

The Enclosures referred to in the Agenda are available for inspection at each of the three Public Libraries in Fairfield, Fairfield Public Schools' website <http://www.fairfieldschools.org/> and the Education Center, 501 Kings Highway East.

**THE PUBLIC IS REQUESTED TO TURN OFF CELL PHONES OR PLACE THEM ON VIBRATE PRIOR TO THE
START OF THE MEETING**

Board of Education, Fairfield Public Schools
501 Kings Highway East, 2nd Floor Board Conference Room, Fairfield, CT

Tuesday, February 26, 2013

REGULAR MEETING 7:30 P.M.

1. Call to Order and Roll Call
2. Pledge of Allegiance
3. Presentations
 - A. New Teacher and Administrator Evaluation Plan/Requirements
Ms. Esther Bobowick, Director, Professional Development Services (CES)
(Enclosure No. 1)
4. Approval of Minutes
 - A. Approval of Minutes of the Special Meeting of January 22, 2013
Recommended Motion: "that the Board of Education approve the Minutes of the Special Meeting of January 22, 2013"
(Enclosure No. 2)
 - B. Approval of Minutes of the Special Meeting of January 24, 2013
Recommended Motion: "that the Board of Education approve the Minutes of the Special Meeting of January 24, 2013"
(Enclosure No. 3)
 - C. Approval of Minutes of the Regular Meeting of January 29, 2013
Recommended Motion: "that the Board of Education approve the Minutes of the Regular Meeting of January 29, 2013"
(Enclosure No. 4)
5. Student Reports

Marco Congello	Fairfield Ludlowe High School Student Liaison
Alice Rocha	Fairfield Ludlowe High School Student Liaison
Acacia Longley	Fairfield Warde High School Student Liaison
Danielle Clarke	Fairfield Warde High School Student Liaison

- 6. Board Committee/Liaison Reports
- 7. Superintendent's Report
 - A. Update on Blizzard/2012-2013 School Calendar
 - B. Review of Capital Projects Waterfall
(Enclosure No. 5)
- 8. Old Business
 - A. Fairfield Ludlowe High School Educational Specifications
Mr. Bill Silver, Silver/Petrucci and Associates

Recommended Motion: "that the Board of Education approve the Fairfield Ludlowe High School Educational Specifications"

- 9. New Business
 - A. Request from FairTV Cable Advisory Council
Discussion on appointment of a Council Member.
(Enclosure No. 6)

10. Public Comments and Petitions

During this period the Board will hear comments and receive petitions from any citizen present at the meeting. Any single presentation must be limited to two minutes, and audio-visual equipment cannot be used without the advance authorization of the Chairman. **The Board will not hear comment on individual personnel matters or comments addressed to a specific member(s) of the Board.** Decorum will be enforced. Citizens are asked to comment on any voting item at the time the item is under consideration by the Board.

11. Open Board Comment

12. Adjournment

Recommended Motion: "that this Regular Meeting of the Board of Education adjourn"

CALENDAR OF EVENTS

March 12, 2013	Board of Education Regular Meeting	7:30 p.m. 501 Kings Highway East 2 nd Floor Conference Room
----------------	---------------------------------------	--

RELOCATION POLICY NOTICE

The Fairfield Public Schools System provides services to ensure students, parents and other persons have access to meetings, programs and activities. The School System will relocate programs in order to ensure accessibility of programs and activities to disabled persons. To make arrangements please contact:

Pupil & Special Education Services
501 Kings Highway East, Fairfield, CT 06825
Telephone: (203) 255-8379

FEB 26 2013

CT Teacher Evaluation and Support Core Requirements (Guidelines)

Guidelines / CT Core Requirements

Levels of Performance	<p>Overall rating determined by ratings in four areas (see 45%-40%-10%-5% below and on back)</p> <p>Ratings in all areas must use four performance levels</p> <ul style="list-style-type: none"> • Exemplary • Proficient • Developing • Below Standard
Process	<p>Orientation, Planning, and Goal-setting conference (Nov. 15)</p> <p>Evidence collection (ongoing)</p> <p>Midyear check-in</p> <p>End-of-year summative review & conference</p> <p>Local reporting (status June 1st - BoE)</p> <p>State reporting (status June 30th - SDE)</p> <p>Summative assessment revision (Sept. 15)</p>
Student Growth & Development 45%	<p>1-4 goals for student growth, measured by Indicators of Academic Growth and Development (IAGD) and based on district-established criteria</p> <ul style="list-style-type: none"> • 22.5% of IAGDs based on standardized state tests where applicable, or other standardized measures where available • 22.5% of IAGDs based on minimum of one non-standardized indicator, maximum of one standardized indicator (optional) • mutual agreement necessary for weighting of multiple IAGDs
5%	<p>Whole-school student learning indicators</p> <p>OR</p> <p>Student feedback (surveys, interviews, focus groups)</p>
Performance & Practice 40%	<p>Standards-based Framework</p> <ul style="list-style-type: none"> • Danielson, Marzano, Marshall, or locally developed frameworks based on best practice and aligned to CCT • rubric using four performance levels <p>Observations</p> <ul style="list-style-type: none"> • combination of formal, informal, announced and unannounced

Guidelines / CT Core Requirements

	<ul style="list-style-type: none"> • 1st & 2nd year = 3 formal • Below Standard/Developing = 3+ formal • Proficient/Exemplary = 3 formal: 1 in-class + 2 reviews of practice • constructive and timely oral and written feedback
10%	Parent feedback OR Peer feedback
Support & Development	<p>Professional learning opportunities based on needs identified through evaluation process and linked to student outcomes</p> <p>Below Standard & Developing Ratings</p> <ul style="list-style-type: none"> • plans for individual improvement and remediation, must identify resources, support, etc. from district; • timeline for implementation within same school year as plan is issued; • include indicators of success, including a summative rating of proficient <p>Opportunities for career development & growth based on performance, including mentor/coaching, leading PLCs, etc.</p>
Other	<p>Evaluation and support plans subject to annual state approval</p> <p>Definition of effectiveness and ineffectiveness using summative ratings from the new evaluation system</p> <p>Dispute resolution process</p>

FEB 26 2013

DRAFT

Board of Education, Fairfield Public Schools
501 Kings Highway East
2nd Floor Board Conference Room
Tuesday, January 22, 2013

Minutes of the Special Meeting of the Board of Education

1. Call to Order and Roll Call – Executive Session

Mr. Dwyer called the meeting to order at 7:02 p.m. Other members present were Mrs. Kennelly, Mr. Convertito, Mr. Liu, Mrs. Gerber, Ms. Iacono, Mr. Fattibene, Mr. Kery, Mrs. Brand, Dr. David Title, Mrs. Parks, Mrs. Leffert, and Ms. Melinda Powell.

