

**EAST HAVEN PUBLIC SCHOOLS  
FINANCE SUBCOMMITTEE MEETING MINUTES  
EAST HAVEN HIGH SCHOOL BOARDROOM  
35 WHEELBARROW LANE  
EAST HAVEN, CONNECTICUT 06513**

**THURSDAY, JANUARY 28, 2010  
6:30 P.M.**

**PRESENT:** Mr. DeNuzzo, Mrs. DePalma, Mr. Hennessey,  
Mrs. Kluth, Mrs. Maisano, Mr. Pompano,  
Mr. Scalesse and Mrs. Vineyard

**ALSO PRESENT:** Mr. Anthony Serio, Superintendent  
Mr. Frank Meoli, Assistant Supt.  
Mrs. Erica Forti, Asst. Supt of  
Curriculum & Instruction  
Mrs. Mary Acquarulo, Director of  
Pupil Services  
Mr. Jason Lathrop, Business Administrator

**ABSENT:** Mr. Palladino Mr. Joseph Travaglino, Director of  
Bldgs. & Grounds

**1. OPEN MEETING**

Board member, Mrs. Maisano, called the Finance Subcommittee meeting to order at 6:35 p.m. in the Boardroom at the High School.

**2. Discussion of Proposed Operating Budget 2010-11**

Mrs. Maisano thanked everyone for attending the meeting. She stated that she wanted to discuss the Budget number that Central Office gave of 3.7 million dollars. She thinks this was too much to ask for. She asked Mr. Lathrop, Mr. Serio and Mr. Meoli where they feel cuts could be made in this number. Mr. Serio stated he had been asking that same question for at least a month. Mr. Lathrop stated that Mr. Serio had asked to take a look at, easier to view details and was contacted by Mr. Scalesse to try to develop a visual presentation to go along with the package, a

running total, a cash number. If they close 200 Tyler Street, what percentage would impact the Budget regarding certain cuts, and what does it get us where we are at. Specific questions were asked on the Staffing line. Feedback was received from the Town on its revision on the Town's rebate for Medicare, where we were able to reflect a couple of hundred thousand savings. One reason is that it was over budgeted, and minimum manning is still reflected in that number as there was a mistake made in the formula. There was a conversation with the IRS as to what our obligations were for the Medicare issue with not properly withholding from the employees. We have a 7 year obligation going backwards. In summary we owe the IRS \$200,000.

There was discussion on the non instructional side of the ledger and that it did not reflect the 5 staff cuts that might be possible which is a conservative look at staffing. A discussion was needed if some type of reconfiguration and redistricting were being done. They are 2 different types of monies and should discuss both as well as the saving of the 5 positions. The 5 positions could be saved by not closing 200 Tyler Street. There would be 5 positions eliminated if 200 Tyler Street did close and possibly more staff cuts if they redistrict. If the Academy did not close, the staffing would remain the same.

In the K-2, 3-5 scenarios the staff would be more effective. Additional staff would be need for full day K so those 5 staff members without the configuration would be needed to staff the full day K.

Mrs. Maisano wanted to interject, that it is a new Board; two-thirds are new and believes it is a big animal to tackle. She doesn't disagree with full day Kindergarten; it's a great program and the kids would benefit immensely but they should take one thing at a time. Take redistricting and reconfiguration and really think it out and think about the numbers that we are saving, staff wise and total wise and get on the same page. All day Kindergarten is not a bad choice, but doesn't foresee it, unless she's wrong. She wanted to know how much was being referred to with staff changes the configuration dollar figure on that would be. Mr. Meoli stated it was hard to say, and asked if they were committed to the K-2, 3-5. Mrs. Maisano stated that she thinks the Board is very interested in that and that's one thing they might do and are interested in numbers. She would like to hear from Mrs. Forti on the Full day Kindergarten in order to be convinced.

Mr. Pompano stated that he was excited and understands that there may be additional cost for a full day Kindergarten but believes it would be minimal. There is half day Kindergarten now, and if it changes to the K-2, 3-5 model, they will be in the building already. It isn't like additional heating or overhead costs would be needed. The only natural cost will be a few additional Educators. Mr. Meoli stated that there are 6 now and if it went to go a full day, another 6 would be needed. The savings from the 1 to 5 staff, could then teach Kindergarten classes if possible.

