment to the unemployment line.

David Guerrero – I want to be clear about this, we do not have 11.6 layoffs expected. There are 11.6 reductions and please clarify it, they are two different things. As they are reported incorrectly in the paper, we do not have 11.6 layoffs; we have 11.6 position reductions, two very different things, if you can echo that confirmation.

Karen Clancy – Yes, they are positions. We don't know, when you go through the bumping process, we don't know who they are actually going to be. We have a good guess at this point. We are going through that process and it is 10 certified positions. I don't want to confuse you. Ten certified positions, three non-certified positions. The ten certified positions that we are eliminating, we are also going to add back in a Math Interventionist and then the .4 Spanish and so it maxes out at 8.6. That's why we are saying 8.6 reductions in certified. The three non-certified are a custodian, a paraprofessional and a secretary. We don't know who those individuals are going to be, with the exception of a custodian who recently resigned and then ended up retiring. He was not aware that he was eligible to retire. So that individual will be the person who is eliminated from the position. We don't know yet what the position is.

Ray Primini – I have one more question regarding school population. What I would like to see, I know we can get figures 5 years out, I would like to have those figures from 2004 to current.

Karen Clancy – Enrollment figures?

Ray Primini – Yes.

Karen Clancy – Yes, we can do that.

Guy Buzzannco – To accompany that, let's send along the certified headcount changes for that same period.

Richard Mazzamaro – One clarification on the Education Cost Sharing, I think there was a question Ray might have asked if there was an increase, just to clarify, Education Cost Sharing money does not come directly to the Board of Education so if there is an increase of the \$137,000., I believe that goes directly to the Town of Watertown, so the Board of Ed really doesn't really ever directly see that increase. We don't directly get that money.

Karen Clancy – It's to be used for educational purposes and it does go to the revenue for the Town.

Richard Mazzamaro – I just want to make sure the Finance Committee is clear that that increase in Education Cost Sharing money does not come directly to the Board of Education.

Katherine Duplissie – On page 2 on the tuition for Nonnewaug, S/E, what does that mean?

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Karen Clancy – Nonnewaug would be Special Ed. There are a couple of special ed students that go to Nonnewaug and the reason they are separated out is they have services along with tuition and their regular tuition.

Katherine Duplissie – So there is a reduction in Nonnewaug, is that what I'm seeing.

Karen Clancy- Yes.

Richard Fusco – Just to clarify to our Committee, the actual amount of money that is being recommended is \$37,186,334.00. Now, that amount of money and the changes are next to \$1,371,850.00. That number 37 or so, that doesn't include the grants. Are there any other monies that are not included in this you have because we hear stories all the time that there is a special principal's funds? I'm just asking are there any other funds that should be added to this.

Dr. Gilmore – I would be happy to address the Principal Fund with you. We have \$27,000.00, that's roughly \$5000.-00 for each school principal's fund. Please understand the deposits are the following: yearbook sales, dress down days, these are charitable donations that our staff is involved in.

Richard Fusco – I don't mean to cut you off. The reason I'm asking is that we've got rumors floating around and I want you to clarify that.

Dr. Gilmore – I'd be happy to. Thank you, Mr. Fusco. So as I was saying, \$5000.00 roughly for each school. These were the deposits, but the expenses are registration for our geographic fee, registration for Connecticut Intervention convention. We also bought materials for curriculum night. So as the money is deposited, it is given back to our students and to our community. Actually, a donation to the American Cancer Society because of the teachers dressing down resulted in a charitable donation. It is a very worthy cause and I appreciate that.

Karen Clancy – Can I just follow up on that just a little bit. The Principal Fund is one of those separate accounts and there is approximately \$30,000.00 give or take over the course of the year that is collected, but it's about \$30,000.00 and it is used for the things Dr. Gilmore described. There is also a Student Activity Account. Those are for field trips, comes in, goes out. We collect money for a field trip for the third graders at John Trumbull, I mean Judson, and then it goes right back out. So those are Student Activity Accounts, separate from the Principal Fund.

David Guerrero – I also want to echo that the Town Council has been great too. They've had their five Sub-Committee meetings. I was sitting in the public. They said Dave come over here and gave me a copy of their line item details, let me ask questions. I appreciate that and I think throughout the next few days or weeks before you have to vote on this, please come to the Board of Ed office. You treated me well and we'll treat you well. Come to the office, ask for this Budget, ask any questions you want so when you do vote, you'll know the entire story. So I appreciate that and I hope we can be as much help to the Town Council as you have been to the Board of Ed.

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Dr. Gilmore – If I may add Mr. Guerrero, that's an excellent point. We are always available. Please contact us anytime. Dr. Collin, Mrs. Clancy and myself, and we certainly provide the open door policy. We believe in communication and working with you for the betterment of this community.

Karen Clancy – We do have a line item budget that we will send over to the Town Council on Monday, Friday or Monday. So, we can send a bunch of copies to you.

Richard Fusco – What we have to do, the Sub Committee is review all of this and look at it and see if the Town people will accept this because if you do all this work and present it to referendum and it fails, then the next job you have is a terrible job. Our job is to present the budget that will be presentable in Town so that the people in this task, they are happy, you're happy, we're happy, and we have one big happy family. It isn't done with any specific meanness involved, it is all done with the thought in mind that we have the best Town and the best education and that we do it with the right amount of money.

4. Adjournment at 8:05 p.m.

Richard Fusco of Town Council – Is there a motion to adjourn?

Motion Presented by: Richard DiFederico

Motion Seconded by: Louis Razza

Text of Motion: None
Discussion: None
Opposed: None
Abstained: None
Vote: Motion approved unanimously.

Guy Buzzannco – Chairman of Board of Education Budget & Finance Committee - Is there a motion for adjournment?

Motion Presented by: Eric Berthel
Motion Seconded by: Raymond Nardella

Text of Motion: None
Discussion: None
Opposed: None
Abstained: None
Vote: Motion approved unanimously.

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The joint meeting of the Watertown Town Council Finance Sub-committee and the Watertown Board of Education Budget & Finance Sub-committee adjourned at 8:05 p.m.

Respectfully Submitted by:

A handwritten signature in black ink, appearing to read "Eric Berthel". The signature is fluid and cursive, with the first name "Eric" written in a larger, more prominent script than the last name "Berthel".

Eric Berthel
Board Secretary

Deborah Jacobs,
Board Secretary