Mrs. Gerber moved, seconded by Mr. Kery the recommended motion that “the Board of Education convene to Executive Session to discuss pending claims and litigation”

Motion Carried: 8:0:0 *Ms. Iacono was not present for this vote.*

2. Call to Order and Roll Call

Mr. Dwyer called the Special Meeting to order at 7:30 p.m. Other members present were Mrs. Kennelly, Mr. Convertito, Mr. Liu, Mrs. Gerber, Ms. Iacono, Mr. Fattibene, Mr. Kery, and Mrs. Brand, Dr. David Title, members of Central Office, and approximately 25 members of the public.

Mr. Dwyer led the Board and the audience in the Pledge of Allegiance.

Mr. Dwyer stated several questions had been forwarded to Dr. Title in advance of the meeting, and asked that Board members be considerate of the number of questions asked to ensure equal time.

3. Budget Questions

Income Questions

Dr. Title read questions that had been forwarded, related to the Income part of the Budget.

Question: What buckets potential sequestration would impact and the dollar amounts that we could lose. Dr. Title referred to page 6 at the top, divided into revenue to the Town, and revenue to the BOE. For the Town, the biggest risk is the Education Cost Sharing, approximately \$3.6 million dollars. The other big risk for BOE is the excess cost provision, that has been running at 75% of the real number, and we have budgeted for 75% for next year. On a federal level, the biggest impact would be the IDEA grant, Part B, Part B Pre-school, Title 1, Title 2, Title 3 and Perkins. Sequestration has been estimated at 10-15%. If the fiscal cliff were fully enacted it would be around \$250,000-\$350,000 revenue loss. Fairfield is perceived as affluent, and even if the ECS was increased, Fairfield would not get any additional funding. Mr. Convertito asked if Title 1 through IDEA Part B preschool were all mandated programs. Dr. Title stated that Special Education is mandated, Title 1 is money that comes in through No Child Left Behind, and there is no benefit to giving that money back as the same requirements apply.

DRAFT

Mrs. Kennelly asked about the Open Choice numbers. Dr. Title stated that Open Choice is a formula with a bonus attached. Mrs. Kennelly asked about the GED students from Easton, and what those costs were. Dr. Title responded that these classes that are running anyway, so the marginal students that are sent would not impact our cost.

Mr. Kery handed out his affordability study, which shows a simple model of impact to taxpayers. Mr. Kery stated that this budget is similar to last year, but the bigger picture here is the impact of growing at 4.5 % per year over 40 years. Mr. Kery requested comments from Board members on this. Mrs. Brand appreciates this study and would like to see a 5 year financial and education plan, much like what is done for facilities. Mr. Liu thanked Mr. Kery and stated this is a relevant question. Mr. Kery stated that he sees the value of education, and that we have to work within a frame of reference. Mr. Liu stated that he has young children in the school now with years to go, and the time is perhaps now to deal with the problem. Mr. Fattibene stated that the real risk is the fixed cost of wages and benefits and debt service. Ms. Iacono stated that this growth cannot be sustained, the long term financial plan needs to be figured out, as well as program offerings, and difficult decisions will have to be made in order to get back to basics. Mr. Dwyer stated that public education has always been viewed as a public benefit.

Mr. Kery stated there are other issues falling outside of our operating budget such as PCB's that were unanticipated and asked how this gets communicated with other Boards. Dr. Title stated that there are always unknowns, and as long as they are contained, adjustments can be made. Dr. Title stated that going to Town Bodies is a last resort. Mrs. Brand stated that the approach for PCBs that is taken will have a financial impact, depending on the report findings. If the impact is too large, it becomes a capital project.

Ms. Iacono asked if building use fees would be raised. Dr. Title stated that this has to be done in conjunction with the Town. Organizations often pay the fee out of revenue from the event, which means fees often have to be chased. An incentive may be to pay a reduced rate in advance. The real issue is that so many organizations are exempt, and this needs to be discussed with the First Selectman's Office, as they are the recipient of the fees. Ms. Iacono asked how to begin this discussion to generate higher fees. Mr. Dwyer stated that this issue was discussed in Policy Committee about a year ago with information from Mr. Cullen. The Board of Finance has also started to look at their policies for line-item grants for not-for-profits. Mr. Convertito stated that non-profits still pay when renting Penfield, and that after-school programs should pay the custodial overtime. Dr. Title stated that he will show the First Selectman all the non-exempt, the non-billable custodial fees are other Town bodies, and that non-exempts can still pay custodial fees. Mr. Liu stated that custodial overtime for the RTM should come out of the Town budget, not the BOE budget. Mr. Kery stated that he supports charging day care centers for custodial fees, and is open to a discussion on exempt status. Ms. Iacono requested a copy of the research done on this. Mr. Dwyer stated that it is a 1 page policy with many regulations. Mr. Convertito stated that it started as a simple way to generate revenue with a user fee. Ms. Iacono would like this change to affect this budget. Mrs. Kennelly asked if that would require a policy change. Mrs. Brand stated that it would require a policy change and recommended that the Board move on.

Series 100 – Staff Salaries Questions

Dr. Title read questions that had been forwarded.

Question: How many employees work for the district compared to last year, and how many of those are teachers? Dr. Title stated there are 10 fewer people working for the district this year. The number of teachers has gone up, non-certified went down. Number of clerical support staff changed; clerical support has gone up. At the high schools, the number of teachers is different at Warde vs. Ludlowe. Dr. Title stated that he makes an educated guess regarding the FTE's, and the headmasters know that it might change. In April after tallies are in, staffing is flexible depending on the numbers. Mrs. Brand stated that next year there will be more students

DRAFT

at Fairfield Ludlowe High School. Dr. Title stated that there is flexibility between the high schools and that more teachers are still needed in both places.