Mr. DeNuzzo wanted to know if that would be another quarter of a million dollars. Mr. Lathrop stated that it would be around \$40,000. Some people may not be able to collect; they get a job right away, and some people won't collect the whole \$13,000. Not everyone has applied for their unemployment of \$13,000. Positions from the first three steps and one tenured teacher were eliminated when layoffs occurred last year. The teacher's that remained are on the fourth or fifth step, and their salary is up to \$50,000. Most of the people are at the top step, and the people that have over 30 years of experience are not here any more. Retirements can not be banked on coming out of something like a reconfiguration as much as might be heard of closing schools or moving classrooms, there might be 1 or 2, nothing like last year. Mr. Meoli stated that anyone who was close left last year.

Mr. Pompano wanted to know about the savings for Transportation if there was a full day Kindergarten model; two runs a day would be eliminated; the afternoon runs. Mr. Lathrop stated the bus company would charge 6 hours instead of 8 hours and the am and pm bus stops cost a little under \$50,000 and one run could be about \$3,000 to \$5,000 which the savings could be \$20,000. Mr. DeNuzzo stated that \$200,000 would be saved and the cost would be almost \$250,000. It's wiping out the \$200,000 that was found in savings to be considered at this time per Mrs. Maisanos' point.

Mrs. Forti stated that when Mr. Meoli proposed the whole idea of staffing and gave the preliminary staffing sheet based on grade 1 through 6, there was a reduction because of class sizes and places where 5 teachers could be reduced. Assuming the amount of kids, although going to the next grade level, Mr. Serio's suggestion was to use those 5 teachers towards the 5 of the 6 kindergarten positions needed, then only 1 additional staff member would be needed. Mr. Lathrop stated that the amount of money

that is paid for unemployment they could use to start to pick up on the positions that would be needed for the Kindergarten model. Mr. Pompano asked if the salary projections for next year was a carbon copy from what they had this year moving forward; and this projection did not have any of the 5 teachers out. Mr. Lathrop stated no, and that there was staff requests; the High School requested 4 new staff people, and a Special, the Middle School requested 1 additional team that would represent 5 teachers. It was cut back to 1 teacher in the elective areas.

Mrs. Forti stated that most towns do the research to have a full day K and can not be done as it is incredibly expensive as the amount of staff would double. There could potentially be a situation where a full day K could be done with minimal cost. There is space for it with the reconfiguration. It needs consideration because potentially down the road to do it if it's not done at this time may not ever happen due to the cost. Mrs. Maisano stated that it was never a part of Mr. Meoli's plan and he agreed that it was not in the staff analysis, but stated that it is an option. His plan just rolled the system over as is.

Mrs. Maisano was concerned about space. Mr. Serio explained that the numbers would have to be plugged in to see what school fits the best. If three schools were picked and there was K-2 in each school, they would include 2 full day Kindergarten in each of the schools. The north end, the middle and south end. Mrs. Maisano wanted to know how many kids per class. Mr. Serio stated that it would be the same. She asked what number with the configuration. Mr. Meoli stated that the reconfiguration is not a simple model. Mrs. Maisano stated that she would like to hear from the Board members, and that Feb. 3 is next week and it is way too much to propose. She requested the opinion of the other Board members if they were in agreement with the reconfiguration and full day Kindergarten. She would like know what numbers they are looking at and wants Central Office to go back to their desks and back to their jobs and let them know if it will work. **Mr. Meoli stated that with direction, by Monday it would be all set.** Mrs. Maisano asked if they should have all day Kindergarten or not, as far as reconfiguration can she have exact numbers to have for Tuesday. She needs to know what direction the Board will be going so they can bring the Budget to where it should be.

Mrs. Kluth wanted to know if they moved the Kindergarten to the elementary schools then where would the Little Jackets, and Sea Stars go. Mr. Serio stated they would go to Hays. Mrs. Kluth wanted to know if it

would be a mandatory full day. Mr. Serio stated that it would be a full day, no options. Mrs. Kluth stated that she thought expanding the pre-k was going to be discussed. Could someone who doesn't go to pre-k go to full day Kindergarten? Mrs. Forti stated that research was done on full day Kindergarten and stated that she did not have it with her.

