

**TOWN OF MONTVILLE
REGULAR MEETING OF BOARD OF EDUCATION
MONTVILLE HIGH SCHOOL LIBRARY/MEDIA CENTER
May 21, 2019, at 6:00 p.m.**

2018-2019 Board of Education Goals

To engage in a cycle of continuous improvement to ensure all students are educated with high standards and achieve at the highest levels of learning in the Montville Public Schools.

Item 1. Call to order

Board Chair Robert Mitchell called the meeting to order at 6:00 p.m. in the Montville High School Library/Media Center. Board members present were: James Wood, Colleen Rix, Monica Pomazon, Sandra Berardy, Steven Loiler, Daniel Boisvert, and Dana Ladyga. Board member Joe Aquitante was absent.

Also present were Superintendent of Schools Laurie Pallin, Business Manager Kathy Lamoureux, Administrative Assistant to the Superintendent, Jennifer LeMay, Administrators, Mary Jane Dix, Denise Dunning, Amy Espinoza, William Klinefelter, Jill Mazzalupo, Heather Sangermano, Rob Alves, Jennifer Russell, Phil Orbe, Steve Carroll and Student Board Representative A. Seldon.

Item 2. Pledge of Allegiance

All stood and pledged the flag.

Presentation: A) CABE Student Leadership Awards: Board Chair Robert Mitchell introduced Principal M.J. Dix to recognize and share information regarding her two award recipients, Addie Concascia and Sawyer Tighe. Board Chair Robert Mitchell presented the certificates to the recipients. Unfortunately Addie was unable to attend the meeting.

Board Chair Robert Mitchell introduced Principal Heather Sangermano and Rob Alves to recognize and share information regarding the two MHS award recipients, Ashley Seldon and Grace Baukus. Board Chair Robert Mitchell presented the certificates to the recipients.

B) Student Representative Geetanjali Chouhan was unable to attend the meeting due to an ECC Lacrosse game. She will be presented with a token of appreciation by Superintendent Laurie Pallin on behalf of the Board for acting as student representative to the Board for two years. Geetanjali plans to attend UConn in the fall.

Item 3: Hearing of delegates and citizens (regarding agenda items only).

Donna Wilson, reading paraprofessional, spoke on behalf of the paraprofessional union requesting that the Board approve a wage increase on par with the other bargaining groups. Donna described the contributions paraprofessionals make to the district.

Toby Lawrencelle, reading paraprofessional, spoke about the evolution of the role of the paraprofessionals in the district.

Peggy Kelley, paraprofessional for over twenty years, spoke of her role as a paraprofessional and the invaluable role the district paraprofessionals play in the district.

LeeAnn Bigelow, president of the paraprofessional union, read a letter from Julie O'Connor, a parent of a student from Oakdale School. Julie described the needs of her daughter, the progress she has made in Montville Schools, and the role her Paras have played in that progress.

Karen Duhamel, mother of two sons in the school system, spoke regarding the pay to participate program, encouraging the Board to institute pay to participate to ensure that middle school sports are reinstated.

Item 4: Letters and communications.

Colleen Rix, referenced an email which was forwarded to all Board members from a parent regarding pay to participate.

Item 5. Approval of Consent Calendar.

Motion: That the Board approves the Consent Calendar.

Proposed by: Steven Loiler

Seconded by: Colleen Rix

Vote: Carried (vote 9-0)

As amended with a change to the vote to appoint the Assistant Superintendent to 7-1-0.

Item 6. Unfinished Business.

None.

Item 7. New business.

- a. **Discussion and possible action to implement “Pay to Participate” for middle and high school sports, drama, and marching band.**

Motion: That the Board tables the discussion until the June 18th Board meeting.

Proposed by: Colleen Rix

Seconded by: Monica Pomazon

Vote: Carries (vote 9-0)

Superintendent Laurie Pallin explained: At the Budget forums which the Board held in January, we heard from many parents about the importance of a middle school sports program and the effects of cutting all but Cross Country three years ago. Those parents expressed their willingness to pay for participation in order to ensure access to athletic programs. District-wide, our extra-curricular activities including clubs and other activities, most of which are at Tyl and MHS, are budgeted for \$646,000 next year. This includes expenses for staff, supplies, entry fees and dues, officials, sports doctor, etc.

Phil has researched what other districts have in place and done a study to determine the money we might take in to put toward the extra-curricular budget from a pay to participate program. He has studied several different models and tried to project the number of students who might be involved. The money which he projects that we might raise from a pay to participate program does not include any of students eligible for the free or reduced lunch program.