Question: Looked as though we were reducing tech support. Tech support is now centralized and sent to the schools based on need, there is no change in level. Only one change; we had one vacancy and spread that out to change some 10 month employees to 11 month employees. Much of the work is done over the summer, and there weren't enough people. We did eliminate 5 technicians 2 years ago.

Question: Why are staffing costs going down but not FTE's? That is because we use existing positions, but people transfer and retire, and there are different pay scales; it is important to look at the FTE count as opposed to salaries. Mrs. Munsell handed out a detailed page of FTE counts, not including grants. Part-time employment and substitutes may vary widely among individual schools depending on how many teachers are out and the length of absence. The wage and benefit reserve contains assumptions related to negotiations and unsettled contracts. Curriculum coordinators are part-time teachers and part-time curriculum coordinators.

Mr. Liu asked about Pupil Personnel Services, 2.80. Dr. Title replied that those are full time administrative positions, and are the front line with special education issues at the schools. Dr. Title stated that these positions are located at Central Office, but they are mostly out in the field at the schools. Department Liaisons are full time teachers and they get a stipend. The clerical extras come in for the summer mailings.

In response to Mr. Liu, Dr. Title stated that the middle school liaisons are given a stipend and they are the go-between with the principal and teams/crews. There are a lot of them making a small amount of money, but looks like a big number when they are all in one place. In response to Mr. Liu, Dr. Title stated that social workers are assigned to the school based on the need of the school.

Ms. Leonardi replied that the social workers are housed in Central Office, and social work services are distributed centrally.

Mr. Liu asked about secretarial services. Dr. Title stated that he would provide a list of secretaries, jobs performed, and location.

Ms. Iacono asked about the substitute rate and whether there is a problem finding a substitute at that rate. Dr. Title stated that it all depends on the day; he is currently researching outsourcing substitutes if it becomes a persistent problem; permanent substitutes or interns are also an option. Ms. Iacono asked for a list of all job descriptions to be online for the public to view. Dr. Title said many job descriptions are out of date, as they are usually updated when there is a vacancy.

Mrs. Brand asked if the new Student Management system will help us move forward and be more efficient. Dr. Title stated that he didn't think it would translate into labor savings, but the tech budget provides \$50-70,000 dollar savings in not having to maintain legacy systems, and that Edline, STAARS, K12Alert, SCAD, and Antares will be phased out.

Mrs. Gerber asked on page 17, how will it work to have only a slight increase in FTE's? Dr. Title stated that in this budget there will fewer elementary teachers than high school teachers; due to turnover there are no layoffs anticipated.

Mrs. Kennelly asked if the social workers change has affected the school climate. Dr. Title stated the biggest impact was on the psychologists.

DRAFT

Mrs. Brand asked if we anticipate moving forward budgeting for security. Dr. Title said that we did not budget for additional security personnel, but we will be working with the police. No additional security personnel in the BOE budget. If infrastructure improvement is needed, it will most likely be a capital improvement.

Mr. Liu asked on page 58, regarding the part time printing service. Dr. Title stated that is an hourly person and there is also a full time clerical person, there is no change.

In response to Ms. Iacono, Dr. Title stated a sub clerk manages the call-in of the substitute teachers.

Mrs. Brand asked about Dr. Title's salary. Dr. Title stated that his entire salary can be found in the pension, mileage, and salary accounts.

Mrs. Gerber asked if there is a shift to grants. Ms. Leonardi stated that there is a slight increase in para staffing as it relates to needs of students with significant needs. Some reallocation was made in IDEA grants, to what was needed overall, to take some additional paras into that grant account.

Mrs. Gerber asked on page 50, custodian driver and 8.5 head custodians. Dr. Title answered they are not all in central office; there is no change there, but we will find that answer.

Mrs. Kennelly asked about online learning. Dr. Title stated that there have been many false starts on this, but beginning to research PLATO, right now using it in a limited way for homebound and Alternative High School students. Mr. Kery said he is an advocate for our own online learning. Dr. Title stated that this idea has potential but there is a space issue.

Series 200 Questions - Benefits

Dr. Title discussed the pension and stated the vast majority of Board of Education employees are not part of the Town pension; only non-certified employees are; benefit plans and assumptions are the same; it can't be forecasted precisely. Mrs. Brand asked if we forecast with this specific group for retirement and Dr. Title responded that the pension folks update this periodically.

Dr. Title read a question regarding social security, and the reason for a drop in that number on page 59. Mrs. Munsell stated that certified teachers and administrators pay into the TRB; those hired prior to April 1986 do not require any additional funds; those hired after April 1986 must have their medicare piece matched. On the non-certified side, we do pay social security but we also have a FICA alternative program that is not matched. If seasonal/hourly hired after 2005, then required to be in the FICA alternative program which is not matched. The number went down because the FTE's in the operating budget went down. Mr. Converito wanted to clarify that the decrease in social security indicates that we had a lot of teachers that left. Ms. Munsell stated that the decrease is due to positions that moved were FICA type positions. Mr. Kery requested up-to-date information on the internal service fund from the Town. This will be needed by Thursday in order to vote on this budget. Dr. Title stated that he used the AON actuarial numbers for the budget, and does not know how much better the Town is, and this is a volatile account. He stated he will try to get this information from the Town by Tuesday. Mr. Kery asked that the Board ask the chair to directly ask the First Selectman for this information. Mr. Converito stated that this number been different each year. Dr. Title stated that there was a Memorandum of Understanding that was informal. Dr. Title stated that the Town understands how we are budgeting, as we are going on less complete information, according to our expert advice from AON. Ms. Iacono stated the information is out there, would be helpful if the chair would reach out to First Selectman to help get this information in order to make a fully informed decision. Mrs. Brand asked that the Board get the same information as the Board of Finance gets. Mr. Kery would like an update through December 31. Mr. Fattibene

DRAFT

asked about the MOU that was with Town and the previous superintendent, that had certain requirements on this fund. Dr. Title stated that there was a MOU with previous Superintendent and the previous First Selectman at the time that the Board and the Town converted from fully-insured to self-insured. One of the requirements was that if the fund went low, the Town would help because the Board of Education was taking the risk. At the same time, it allowed the Town to keep money when the Board of Education had a good year and the Town had a bad year. There is some question now as to whether that understanding is still valid. In June 2011, there were issues about how the Board of Education was budgeting for insurance, and that is when a new MOU was discussed but never came to fruition. Mr. Dwyer stated the Board relies on the working relationship among Dr. Title, Mr. Flynn and Mr. Tetreau to budget for insurance. Dr. Title mentioned that a complicating factor is the bond rating. Mr. Dwyer stated that we are following the AON recommendation to have 1xIBNR with a 9.2 trend. Mr. Fattibene stated that we are putting in what was put in last year plus the recommendation from AON. Mr. Kery asked how the 9.2 trend compares to the actual results. Dr. Title stated that the actual trend was more like 20, but AON recommended that we go with 9.2.