Mr. Serio stated that the original proposal is going to Town Hall and Mr. Lathrop could make it happen with the numbers, if it is decided that's enough teachers to cut, or it could go the way it is. Mrs. Kluth asked how many teachers. Mr. Serio stated that there were 5. Mrs. Kluth wanted to know why are teachers being cut and that we have a lot of other areas where money could be saved. Mrs. Maisano stated that was a whole other thing they could bring up. **She requested a list of Administrators, their job descriptions, and their salaries.** Mrs. Kluth stated that she needed something in writing stating what their positions are and what they are making. Mr. Pompano stated that he doesn't think that they are arbitrarily cutting teachers, if there are 100 less kids why would you need 5 more teachers. That is how they came up with cutting the teachers.

Mrs. Kluth wanted to know if they were opening pre-k up to more kids, and Mr. Lathrop stated that they would be. There are several different pre-k programs, the revenue helps support it. The FRC brings in \$30,000 to \$40,000 per year for whatever, office supplies, support staff, and material. It can be expanded based on the tuition charged. There is a mixture of different kids and can be improved on that mixture. There was further discussion on the FRC, and school readiness which is based on poverty by street, which are eligible for temporary assistance for needy families depending on the funding given to the Federal Government for Title I. DC Moore is the place closest to the poverty level, and the pre-k will be there. The ESL program ties into Adult Ed. They are trying to offer a Budget that promotes Early Childhood educational opportunities and to move forward in any way, shape or form.

Mr. Pompano asked with the configuration, the K-2 are we able to house it and expand it there. Mr. Serio stated that there were 6 K's now, 2 , 2 and 2. He stated there would be 4 K all day. Those salaries were not in the presentation. Mr. Hennessey wanted to know how a full day K is more important than a team at the Middle School. Mrs. Schmidt stated that research shows that what happens in pre-k to early elementary has far more impact on the success in school than what happens when you

get to the Middle School. Mr. Hennessey stated that we lost 33 % of the teachers at the Middle School last year. Mrs. DePalma stated that other teachers lost their jobs as well as the Middle School. Mr. Hennessey wanted to know why they didn't make AYP when they had 14-16 kids in the classroom. They went from 6 teams to 4 and that 6 were never needed and it was out of control but they have too few teachers. Mrs. DePalma and Mrs. Maisano agreed. Mr. Hennessey doesn't think an all day K could be of more significance. He saw the research on the all day K and it was 50/50 on how it works. Mrs. Kluth stated that the kids needed support and help now and that a full day Kindergarten would help as in a few years those kids will be doing great.

Mr. Serio stated he thought they were losing the whole concept. This is not something that was invented, it was something requested from the Board to come up with a plan to get out of 200 Tyler Street. If we keep 200 Tyler then nothing has to be done. If we get out it will free up a building. The discussion continued with regards to getting out of 200 Tyler Street, where to put the Academy, whether to put the kids back in the other schools, making sure the Academy had a building to move into, how it was not fair for the Academy to get all the students who are good in math, and that it is not fair to just close because of the investment of the students. Letting other kids suffer at the expense of the Academy, kids are slipping through the cracks, and to keep an open heart and mind.

The discussion changed to the Middle School and Mr. Serio stated that there were 5 teachers to a team, double LA, math, science, social studies. Mrs. Forti stated that there was no way a middle school child could do this kind of reading in one class, they need a 45 minute block daily. Mrs. DePalma stated that it was the best thing that was ever done, two Language Arts classes daily and that the curriculum is going in an awesome direction, and we started ahead of the game. Mrs. Forti stated that the structure is the same at the Academy, it's the same curriculum. The way the curriculum is structured it would be an advantage to put the 6<sup>th</sup> grade into the Middle School. They all learn by design. They all have 3 designs. The 6<sup>th</sup> grade theme would be Tolerance, Choice, and Responsibility. Things that are specific to that particular group of kids and learning in that moment in time developmentally. There are central questions and certain understandings. The 7<sup>th</sup> & 8<sup>th</sup> grade curriculum is structured exactly the same and if they are all in one building functioning under the same curriculum model it could be a really powerful experience. The 6<sup>th</sup> grade students' needs for science are the use of

