

Responses to RTM Member McCarthy

| Page# | Item | Resource Requirement as Represented/Requested | Comment | Suggestions | |
|-------|---|---|---|--|----------------------|
| 7 | 10 Year Comparison | | Need Non Teacher Certified Staff Break Out: (Guidance, Psychol, Soc Wkrs, Speech. | | |
| | Response: A further breakdown of staffing can be found on pages 137 to 147 of the budget manual. Staffing based on enrollment and staffing models has remained consistent over the past 10 years with slight variations allowed for specific student needs identified at the school level (for example speech and language pathology at the elementary schools that support our program for children with autism). | | | | |
| | Overall Response to five State Mandate Questions listed below: BoS, BoF and RTM members have frequently asked what the impact of recent state mandates has been on the Fairfield Public Schools. Pages 14 and 15 were created to help answer that question. As noted on these pages, despite the increased demands on staff time that these new mandates require, NO new positions have been requested. | | | | |
| 14 | School Climate (Bullying) | PA 11-232 | Extra Resource for investigating and reporting | Addressed by Teacher Committees in other School Systems | Use of Survey Monkey |
| | Response: As with all school systems, teachers and administrators must implement PA 11-232 and Fairfield, like most districts, is doing so using existing teacher and administrative resources. We are required to conduct a survey to track and report on progress made to create a Safe School Climate. The District Climate Team (comprised of administration, teachers, parents, police, 1st responders, and community leaders) studied and recommended to the BOE that we conduct a survey that is a scientifically valid and reliable instrument that will allow schools and the district to take action to improve school climate. The committee researched and chose the Comprehensive School Climate Inventory designed by the National School Climate Center. Survey Monkey has its uses, but the survey adopted by Fairfield has been designed by professionals to provide the information required. | | | | |
| 14 | School Security | PA 13-04 | | Police/Fire train Teachers/Admin for free in Stratford | |
| | Response: Fairfield Police and Fire continue to provide training for all certified and non-certified staff in the school system at no cost. The \$160,000 in this item is for safety upgrades to infrastructure. | | | | |
| 14 | Teacher and Administrator Evaluation | PA-245 | 1 work day per teacher to complete evaluation? | Principals do 4 or 5 over a weekend in Stratford. Evaluation Requirement is currently under review by the State Legislature. It will be dramatically less onerous. | |
| | Response: The State Department of Education has indicated districts may incorporate flexibility options into their plans. However, each educator will still need to undergo multiple observations by their administrators each year. Administrators need to provide written feedback to educators after each observation. Additionally, administrators need to conduct goal-setting, mid-year and end-of-year conferences with each educator. The 1 day/teacher estimate is based on the current level of work required by the state, described above. | | | | |

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| 15 | Common Core/SBAC Assessmets | | Increased IT Resource? | "Increased IT Resource"(that is number of required laptops for testing) is a function of testing schedule. Common Core should be part of Curriculum. SBAC is not in stone, ONLY a pilot this year. | |
| Response: The SBAC is replacing the CMT/CAPT testing schedule and, in some form, will be an annual standardized test which the school district is mandated to conduct. It is a computer based test, and the testing schedule is set by the State Department of Education for each school district. | | | | | |
| 15 | Affordable Care Act | | Extra work for office staff? | ACA plans are negotiated by Teachers Union, How would it impact office staff? | |
| Response: See overall response above. The increased cost last year, and again this year is the Patient Centered Outcomes Reseach Institute Fee (PCORI) and transitional reinsurance fee under the Affordable Care Act. This cost is budgeted at \$ 414,289 and is based on a fee per member/year. The ACA has impacted group health insurance plans starting in 2011 and will continue through 2018. Staff time must be dedicated to meeting with AON, the town's health insurance consultant, and to analyze the impact of the ACA on the BoE's health insurance package. This must be done from a cost perspective, as well as a coverage perspective. This is especially true for those changes mandated to occur in 2015 through 2018. Staff must plan now, to mitigate the impacts in future years. In addition to the staff time discussed above, each December, AON meets with the BoE as part of its annual budget review process. | | | | | |
| 29 | 2nd 5th Grade Music Teacher | | \$34,000 | Why 1 Teacher/Grade? | |
| Response: This is not one teacher per grade. This is an overall .5 FTE increase for the 5th grades across the district to re-institute a second, 5th grade general music class. | | | | | |
| 38 | Safety/Security Equipt | | | Grant Money available. Has it been pursued? | |
| Response: This account is used for annual expenses related to school security, as described. An additional \$160,000 was budgeted for infrastructure improvements. This would be in addition to the \$ 147,000 state grant received by the Fairfield Public Schools. The BoS and BoF have recommended that this \$160,000 be re-allocated to provide additional funding for the Medical Retention Fund. This is one of the budget adjustments the BoE will address in May, after all town bodies have acted and a final allocation to the school district is known. | | | | | |
| 43 | Professional Development/Curriculum Writing | | \$647,512 | Retired Administrators to assist with Teacher Evaluation? Explain! | |
| Response: Breakdown of PD/Curriculum Writing can be found on pages 86 & 87. Specifically in line item #54170, Staff Development, an amount of \$31,200 has been added to provide support to principals to fully implement the newly adopted teacher evaluation model. An experienced (retired) administrator will conduct formal/informal observations and work collaboratively with the principal to fulfill the requirements of evaluating every teacher in each school in the 2014-2015 school year. | | | | | |
| 55-58 | Certified Support Staff | | 1 Psychologist/Elmtry School | 2-3 times the number in other school systems or the ratiio of student to Psychologist at our own Middle and High Schools | 6 FTE Reduction |
| Response: See attached chart for local comparisons. School Psychologists perform many essential functions in our elementary schools. They lead teams to provide early intervention for struggling students, conduct comprehensive evaluations to determine the need for special services, and provide direct services to students and families in compliance with state and federal laws. | | | | | |