Mr. Convertito, asked about page 19, vs. page 9, he sees an increase in para staff, and requested more info on benefits vs. salary. Ms. Leonardi stated that the page 19 is this year's budget number. Dr. Title stated that Mrs. Munsell will research this question further.

Mr. Convertito asked why we are providing retirement for Food Services, which was typically self-funded. Ms. Munsell stated that there were so many changes this year, and they could not absorb this increase, so we are contributing. Mr. Convertito requested a year-to-date comparison on the Food Services budget. Ms. Iacono confirmed that in years past, the Food Services dept. covered their own pension with their own profits. Dr. Title stated that recent developments proved too much to handle.

Ms. Iacono asked if we are looking at moving towards and actively pursuing transitioning to a 401K option for non-union employees. Dr. Title stated that we are looking at this for unionized as well. Ms. Iacono asked if we could pursue this for our non-union as well and Dr. Title said yes. Mr. Kery would like the administration to outline what we need to maintain an independent budget number for Food Services. Dr. Title stated that page 177 gives actual vs. budgeted number for Food Services; there is a formula that we are keeping within, and we have been draining it for a variety of reasons. Mrs. Brand stated that the pension fund is not doing well these days for anyone. Dr. Title said the large balance has been eaten up.

Mr. Dwyer stated the Board will pick up on the 300 accounts to the end of the book and cover any additional questions at Thursday's meeting. He also requested that Board members with policy questions for Tuesday's meeting should email those questions so the entire Board may be prepared.

4. Adjournment

Ms. Iacono moved, seconded by Mrs. Kennelly, the recommended motion, "that this Special Meeting of the Board of Education adjourn at 9:55 p.m."

Motion Carried: 9:0:0

FEB 26 2013

DRAFT

Board of Education
Fairfield Public Schools
501 Kings Highway East
2nd Floor Board Conference Room
Thursday, January 24, 2013

Minutes of the Special Meeting

1. Pledge of Allegiance

Mr. Dwyer led the Board and audience in the Pledge of Allegiance.

2. Call to Order and Roll Call

Mr. Dwyer called the Special Meeting to order at 7:35 p.m. Other members present were Mrs. Kennelly, Mr. Convertito (arrived 7:40 p.m.), Mr. Liu, Mrs. Gerber, Ms. Iacono, Mr. Fattibene, Mr. Kery, and Mrs. Brand. Dr. David Title, members of Central Office, and approximately 25 members of the public were also in attendance.

3. Discussion of the Superintendent's Recommended 2013-2014 Budget Request

Mr. Dwyer stated that he would like to focus on series 300-600. Mr. Dwyer went through each paper that was provided at the table for the Board to review. Dr. Title said all will be posted online, and any additional documents will be posted as well.

Mr. Kery stated that earlier today he had sent a copy of his affordability piece to the Board. He stated that other Boards will make the changes if this Board does not, and those changes may be more drastic. Mr. Kery stated that there is now an opportunity in the coming months and years with curriculum, and we must work within a budget framework. Each group has a constituency that says a program is important, so the Board should take a stepped approach and start by picking a number, Mr. Kery suggested 2 %, and figure out how many years it takes to get to that number so that there is time to plan. Based on common core, changes will be needed. Mr. Kery stated he is looking to have a conversation with other Board members to set some limits.

Mr. Fattibene agrees that at some point there will be a limit to what the Town will pay, and the Town will have to be serious about contract negotiations. Without a substantial increase in cost share, you won't be able to meet the limits without cutting something for the kids. Mrs. Brand agrees with Mr. Fattibene and Mr. Kery and stated the Board can make decisions all year long. If asked by the Superintendent to be specific about this, moving forward it would be better to have a financial plan and educational plan; that conversation should take place over the spring and fall. Mr. Dwyer stated that he agreed on Tuesday that there should be conversation about this, but perhaps Mr. Kery would like to move that timetable up. Ms. Iacono stated that she is happy that Mr. Kery raised this issue and that difficult decisions will have to be made at this table tonight and on Tuesday. Ms. Iacono stated that she can't support this increase at this time; she would be supportive of 4%, and would welcome discussing caps; there is a need to look at our high school programs and what is offered, that if we cut back on some of these programs it will increase our instructional time. Mr. Kery stated that he is concerned about the size of the health care increase, and that a financial framework must come first. Mr. Liu stated that this is not the first time this has been brought up, and that this is an outrageous budget and cannot hold.

Mrs. Brand asked about the program implementation on page 71, and Dr. Title referred her to page 138. He stated that there are different elements of program implementation, and the calendar below shows which programs are going into place next year. K-2 Math and 6-10 Math are accounted for in a transitional manner. Some are a phase-in. There has been an ongoing review in the English Language Learner arena, and that has not had new materials in a long time. Dr. Title stated that additional information could be found on page 139. Mrs. Brand read this and asked if there will be significant changes in curriculum going forward. Dr. Title said secondary language arts curriculum will change next year. Math changes will be coming shortly. To implement those changes we have to purchase new texts, and there is debate

DRAFT

around which series or books will be purchased. Mr. Dwyer stated that on page 139, the Board will be asked to approve revised curriculum. Mr. Dwyer stated that the Policy Committee will be looking at policy# 6200 for curriculum review. Dr. Title stated that with curriculum renewal, total dollars spent will be constant and kept on a cycle so that it's not 10 years between renewals. It is a long range plan to revise curriculum.