science labs, to be able to put on goggles in a classroom with running water and lab tables, which does not happen now. They need the opportunity to get changed for Physical Education, to be engaged in after school athletics and their choice in what they do with their electives. Developmentally, socially, and emotionally they belong in that Middle School model. There is structure that can afford them that luxury, given the right kind of leadership. The right kind of structure in terms of scheduling, using the teaming model. Are they a little under staffed right now, yes, however if the 6<sup>th</sup> grade team is in there, most of those teachers are certified K-8 and could help alleviate the pressure off the large class size of 7<sup>th</sup> & 8<sup>th</sup> grade. Mrs. Maisano complemented Mrs. Forti and stated how could you not give these kids a lab, goggles, P.E., and that it is hard to get the curriculum end of it but when it was explained it she wanted to vote yes.

Mrs. Forti stated that the CT State Department of Education their curriculum standards are proctored, pre-k-2, 3-5 and 6-8, which grammatically is appropriate. Looking at the secondary school reform model that is coming down from the state it's a 6-12 initiative. They have grand ideas next year for something called The Stem Competition. Science, Technology, Engineering and Mathematics, and want it to be a 6-12 initiative; only 2 buildings to deal with and not 8. It's enormous and the right direction to go at this moment in time. This might be a stepping stone to a larger vision. Mrs. DePalma stated that would be the way to go but had concerns. She believes that the Academy should go to the Middle School and Carbone should be for the 6<sup>th</sup> grade. The 6<sup>th</sup> grade couldn't be put with the 8<sup>th</sup> graders on 2 floors. The discussion continued with how many empty classrooms were at the Middle School and Carbone. How many students at Carbone now versus how many students the Academy has. If it was doable and educationally sound, sharing space, electives, the Art teacher at the Academy now is shared with Overbrook, Electives for 6<sup>th</sup> graders are called Specials and not electives, and they are assigned. Core subjects, Health, Unified Arts, Tech Ed, Foreign Language, Reading strategies. Mrs. Maisano stated that she wanted to focus on the financial part and would love to hear about curriculum but the budget is due. Mr. Serio agreed that they get into conversations because there seems to be some doubt as to whether this plan would work but this isn't something they came up with two weeks ago or even a month. They started to work on this project in the middle of last year, when talking about long term planning. They felt that they would not be able to pull off this kind of a change for last September because they

hadn't spent enough time on it. If they were asked a month ago if they could pull it off for September the answer would have been no. They have already spent hours and hours of work with Administration, and Principals. There has been feedback from the Principals to go quickly and not to beat this up. The teachers were asked how they felt about the reconfiguration and the 6<sup>th</sup> grade teachers are very excited.

Mrs. Maisano stated that she didn't think that they were necessarily fighting this and is more concerned about the dynamics of it. She is concerned about the students involved and thinks that all are in agreement that 200 Tyler Street has to be closed because of the money that is being spent there. They are getting absolutely nowhere and like Central Office said before don't close a school that you aren't going back to and believe they will not go back to 200 Tyler. Mr. Pompano stated that he respected her opinion and stated that it's been in acceptance that the Academy needs to be in existence. Mrs. Kluth stated that not everyone is invested in that school, and it doesn't make them better than everyone else and that 200 Tyler Street needed to go. Write them off, take the money and put it into the schools for everyone in this town. She feels that they are upsetting everything just to keep another school and that we have too many schools. It's just another school that's all it is. If the Curriculum is the same why not open the Schools up and that the Middle School has nothing and it shouldn't be like that. Mrs. Vineyard stated that wasn't true. There were numerous conversations going on at once. Mrs. Kluth continued stating why not make Carbone the 5<sup>th</sup> & 6<sup>th</sup> and the Middle School 7<sup>th</sup> & 8<sup>th</sup>. They could make lab classes and could have it all. They could have the best of possibilities and they don't want to give it to them, that they want to put the Academy there, and it doesn't make any bit of sense. There could be a 1-4, the same age group and you can have your Pre-k, K's and Little Jackets stay together, but they do not want to give this to all these kids in town. If someone could really give her an answer then maybe she could see their side. Mrs. Forti stated that the answer she would give is the curriculum is the same but the instructional practices are different. Curriculum is delivered in instructional practices; it can vary depending on the group of children sitting in front of you. Mrs. Kluth wanted to know if in her opinion is the method for the kids at the Academy better. Mrs. Forti stated that in her opinion there is no one method that is better than the other as long as the method selected matches the set of kids that's sitting in front of you. The discussion went on about putting the same methods in every school. There is not only one way of teaching, you go back and figure out what