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| 59 | Curriculum Leaders | 51160 | 6 requested | Why 6 FTEs ??? Math-Sci-SS, Rdng_Writing, Music_Art_PE what else? | 3 FTE Reduction |
| Response: Currently there are six Curriculum Leaders – two at the elementary level (one for Literacy and one for Mathematics/Science) and four at the secondary level (one each for English, Mathematics, Science and Social Studies). Each Curriculum Leader is responsible for curriculum, instruction, and assessment across all schools in their respective levels. At the elementary level, Curriculum Leaders provide support and develop consistent practices in curriculum implementation, instructional models and assessments for 226 teachers; and at the secondary level for 250 teachers. These positions will also play an integral role in the teacher evaluation system. In-house professional development saves the district the expense of training workshops conducted outside the district. The Curriculum Leaders provide essential leadership to the in-house training function. At the secondary level, eliminating positions would require hiring of department heads which would mean little to no cost savings over the current model. | | | | | |
| 68-73 | Part Time Employment | | | Budgeted Dollars but no FTEs? | |
| Response: These are not FTE positions, but rather are for expenses such as substitutes, interns, lunch aides, part-time clerical employees and tutors. | | | | | |
| 68-73 | Part Time Employment | | | Why are funds budgeted for intern? College Interns should be at no cost. | |
| Response: Interns are interviewed and selected from the local universities and are completing course requirements for certification. Each university charges the district a stipend for every intern, and the average cost to the district per intern is \$14,000. These are cost effective as they replace substitute teacher costs of at least the same amount. | | | | | |
| 86 | Mileage Reimbursement | 54500 | \$14,102 | Seems excessive | |
| Response: There are a number of staff members who work in multiple sites. They receive the IRS reimbursement for travel required in their job for which they use their personal vehicle. | | | | | |
| 87 | Professional Growth Tuition | 53550 | \$230,000 | Need Explanation | |
| Response: The Fairfield Education Association contract has specific language regarding compensation for coursework that is related to a teacher's current assignment, adding an additional endorsement or a degree change. | | | | | |
| 107 | Super intendent's Office | | Dues& Fees \$10,000 | Need Break Out | |
| These funds are professional associations for the Superintendent of Schools. These include the CT Association of Public School Superintendents (CAPSS), the American Association of School Administrators (AASA) and and the CT Superintendents Network. | | | | | |
| 109 | Conference & Travel | | | Not consistent School to School, Actual < Budget in some cases | |
| Response: Each school is provided with an allocation per school and each principal allocates how much of those funds are used for conference and travel. Thus, it will be different per school based on local needs. This year, due to the increased costs of children with disabilities who were outplaced, the budget freeze has eliminated any travel and conference attendance outside the district effective with the budget freeze. | | | | | |

Support Services Staffing Comparison - **NOT ALL DISTRICTS DATA WERE AVAILABLE DUE TO SPRING RECESS.**

| District | Elementary | | | Middle | | | High | | | District | | |
|---------------|----------------|-------------------|--|-------------|-------------------|----------------|-------------------------|-----------------------|-------------------------|----------|-------------------|------------------------------------|
| | Psych | School Counselors | Social Workers | Psych | School Counselors | Social Workers | Psych | School Counselors | Social Workers | Psych | School Counselors | Social Workers |
| Fairfield | 1.0 per school | 0.0 | 6.0 distributed between 11 K-5 and ECC | 1.2/1.0/1.0 | 3.0/3.0/3.5 | 1.0/1.0/.8 | 2.0 per school +1.0 WFC | 9.0 per school+ 0 WFC | 2.0 per school +1.0 WFC | 0.0 | 0.0 | 0.0 |
| Westport | 2.0 per school | 0.0 | 0.0 | 3.0/1.0 | 3.0/3.0 | 0.0 | 4.0 | 10.5 | 0.0 | 0.0 | 0.0 | 4.0 provide service to all schools |
| Greenwich | 1.0 per school | 0.0 | 0.0 | 1.0/1.0/1.0 | 3.0 | 2.5 | 3.7 | 17.0+1.0 AHS+1.0 AHS | 5.6+1.0 AHS+1.0 AHS | 5.6 | 1.0 | 1.0 |
| Darien | 1.0 per school | 1.0 | 0.0 | 2.5 | 5.0 | 1.0 | 2.5 | 7.0 | 1.0 | 0.0 | 0.0 | 0.0 |
| West Hartford | 9.8 | 0.0 | 7.3 | 3.3 | 9.5 | 3.2 | 2.6 | 16.5 | 2.6 | 2.1 | 0.0 | 1.0 |
| Easton | | | | | | | | | | | | |
| Redding | 1.2 | 0.0 | 1.0 | 1.2 | 2.0 | 1.0 | | | | 0.0 | 0.0 | 0.0 |
| Region 9 | | | | | | | 2 | 6 | 2 | | | |
| Brookfield | 1.0 per school | 0.0 | .5 per school | 1.0 | 4.0 | 1.0 | 1.0/.5 alt | 4.0 | 1.0 | 0.0 | 0.0 | 0.0 |
| Ridgefield | 1.0 per school | 0.0 | 0.0 | 3.0 | 6.0 | 0.0 | 2.0 + 1.0 AHS | 9.0 | 1.0 | 0.0 | 0.0 | 0.0 |
| Bethel | 2.0 | 3.0 | 1.0 | 1.0 | 3.0 | 1.0 | 1.0 | 4.0 | 2.0 | 0.0 | 0.0 | 0.0 |