Mrs. Brand also asked for transportation fuel cost. Dr. Title stated that there is no set price now, Twigg (Holland) told us use \$4.25 gallon, but the Town has to bid this. The dollar amount for transportation includes fuel.

Mrs. Kennelly submitted her list of questions too late in the day, but asked what the plan was for smarter balanced tests. Dr. Title said this was big driver for technology, and is being done over a 2-3 year time period. It's a big concern in every district and is an unfunded mandate. It is a sophisticated program that won't run on old computers. Dr. Title stated that he hopes to give the Board a demo in the spring and the tech capital line went up for this reason.

Mrs. Kennelly stated that she is interested in the idea of students fulfilling physical education credits through varsity sports when coaches are also certified teachers. Ms. Iacono stated that she is also interested in pursuing this and is bothered when students that are heavily involved with sports are forced to miss lunch to make up a physical education class. Dr. Title stated that there are many elements involved, including graduation requirements.

Mr. Convertito, asked what is entailed on page 138 with ELL. Mrs. Cutaia-Leonard stated that she has been conducting an English Language Learner review for a few months now with principals and teachers. Recommendations were made in how to identify students and how to categorize students as (1) those students who are learning the basic language and (2) those students who are moving on to a firmer understanding of the curriculum. The second focus was the instructional model for those. This would provide common materials and instructional models. Mr. Convertito asked for a report on this, and Mrs. Cutaia-Leonard stated that she could prepare material on this. Dr. Title stated that there is a need to take a look at how these students are learning and how they are being serviced.

Mr. Convertito asked if 20% of the middle school population is gifted, would we be better served going back to a leveling system and doing away with 4 gifted teachers? Dr. Title stated that leveling was reduced not eliminated. At the middle schools, levels still exist for math, not for language arts, but the instructional model supports all students. We are working through identification of a large number of students as gifted. Mrs. Gerber asked if there are any requirements to have a gifted program. Dr. Title stated that we are required to identify gifted students but not to have a gifted program, and the testing is done in 2nd and 4th grade. Ms. Iacono asked if currently identified gifted students were to be re-tested, is there a possibility they might in fact not be gifted anymore? Dr. Title stated that the cut scores were raised so that is possible. Ms. Iacono asked how our numbers differ from the State. Dr. Title stated that the numbers are usually at 6% or 7%, not 22% as in our district. Ms. Iacono is interested in knowing the cost of the gifted program at the middle schools. Mrs. Kennelly stated it would be good to know if districts with gifted programs have leveling. Dr. Title stated that regardless of whether we have a gifted program, he is not interested in increasing leveling, and is also not interested in further collapsing the levels. Mrs. Brand stated that we have an obligation to challenge them and meet their needs and stated that challenging pieces should be built into the curriculum. Ms. Iacono agrees with Mrs. Brand and stated that these needs to be met, there should be work on differentiation, and she would support phasing out the gifted program at the middle school to meet the needs. Ms. Iacono would love the gift of more time and stated that we don't have it; we have to have the conversation right now. Mr. Convertito stated that he is not looking to eliminate the gifted program, and is looking for a better way to deal with them. We allow it in math, what about language arts, is there a better way than pull-out, such as not taking sewing?

Mrs. Brand asked how much of the technology plan is on target and how much comes from the PTA's. Dr. Title stated that PTA contributions are viewed as supplemental and there are rules on gifts. Dr. Title stated that it has been made clear to the PTA's that a donation may be supplanting something that will be coming to your school; if there is an imbalance, it is corrected within the budget.

Mrs. Brand asked what we pay for C.A.B.E. Dr. Title stated that is approximately \$20,000 and it includes policy service and legal service. C.A.B.E. is also professional development for Board Members and is a state level advocacy group.

DRAFT

Mr. Liu asked how much has been put aside in the current budget for security. Dr. Title stated it was mostly for the buzz-in/intercom/video system, and we are still getting pricing, but it is about \$8000 per school. We will do that by not buying lockers for Fairfield Woods MS and looking at other facilities expenses and perhaps not doing a project in that area, provided that we get our OHS money.

Mr. Liu asked with regard to mental health, are we equipped for risk assessment? Ms. Leonardi stated that the best trained in the district for risk assessment are the social workers and stated that they are trained in suicide and risk assessment as part of their license.

Ms. Iacono stated that she is looking at the music program; to scale this back in the elementary school, with chorus, and orchestra. What if we scaled that back, can we start strings in 5th rather than 4th. How can we increase instructional time and find savings in music program? Dr. Title stated that these can be costed out.

Mr. Liu stated that he would be cautious about cutting programs that are already small, and music is math. These programs are always the first to go and are already small. One of the areas that he would like to look at is Central Office. There are lots of clericals; some administrators have 2 secretaries, and this doesn't affect the children and we need to look at this.

Mr. Fattibene stated that we have a class size policy, could we change that? Mr. Dwyer stated that there are contractual obligations, and may be an area of compromise. Dr. Title stated that there are contractual obligations that have been Board negotiated. Dr. Title stated that the audit stated that we were understaffed with clericals as a percentage of total budget .

Ms. Iacono asked for clarification on the audit with the clerical support. Dr. Title stated that we were understaffed for administrators, and the description in Human Resources department that benchmarked the number there with other districts our size and concluded that we were spending less on clerical support.

Mr. Convertito, asked what was the loss on food in the last 2 years because we didn't have generator hook-ups? Mr. Cullen stated that he doesn't have these numbers here but he can provide them. Mr. Convertito asked how the HVAC systems deal with humidity. Mr. Cullen stated that the air conditioning is powerful, and it creates a problem with some of the newer schools, such as in the McKinley kitchen. At Roger Ludlowe Middle School, the problem is in the locker rooms, and there are several ways to fix that and a heating element has been placed in the duct work. Mr. Convertito asked about Fairfield Woods Middle School. Mr. Cullen stated that the Fairfield Woods renovation that was done in mid 90s had new concrete slabs that were poured incorrectly. This was fixed with sealant, and it worked in some areas, but not in the music suite and it is very damp.