works, you get to the root cause of why they are not learning. If you step into Deer Run School they are engaged in school wide learning. If you step into Momauguin School they initiated a One School, One Read. It was also mentioned that a field trip is made by other schools to the East Haven Academy play and looked upon as better. A comment was made on having a different outlook and that no one ever said it was better.

Mr. Hennessey stated that another thing he would like to discuss is their approach to the budget. He thinks sometimes they get confused that they have to fit the budget to what they have and thinks that is a mistake. The Educator's have to tell them how to educate the kids and they have to round up the funding. It's not always cut the budget, if our Educator's want 6-8 that's what they're doing. If they want all day K, that's what they're doing. Go to Town Council and convince them that is what they need from the taxpayer's of this town. It can't always be cut the budget, because they have a job to do. Their job is not cutting the budget, their job is educating kids and they have to listen to the Superintendent and the Central office staff. He knows that the economy is in trouble. They have to have a plan and then they have to say ok there will be an all day K this year and reorganization. They have to start talking to Town Hall, talk to the taxpayer's in the town, yes your taxes may have to go up but this year there are plans for it. You can't say you have \$10 now what are you going to do with it. That is not how you educate people. They have to do it because it is the right thing to do. Sometimes they are looking at it from the wrong angle.

Mrs. Maisano agreed but stated that the meat of this budget that is being talked about is from years past. Increases for teacher's at 5% which in salaries it is more than \$1,000,000, and the Medicare disaster that they owe money from years ago. They are left with things that are beyond their control. She stated that they needed to take one thing at a time, they could fight with Town Council and tell them that this is what they need, but the long and short of it is that there's some of this budget that goes back awhile. It's hard to get that off now. Mr. Hennessey stated that was the anchor around the budget. They discussed the teachers increase in salary and that concessions were needed and to go to the unions to ask for an extension of their contract.

Mr. Pompano stated that Mr. Hennessey said some great things. This was driven from data that supports Instruction and Education, and likes the idea of Full Day K and feels it is a tremendous opportunity. This whole

thing is driven from Education it's what they're saying, they're not going to ask for this because it's a little bit of money. They're asking for it because it is educationally the best thing for the town. Let's say work this plan, now come up with the actual amount for teachers. With the Academy and the Middle School right off the bat there's savings going on. There is savings with this plan and he thinks once it is complete they are going to see a lot more savings than they think. They are going to have to spend a little money. Mrs. Maisano wanted to know what the cost would be to fix up and move these buildings. The options were discussed of getting rid of or keeping the 5 teachers, whether the Academy was moving to Carbone, the reconfiguration, and a full day Kindergarten and what would be the actual cost.

Mr. Serio stated that once they started crunching numbers they saw where they could eliminate positions. It is so hard to pitch a number like 3.7 million dollars to Town Hall when they ask what do you have for us in return and we say the same thing you always had. This way we could use full day Kindergarten as a carrot hanging it out there as so many people have asked him if it is possible, for years, can we do this, can we swing this. The numbers need to be crunched to make sure they can fit in there. If they can't fit then it would be put off until another time. Have only preliminary numbers. **He stated that he would try to put some numbers together.** With the move he believes \$300,000 is high. Some of the numbers Mr. Travaglino put together, it would cost \$200,000 to move all the classrooms. They could not do it with their work force alone, and would have to hire professional movers to help them move. He has a spreadsheet he has been working on and they can include these numbers. Mrs. Vineyard asked if Public Works could be asked if they would be willing to help them move. Mr. Serio wasn't sure if they would want their stuff in dump trucks. **He stated that he would ask Public Works if they would like to help with the move.** Mrs. Maisano stated that they needed a better pitch to the Town and to the parents if the taxes go up. The full day Kindergarten is a wonderful option, not only is it a benefit to the kids, now the parents don't have to pay for daycare. This has to be something that we clearly need. Mr. Serio stated that there are many families that opt to send their kids to New Haven for Kindergarten just for the full day, they stay and others come back after Kindergarten. The cost of the move will be around \$100,000, that's 3 moving companies and extra summer help, things of that nature. He is pleased with the strategy and makes it look very doable and they are panicky, how do they get this done and it looks good on paper. Mr. Pompano thinks it is very