Mr. Phil Orbe spoke to the research done on districts which currently offer pay to play. There were two scenarios which take into account free and reduced lunches and family needs.

Colleen forwarded to Board members today an email from a parent expressing concern about asking marching band and drama parents to pay. Phil determined that there are about 40 unique band / drama students. If we did not include them in the program, we would reduce the revenue raised by about \$4,000.

Monica Pomazon; I would like to see what happens at the Town Council meeting before we make a decision.

Jim Wood; I have always been opposed to pay to play, and I have no problem with tabling this to a future meeting.

Dan Boisvert: I feel like if we don't approve this, we are not granting the middle school students the opportunity to have sports at the middle school.

Dana Ladyga; I feel like we are going to have much bigger decisions about items to cut from the budget.

The information which Phil Orbe discussed is below:

	Cost Per Season	Exemption Free Lunch	Exemption Reduced Lunch	Individual Cap	Family Cap	MHS Athletics	Tyl Athletics	MHS Band/Drama	MHS Enrollment	# of Unique Athletes	# of Unique Band/Drama	# of Unique Tyl Athletes	Total Unique	Total Minus Exemptions	Adjusted Total	Est. Revenue
Proposed Plan 1	\$100	Full	Full	\$200	\$400	Yes	Yes	Yes	575	385	40	55	480	307	512	\$51,200.00
Proposed Plan 2	\$100	Full	Full	\$100	\$200	Yes	Yes	Yes	575	385	40	55	480	307	307	\$36,700.00

Notes:

- * "Unique Marching Band/Drama" is an estimate that does include the band's middle school students
- * "Unique Athletes" is the 2018-19 number
- * "Unique Tyl Athletes" is an educated guess (XC, basketball, track) that does not include other Tyl extracurricular activities
- * "Minus Exemptions" is based on 36% (2019 performance and profile number) of the total students receiving free or reduced lunch.
- * "Adjusted Total" reflects the 2017-18 number that 67% of student-athletes play more than one sport
- * "Est. Revenue" is an estimate that cannot be totally accurate due to not knowing specific information regarding # of athletes in a family

	Cost Per season	Exemption Free Lunch	Exemption Reduced Lunch	Individual Cap	Family Cap	Athletics Only	Middle School	School Enrollment	Est. Total Revenue	Est. Revenue per student
Ledyard	\$100	Full	Full	\$200	\$400	Yes	No	796	\$47,500.00	\$59.67
Bacon Academy	\$180	Full	Full	\$540	\$540	Yes	Yes	758	\$65,000.00	\$87.75
Killingly	\$100	Full	Half	\$100	\$100	Yes	No	847	\$22,000.00	\$25.97

	Cost Per Season	Exemption Free Lunch	Exemption Reduced Lunch	Individual Cap	Family Cap	Athletics Only	School Enrollment	Est. Revenue	Est. Revenue per student
Using Ledyard's plan	\$100	Full	Full	\$200	\$400	Yes	605	\$36,100.00	\$59.67
Using Bacon's Plan	\$180	Full	Full	None	\$540	Yes	605	\$53,100.00	\$87.75
Using Killingly's Plan	\$100	Full	Half	\$100	\$100	Yes	605	\$15,715.00	\$25.97

Note:

- * MHS enrollment, like all CIAC schools that allow it, includes students at area magnet schools that are eligible to return to participate in athletics.
- * This does not include middles school or other extracurricular activities.

b. Discussion of other possible reductions to the 2019-2020 Board of Education Budget

Motion: That the Board consider other possible reductions to the budget

Proposed by: Daniel Boisvert

Seconded by: Jim Wood

Vote: Carries (vote 9-0)

Superintendent Pallin explained: Kathy and I have reviewed the budget carefully and I wanted to give you a preliminary list of possible cuts to meet both a \$500,000 and \$746,771 reduction to the Board's budget. Once we know the town's appropriation for education, we can meet to discuss these in more detail so you can prioritize services and determine exactly where you would like to make reductions. Based upon the strong sentiment in the community to restore elementary school field trips and their relatively low cost, I would

not propose eliminating the money which we added to the budget to restore them even if I have to reduce supply purchases to fund field trips.