Mr. Convertito asked whether the McKinley school playground protection could be fixed for less. Mr. Cullen will look at bollards, and stated that this is a safety issue.

Mr. Convertito asked about Tomlinson Middle School. Mr. Cullen stated that we had 3 bad rains that caused water to fill up and go into the cafeteria, as the old piping failed.

Mr. Convertito asked about the \$25,000 for the Fairfield Ludlowe high school and middle school parking areas. Mr. Cullen stated that the light bollards are falling apart, and were never tamper resistant, and that this is also a safety issue. Mrs. Kennelly asked if reflector circles could be used to stop cars from hitting them. Mr. Cullen stated that these need to be moved from the middle of the parking lot to the perimeter so that there is no possibility of cars hitting them.

Mrs. Kennelly asked about Osborn Hill lights, and Mr. Cullen responded that more would be spent to repair than to replace.

DRAFT

Mr. Convertito asked about leaking skylights. Mr. Cullen stated that there are no major leaks, but 2 are in bad shape and 2 are pretty good shape at McKinley.

Mr. Kery stated that we continually spend 10's of thousands of dollars on things that are new, don't we ask these contractors to bond forward so that this won't happen. Mr. Cullen said that for certain things such as roofs, there are long warranties, but generally there are 1 year warranties. Mr. Kery stated maybe there should be no skylights, how to avoid these problems with new buildings, costing us millions of dollars over time. Mrs. Brand asked whether it might be possible to have Town attorneys read the contract with regard to the Tomlinson sewage pipe disintegration, in order to protect us. Mr. Convertito stated that we should not accept a building for 11 months until there are 3 full seasons. Mr. Convertito asked whether any of these items are bonded. Dr. Title stated that these projects do not really fall into the capital projects range which is usually between the \$200,000 to \$1 million range, but the Board may always request that a project go in this direction.

Mr. Dwyer asked if this was all that was asked for? Dr. Title stated there is a priority list, and these are the projects that made the cut.

Mrs. Brand stated that the only way to mitigate the insurance is to cut back on employees and employee benefits. Mrs. Brand suggested decreasing Central Office by 1 administrator on page 43, on page 44 item 109 number 64 Business Services decrease by 1, eliminate CABE, and BOE workshops and conferences, and have curriculum leaders bumped down to become curriculum coordinators so that they may also be classroom teachers.

Ms. Iacono asked what attorney fees may be if the Board does not pay for CABE's services. Dr. Title stated that he will get that information.

Mrs. Kennelly asked about transportation savings if the kindergarten extended day were either eliminated or reduced to one day per week. Mrs. Kennelly also asked by doing this, if a high school bus could be restored, if this were a 1 to 1 swap. In response to Mrs. Kennelly, Dr. Title stated that changing the curriculum structure will not save any money, and he is concerned about the new teacher and administrator evaluation mandates.

Mrs. Kennelly asked if there is a state statute that requires that all ECC students get transportation. Ms. Leonardi said for Special Education student, yes. Dr. Title stated that typical peers are not offered transportation. Mrs. Kennelly asked if a student gets speech, then do they get transportation? Ms. Leonardi stated that IDEA has defined transportation as a related PK-12 service, meaning a service required in order for the student to benefit from services.

Mrs. Kennelly wondered why, there is a large number for Professional Development for Language Arts. Ms. Cutai-Leonard stated that Professional Development continues in common core, investment in handwriting material, and new writing units. The whole shift to increasing to non-fictional text requires more professional development. Dr. Title stated that page 138 has a breakdown.

Mrs. Kennelly asked if there was a variation in the cost of texts and Dr. Title said that there is generally not a big cost difference.

Mrs. Kennelly questioned page 61, Senior Course Subsidy and Dr. Title stated that this is a discount for senior citizens taking Continuing Education courses.

Mrs. Kennelly questioned the 3.5 million for tuition and asked what can be done to prevent so much out of district movement. Ms. Leonardi stated that in order to mitigate the tuition cost, a therapeutic day program for serious depression/anxiety issues is needed, which is not to say that outplacements would stop altogether because some students have very specific needs. The therapeutic day program would provide services to these students so that they could access our courses. Ms. Leonardi stated that she would not recommend using St. Emery's as space for this, and that ultimately a building is needed with therapeutic spaces, music and art therapy, and not just straight academics. Ms. Iacono asked if staffing was costed out with benefits, etc. Ms. Leonardi stated that she could put a plan together; that it would not be

DRAFT

cheap in the first year. Mrs. Kennelly stated that she thought part of the long range plan was to purchase St. Emery's but we are still renting. Dr. Title stated that the contract has a purchase option, but that is a Town purchase, not a BOE purchase.

Mrs. Kennelly questioned page 21, item 303, the contractual increase, why was it not included in wage/benefit reserve. Ms. Leonardi stated this is a contracted service, not an FTE.

Mrs. Kennelly asked what cutting a guidance counselor at each high school would do. Dr. Title stated that cutting a guidance counselor would be a service reduction to students, and additional staff will be needed for the new teacher evaluation process.

Dr. Title wanted to respond to the Kindergarten suggestion and stated that 1 day a week for Wednesday is \$46,000; it would be a savings if we eliminated extended day kindergarten altogether. Dr. Title asked if the Board would provide direction on the amount of cuts required in this budget.

Mrs. Kennelly asked about the cost per student disparity on page 93. Dr. Title stated there are explanations for that including class size guidelines, SSC programs, and experience level among staff. There is equity at the schools and it is very formulaic.

Mr. Dwyer questioned the sense that we are coming back to Mr. Kery's point of view; perhaps there is an agreement on a budget number and return on Tuesday.

Ms. Iacono stated that she would not support the increase before us, and would like to request a reduction of 1.5 million. Ms. Iacono stated that some of her ideas include: consolidation of secretarial/clerical jobs district wide, sports programs having pay-to-play or pay-to-participate (drama), examination of world language program at the high schools, and raising building rental fees by 10%.

Mrs. Brand stated that the priority is the students, and pensions and benefits are controlled by the number of employees.