doable, something that has to be looked at, getting onto the Pitch, he thinks if and when they get to that point Erica has to talk about the benefits of full day Kindergarten.

Mr. Serio stated that from February 3 until April 27<sup>th</sup> when they get their direction from the Council, they still have time to look at it. He would hate to wait until April to make that decision, but they still have time. He stated even though all day K is nice and if they can't do it now, would there be space in the building should they move forward in the years to come. They may be getting some retirements or some shifts in population. They can take what they have and make this new plan work with the current salaries. If in June a teacher retires making \$85,000 they can replace them with a \$45,000 salary, they would pick up some money there. Mr. Serio stated that he presented a draft and wanted to know if there was a number that they would feel comfortable with moving forward, as he can not bring forward \$3.7 million. He stated that Mr. Lathrup said that they needed 2.5 or 2.6, and this is the amount that they need. There will be a difference between what they present and what they get.

The Board and Mr. Serio discussed negotiating with the union. The fact is that the salary amount in the budget now can not be left out. The teacher's contract was up and the arbitrations came in as zero. Contracts are difficult to open up early. What is the amount that they could get from the teacher's union? They need to extend their contract, and freeze their salaries. This is a band aid as they are taking their problems and pushing them out 12 months. Band aids are happening in other towns. The next year that town would get a good whacking. It doesn't fix the problem as it is 2/3 of the budget that grows at 7%. In their final year they have over a 5% increase. There are 287 teachers, and inflation goes up every year, they need to negotiate a better contract. Health costs are too high, they need to start hiring non-smokers, healthy people, pay for a gym membership. Premium based insurance was discussed. Have to go in with Contractual obligations, we're going backwards again like last year. We lost 24 teachers last year. Full day Kindergarten may not be affordable this year. Put all the schools together, they would still have the same amount of bodies, which will have to go somewhere, all 10 schools are needed. There is a challenge if you do not do an all day Kindergarten; you have to try to fit all in the existing buildings, if you don't do the reconfiguration than you don't have the space to move one

entire building, they don't have the option not to do all day Kindergarten, and the buildings will be maxed out.

They discussed under utilizing the High School. The building holds approximately 1600 students. Have to look at classrooms and not body size as several programs go on in the building. Pre-school was located at the High School at one point and was difficult to run. Parents do not want young children, age 3 to 4, with High School students. They couldn't have their own wing as Art and Food classes are there. They would have their own entrance and exit. Little Jackets can go anywhere, but at Hays only with the reconfiguration. They are at one location now. Pre-k has 51 students. There is a potential to close Hays, which would be a savings of \$100,000, but if they wanted to reopen it, it would have to be brought up to code. Pre-K, Sea Stars and the Autistic children can go into one building.

Central Office discussed the closing of the Adult Ed facility next year when the lease runs out. It was discussed whether it should be housed at the High School, Adult Ed is held there at night, or Hays Early Learning Center.

Mr. DeNuzzo stated that 2 Councilmen were in the audience and asked if they would like to come up and speak. Mr. Paul Thompson stated that there are contractual obligations and he believed that we were going into contract negotiations. They should be told that if they don't give concessions this year that they will get 0 for the next 3 years.

Mr. DeNuzzo thought this was a good point. Mr. Thompson stated that if we bring a 2.5 million increase to the Town it will be a big increase in taxes and said that the State does not look good right now, and thought it was a good option by downsizing schools. Mr. DeNuzzo wanted to know if there was anything besides a 0 coming from the Town this year.