Possible cuts include:

- Savings in workers' comp issued to both the town and district: \$27,000
- Rollover savings for two teachers out on leave who we don't believe will return: \$43,000
- Reduction to the faculty laptop lease: \$10,000 due to reduction in teaching staff
- Implementation of Pay to Participate: \$32,000 or \$47,200
- Ask parents to pay for regular ed peers to attend preschool (\$1000 per student per year): \$23,000
- Solar panel savings: \$30,000 (this is a risk because the engineering plans have not been approved by P&Z, the next date for possible approval is May 28)
- Reduction to the Board's contribution to the cafeteria program (savings will be realized by reduction of the bookkeeper position from full time to part time, reduction of two full time cafeteria workers to part time, and a 0% pay increase for workers): \$30,000
- Elimination of the STAR assessment program: \$13,076
- End the student laptop lease program which had been put into place in hopes we could one day have a one to one laptop program: \$14,000
- Eliminate positions the Board had proposed adding: \$263,382
 - Social worker, \$90,782
 - Custodial position, \$77,000
 - Maintenance position, \$95,600

Total: \$485,458

Reductions in positions:

- Don't replace employee 1: \$90,782
- Don't replace employee 2: \$67,039
- Don't replace employee 3: \$84,303
- Remove rollover savings: +\$30,000
- Don't replace employee 4: \$65,000

I would recommend reducing one teacher at each elementary school.

The fourth teacher might come from shared staff at MHS and Tyl rather than the new position at Tyl (eliminating the new teacher at Tyl would create class sizes between 26 and 30) or the Board might consider not replacing an MHS PE teacher and sharing a PE teacher between the elementary schools and the HS. This would decrease elementary PE and increase MHS PE class sizes.

Total: \$762,582

It was important for Kathy, the administrators, and me to identify these cuts because we did determine that we can make the necessary reductions without laying off existing teachers. We do have enough retirements and resignations to achieve the reductions through attrition. However they will result in increased class sizes.

Whatever the Town Council decides, we will work to do what is necessary to revise our budget. I can tell you that there is a limit to how many years we can sustain this level of reductions without affecting our students' outcomes.

Motion: That the board tables all discussions to a later date and adjourns the meeting to attend the Town Council meeting.

Proposed by: Colleen Rix

Seconded by: Steven Loiler

Vote: Carries (vote 9-0)

Item 12. Adjournment.

Motion: That the meeting is adjourned.

Proposed by: Jim Wood

Seconded by: Monica Pomazon

Vote: Carried unanimously (vote 9-0)

The meeting adjourned at 6:38 p.m.

Respectfully submitted by,

Robert Mitchell, Chair
Montville Board of Education

Colleen Rix, Secretary
Montville Board of Education

Minutes Approved: _____

******The remainder of the agenda below was not discussed or acted on and has been tabled for a tentative special meeting scheduled for May 30, 2019:**

- c. Discussion and possible action on transportation changes for the 2019-2020 school year as recommended by the adhoc transportation committee.*
- d. Consideration and action to approve revisions to policy 5141.21; Administration of Medication as recommended by the Policy Committee.*
- e. Consideration and action to approve revisions to policy 5144.1; Physical Restraint/Seclusion as recommended by the Policy Committee*
- f. Consideration and action to adopt Policy 5144.2; Exclusionary Time Out as recommended by the Policy Committee.*
- g. Discussion of possible litigation*

Item 8. Committee and liaison reports.

- a. Policy Committee (James Wood).*
- b. Educational Evaluation Committee (Daniel Boisvert)*
- c. Communications Committee (Monica Pomazon);*
- d. Principal Reports (Elementary)*
- e. Montville Education Foundation (Colleen Rix)*
- f. LEARN (Robert Mitchell)*
- g. CABE/NSBA (Robert Mitchell)*
- h. Montville Youth Services Bureau (Daniel Boisvert)*
- i. Student Board Representatives*
- j. Other -- None*

Item 9. Superintendent's Report.

- a. Report from Director of Special Services – Mrs. Paula LaChance.*
- b. Monthly Update from the Acting Superintendent – Laurie Pallin.*

Item 10. Information Items.

Item 11. Citizens comments

** It is anticipated that the board will meet in executive session to discuss possible litigation*

Item 12. Adjournment.

Motion: That the meeting is adjourned.

Proposed by: Jim Wood

Seconded by: Monica Pomazon

Vote: Carried unanimously (vote 8-0)

The meeting adjourned at 6:38 p.m.

Respectfully submitted by,

*Robert Mitchell, Chair
Montville Board of Education
Minutes Approved: _____*

*Colleen Rix, Secretary
Montville Board of Education*