Mr. Kery stated that the worst place to increase class size is the elementary level, and is recommending setting a bar and limit but stated his preference would be to have the professionals take a number tonight and come back with what they feel would be the most prudent way to continue. Mr. Kery stated that when he hears administration he gets concerned because it is an easy target; there are 1500 employees servicing 10,000 students. There is more testing, common core, and teacher evaluations that will require leadership. Teachers cannot improve instruction alone; we have 40 administrators and 1500 employees, and that is deficient.

Mr. Kery reminded the Board that an outside source recommended that eliminating full day kindergarten would save money. The State requires kindergarten students to take a nap due to the State's age requirement of being able to start kindergarten at 4 years and 9 months and he stated that he is concerned about the challenges there.

Mr. Kery questioned the insurance for retirees and stated that we are losing approximately \$800,000 dollars every year on this. Liabilities exceed the premium by a large chunk. Are we required to do this contractually? Mr. Dwyer responded yes. Mr. Kery asked what the mandate is. Mr. Dwyer stated that it is built into the teacher contract, and Mr. Kery stated this should be looked at moving forward. Mr. Dwyer stated that is a subject that will have to be addressed at contract time.

Mr. Kery is open to seeing what 4% would look like.

Mr. Liu referred to page 53-56; in all elementary schools, would like to see those clerical extras consolidated/reduced or eliminated. Mr. Liu stated this has to be a shared experience, and that there should be some central office cuts, despite what the audit stated; the audit was done at that time, but that audit did not embrace our time now. We don't want to penalize the students.

DRAFT

Mr. Dwyer stated the conversation should focus on the number. The entire budget is based on .82 percent increase.

Dr. Title pointed out that this will happen very quickly between now and Tuesday. There is a chance to save us a lot of money by putting the insurance out to bid, but this will not be known by next Tuesday. Dr. Title stated that he would hate to see us commit to a service reduction when this potential savings could happen. Insurance numbers can change, but we'll bring you whatever you need and abide by your decisions.

Mr. Dwyer asked the Board for input on a budget number.

Ms. Iacono stated that she wanted to explain where she got the 1.5, and stated she was willing to go to 4%. Doing this knowing that we could save up to a million dollars with changing insurance carrier. Mandates will not allow us to go after administration.

Mr. Liu asked how long the insurance bids will take. Dr. Title stated that the bids may come back in February and then AON has to go over the numbers and then the bargaining units have to look agree. Mr. Dwyer said this is a Town led bid.

Mr. Liu stated that he can't stay with the budget and would like to see 1 million at least and see what the Superintendent comes back with.

Mr. Convertito stated that he would like to see the income side/revenue looked at as well as cuts, but he does not have a number in mind.

Mrs. Kennelly stated that she likes the 1.5 idea from Ms. Iacono, and stated that Dr. Title came to us with the Superintendent's budget, but on Tuesday it is the Board's budget. We have to think politically and we are not a spendthrift Board. Mrs. Kennelly asked if Dr. Title would welcome ideas from the Board. Mr. Dwyer stated that the Board should always feel free to send in more ideas.

Mrs. Gerber stated that 1.5 makes sense as a starting point.

Mrs. Fattibene said this increase is due to an aberration and by cutting the budget for that one year aberration; reducing programs and services may not be beneficial in the long run. Make a commitment for next year so that more planning time is available. If we cut now, the planning and decisions may not be the best due to the time constraint.

Mrs. Brand stated that the number is driven by employees and stated that she thinks that 1.5 is too large a number and will resonate with the Town. Mrs. Brand stated that she would like to have the opportunity to be thoughtful. If the Town wants to cut us, then fine; we are selling ourselves short. A \$500,000-\$700,000 number is large enough.

Mr. Kery would accept Ms. Iacono's goal of 1.5, with a goal of agreeing on 4% and would like to move forward at a 3% cap next year. He stated that he welcomes discussions on that; we have to demonstrate to this community on where we are going to go.

Mrs. Brand stated that the Board cannot pre-determine a cap. Mr. Dwyer stated that policy can guide. Mr. Kery said the Board can give guidance.

Mr. Dwyer stated that this is a broad range of numbers for the superintendent to be working with. Dr. Title said he will come up a 1.5 budget cut and suggested moving the next meeting to the high school. Dr. Title stated that he will require input from a large number of people, and will be working on this right up until the time of the meeting.

Mr. Liu stated that we should reconsider the agenda for the meeting.

Mrs. Kennelly stated that there is the option of another special meeting.

DRAFT

Mrs. Brand said the discussion was all over the map. Being specific is hard, easier to give a number, looking for the least amount of detriment. This is not about employment it is about the kids.

Ms. Iacono stated to go ahead and have a special meeting on the 31st to give the administration more time. Mrs. Brand is agreeable.

Dr. Title would like to get it out there on the 29th, and if needed, have an additional meeting on the 30th. Mr. Dwyer stated there was a quorum from the Board on this.

Mr. Liu asked for variations on possibilities of budget cuts, and knows Dr. Title is not a fan of cutting administration. Dr. Title stated that there are a few things that no one has even discussed. Dr. Title stated that a few years ago, we absorbed a 2.8 million dollar cut, and we took all the low hanging fruit at that time and we are still experiencing those cuts. Dr. Title stated he will look at every angle and consider all options, but may not be able to recommend all suggestions.

Mr. Dwyer stated that Dr. Title will expand on reasons for not choosing a certain cut.

Mr. Fattibene would like to see the Board's suggestions, with an asterisk next to what Dr. Title's recommendations are.

Mr. Dwyer said there is a range of numbers, and Dr. Title will aim at 1.5, and the list will probably be the same format as the previous cuts.

Mrs. Kennelly asked for information on Board's suggested cuts with the dollar amounts attached.

Mr. Dwyer asked how much time does the staff have to come up with those iterations.

Mrs. Brand stated that she wants to see a price tag with what has been recommended.

Mr. Liu said we need to see these alternatives, and perhaps meet on the 30th if we need an additional day.

Mr. Fattibene would expect a best "guesstimate", not an exact figure, as time is short.

4. Adjournment

Ms. Iacono moved, seconded by Mrs. Gerber the recommended motion "that the Board of Education adjourn this Special meeting at 10:45 p.m."