Mr. Thompson stated it would not be a 0 this year, as there are contractual obligations that we can not do anything about. There could be a decrease instead of an increase if down the road they add full day K. He thanked the Board and they thanked him.

Mr. Paul Cofrancesco, a Councilman stated that they were on the right track with the reconfiguration and believes that there will be a lot more money in there. Things they haven't talked about with the school closing down they will save \$108,000 in sub-contractors alone and another \$50,000, because they wouldn't need the SRO Officer. He doesn't want

the budget cuts to affect the kids. Kids have to be educated. With the economy out there everyone (15 Councilmen) have to be convinced. He thanked the Board and they thanked him.

There was a discussion on a full time Administrator at Hays, whether one was needed. They discussed the Administration at the Middle School and whether 2 Administrator's were enough. The Administrators renegotiated their contract and they did not take an increase or a step. It was discussed that the budget hinges on the teachers and they should understand that taking a 0 and not concessions would be respectable, but then they wouldn't be able to be laid off. They discussed how the teachers don't get to vote, arbitration, increases and how the concessions would impact their retirement. They spoke about how there was no way the teacher's would open their contract.

They stated that the teacher's wanted them to shop around for a cheaper medical plan, and are currently paying astronomical rates based on usage. They discussed giving them a loan, instead of a furlough stating that they would come in to work. They would be given the days back when they retired. If they gave furlough days they could not come to work.

They discussed Freshman sports, how much it would cost to run, salary, transportation, uniforms, officials.

Mr. Serio and Mrs. Maisano found the following savings that Mr. Lathrop shared with everyone.

Revise Customary Salaries/Staffing	\$ 79,600
Reduce Medicare employer share	\$125,000
Teaching Positions - 5 @ \$40,000	\$200,000
Close Tyler Street	\$404,000
Restructuring Charges	(\$300,000)
Teacher Negotiating	0
Student Resource Officer	\$ 50,000
Total	\$3.2

If Teacher's took a furlough day it would save \$108,000 per day, and 2 days would be \$216,000.

They discussed the possibility of saving a bus or two with the reconfiguration; this would save them \$100,000. Redistricting will have an impact on the savings. If the buses had to go farther that would increase the expense. The decisions that are being made are for the kids.

Mrs. Maisano stated that they needed to get refocused and need to give Mr. Lathrop a list of what is actually what they would like to get. They would need numbers for full day Kindergarten and without full day Kindergarten. **Mr. Meoli stated that they would do this over the weekend with staffing and without.** Mrs. Maisano stated a list of losing 5 people and a list without losing 5 people for all day Kindergarten. She stated that she thought all were in agreement that 200 Tyler Street should be closed and need to decide where it should go. She believed they all were in agreement that with the feedback they should do K-2, 3-5, and 6-8. They discussed whether 2<sup>nd</sup> grade should be added to the Academy or left 3-8 and agreed it should stay the way it is so it wouldn't be overcrowded.

They discussed the 6<sup>th</sup> grade going into the Middle School and that these are the parents that they will hear from most of all, they do not want their 6<sup>th</sup> grader with the 8<sup>th</sup> grader. There is no difference of a 3<sup>rd</sup> grader with a 6<sup>th</sup> grader, and a 6<sup>th</sup> grader with an 8<sup>th</sup> grader.

Mrs. Maisano stated that the union had to be addressed with premium insurance and see what the savings would be. Mr. Serio stated that an answer from the union would not be possible for Monday. Mrs. Schmidt stated that the Administrative staff took a 0. Mr. Lathrop stated that the teachers are at Step 3 plus, and there are 13 steps. They added a 14<sup>th</sup> step so the Top Step people have an extra step in their contract. If they bump down they keep their pay, per their contract.

Mrs. Maisano stated that in regards to configuration a line item needs to be added for redistricting, buses, etc. It could be a large number for savings.

**Mrs. Maisano requested a list of the Administrators, their job description and salary, so they can look at that option.** Mr. Hennessey stated that he did not want to cut Administration. Mr. Pompano spoke about looking at Mid-Management. With the addition of Mrs. Forti, which everyone supports, and Mr. Meoli has taken over operations, they should absorb some of the mid-management responsibilities. Drop in

school has less coverage from an operational standpoint there will be more stuff on their plate. They need to move forward with Town Hall.

Mrs. Vineyard stated that her pitch is that they submit a budget with contractual only 2.9 million dollars, and we know we are not going to get it and they come back with a smaller number then we have wiggle room. Mr. Hennessey thought it was good strategy. Mrs. Vineyard stated this way they would have more time to plan. Mr. Pompano stated that they had already shaved off \$800,000 from where they had started.

Mr. Lathrop stated that it was 6.75%.

Discussions continued about Workers Compensation, Medical Benefits. Receiving 19 million from the State and that only 66% of taxpayers' money goes to Education. They spoke about co pay's and raises, giving teachers loans, and if it would affect their retirement. Early incentive was mentioned, their present contract goes from 25 sick days to 60. A question about principal's retiring was discussed, and that with this plan someone may decide to retire. They plan to move forward and to work off of the instructional plan which they are meeting with the staff. They received feedback from some to the teachers to just do it. They discussed that the 6<sup>th</sup> grade was doing Middle School curriculum but with no collaboration.

They discussed what the impact would be on CMT scores, and under the SRBI Framework previous K-2 model capture kids for successes, fluent readers, writers and collective bargaining. They all should be excited, and want to do what is best for the kids. The teachers are the first line of defense. There are Reading Consultants in every school and ELL support and if they were needed in every school. There are meetings being held to discuss the impact they have on interventions and data collecting.

They discussed the meetings that were being held mid-year with each School Administration team and are impressed with what is going on. There was a discussion on Tagging Students for SRBI Plan Intervention and how they can work with these students in a learning lab. For example they have four 1<sup>st</sup> grades in the building, they spend 90 minutes on literacy, 60 minutes in Math and 40 minutes minimum on the targeted class where the students are rearranged into 3 groups. The students would be targeted for the instruction that they needed, working with Teachers, ELL's, Reading Literacy Aides, Special Ed Aides, and Math Coaches until the students' needs are met which is tied to Rubrics. Once they

reach target in one skill they move on to another skill they can reach target on. It can take as long as needed until the students' needs are met. Once the 1<sup>st</sup> graders are on target, this team can move onto the next grade level. It is efficient use of resources that are available.

Mrs. Maisano stated that they all knew what homework they had to do. She thought a lot was accomplished and was waiting to see what number was coming back to the Board. She requested to have a Special Meeting with Action on Monday. They discussed whether action was needed.

Mr. Pompano and Mr. DeNuzzo had a conflict with Monday, Mr. Hennessey had a conflict on Tuesday and Wednesday would be too late. They discussed how long the meetings were and what time to start the meeting and if they should have a subcommittee meeting before the Special Board Meeting and whether there should be Public Comment. The main task was to get something to Town Hall, and was suggested they vote on the 2.9 and tweak it at the next meeting. Once they submit it to Town Hall there is a process; on February 3, the Board submits the Budget to the Mayor, March 3, the Mayor submits to Town Council, March 23, the Town Council recommends changes to the Mayors Budget, March 31, the Mayor resubmits to Town Council, April 14, Public Hearings are held, April 28, Town Council must adopt a Budget. This is when they will know what number they have to work with. Discussion was made on the time of the meetings, 6:30 for the Subcommittee meeting and 7:00 for the Special Board Meeting.

There was discussion on what the 2.9 was inclusive of. It included 1 teacher for the Middle School and 1 teacher for the High School for \$300,000, Workman's Comp, \$125,000, proper budgeting for the Curriculum model, \$100,000, and Building and Grounds, 64,000. They discussed why Life Safety was not done in the past and why there is so much to be addressed today and that the students are in risky environments. They discussed the positive side of adding an all day Kindergarten. Whether there was an elevator at the Middle School.

**3. Any other business that might rightfully come before this subcommittee.**

#### **4. ADJOURNMENT**

Mrs. Vineyard made a motion to adjourn and it was seconded by Mr. DeNuzzo. The meeting adjourned at 9:30 p.m.

**RESPECTFULLY SUBMITTED,**

**CHRISTINE MAISANO, CHAIR  
FINANCE SUBCOMMITTEE**