Motion Carried: 9:0:0

*Jessica Gerber
Secretary
Fairfield Board of Education*

FEB 26 2013

DRAFT

Board of Education, Fairfield Public Schools
755 Melville Avenue, Fairfield Warde High School, Fairfield, CT
Tuesday, January 29, 2013

Minutes of the Regular Meeting of the Board of Education

1. Call to Order and Roll Call

Chairman Philip Dwyer called the meeting to order at 7:35 p.m. Other members present were Jennifer Maxon Kennelly, John Convertito, Perry Liu, Jessica Gerber, Pamela Iacono, Paul Fattibene, Tim Kery, and Sue Brand. Also in attendance were Dr. David Title, members of Central Office, student representatives Marco Congello and Danielle Clark, and approximately 150 members of the public.

2. Mr. Dwyer led the Board and the audience in the Pledge of Allegiance. Mr. Dwyer stated that if more time is needed to discuss the budget, a special meeting has been scheduled for January 30, 2013.

3. Approval of Minutes

Ms. Iacono moved, seconded by Mrs. Gerber, the recommended motion that "the Board of Education approve the minutes of the Regular Meeting of January 15, 2013"

Motion Carried: 9:0:0

4. Student Reports

Reporting for Fairfield Ludlowe High School, Mr. Marco Congello stated that several FLHS students were recognized in a statewide Scholastic Art Awards Program; students were honored with gold key (4 students), silver key (4 students), and honorable mention (4 students). Over 30 students from jazz, orchestra, and band, have been accepted to perform at the Western Regional Festival. In the PTA Reflection Art Category, 4 FLHS students placed first and 8 won honorable mentions. Mr. Congello stated that today marked the final day of mid-terms and that tomorrow is a school-wide volleyball tournament.

Reporting for Fairfield Warde High School, Ms. Danielle Clark stated the Student Forum Club opened its store on Thursday and it was a huge success. The 9th grade elective night is on the 5th. Mid-terms are over. Four students were recognized at the National PTA Reflections Program. The spring musical, 'The Sound of Music', is coming along very well, and preparations are underway for the town-wide choral festival. Ms. Clark stated that she values the music department and the talent is amazing.

5. Board Reports: None

6. Superintendent Report: None

7. Old Business

A. Approval of Educational Specifications – Fairfield Ludlowe High School

Mrs. Gerber moved, seconded by Ms. Iacono, the recommended motion "that the Board of Education approve the Educational Specifications for Fairfield Ludlowe High School"

Mr. Dwyer stated that the Board received Enclosure #2, which is a large report on FLHS which states the total needs of the school that total \$23 million. The 2 priorities are the windows and space needs, which total \$8 million, and there are variations of projects in between. Mrs. Brand stated there is quite a range between the large report and the educational specifications. Mr. Dwyer stated that the large report was forwarded so that the Board could be informed on available choices. Mrs. Brand asked what was included in the initial request letter to the First Selectman. Dr. Title stated that if changes are made, a revised letter can be sent. Mr. Fattibene moved to postpone this item to the next meeting, given the budgetary pressures of tonight's meeting. Mr. Liu stated that this is a result of not dealing with the population issue presently at the middle school level, and stated that the Board has not had a real discussion on redistricting, and he cannot support this project at this time. Mr. Dwyer stated there is a space need that must be addressed. Ms. Iacono stated that she wanted to second Mr. Fattibene's motion. Mr. Dwyer asked Mr. Fattibene to state the motion.

Mr. Fattibene moved, seconded by Ms. Iacono, to "postpone this item to the next regular meeting". Mr. Fattibene stated that this decision may depend on the budget decision that will be made in the next several days, and that guidance is needed. Mrs. Brand stated that postponing is a great idea, and she requested to see the letter that was sent to the First Selectman.

Public comment on postponing: None

Mr. Kery asked Dr. Title if postponing this item will create a scheduling issue. Dr. Title said the timing may work out better.

Motion Carried: 9:0:0

B. Second Reading of Policy #6417 –Instruction - Student Internet Use

Mrs. Kennelly moved, seconded by Mrs. Gerber, the recommended motion that "the Board of Education approve Policy #6417 – Instruction – Student Internet Use.

Ms. Kennelly stated that all are now familiar with these issues and recommended a vote. Mr. Liu stated that an ACLU attorney has offered his services on this policy, and Mr. Liu sent a letter to all Board members stating this.

Mr. Liu moved, seconded by Mrs. Brand to "send Policy #6417 - Instruction - Student Internet Use back to the Policy Committee"

Mr. Kery asked if paid legal counsel had been consulted already and Mrs. Kennelly stated yes. Mr. Kery is concerned with having a member of an interest group helping to write policy. Mr. Dwyer stated that Board members may do their due diligence. Mr. Fattibene asked that if this policy does get postponed, he would like a sense from the Board on what level of privacy the Board is looking to keep. In answer to Ms. Iacono, Mrs. Kennelly stated that the vote at the Policy Committee meeting on this policy was unanimous. Ms. Iacono stated she would not support the motion to postpone. Mrs. Brand stated that she would support the motion. Mr. Liu stated that the counsel would offer suggestions and not be writing the policy, and why not get expertise from people who deal with this all the time.

Motion Failed: 2:7:0 Mr. Liu, Mrs. Brand in favor; Mrs. Kennelly, Mr. Convertito, Mrs. Gerber, Mr. Dwyer, Ms. Iacono, Mr. Fattibene, Mr. Kery opposed.

Mrs. Kennelly said this is the second draft and it separates district devices vs. personally owned devices, and a policy is needed to give guidance to teachers/administrators in the event a student is suspected of doing something against school rules. There is no policy out there to deal with this issue. The policy committee feels secure with this policy. This policy is spelled out fairly well, and gives comprehensive guidance while still giving latitude.

Public Comment on Main Motion:

Suzanne Miska, Rygate Road, stated that parents have already signed the internet form. It would be nice to have the document prior to its approval.

Motion Carried: 7:2:0 Mrs. Kennelly, Mr. Convertito, Mrs. Gerber, Mr. Dwyer, Ms. Iacono, Mr. Fattibene, Mr. Kery in favor; Mr. Liu, Mrs. Brand opposed.

C. Second Reading of Policy #5335 – Students – Student Internet Use

Mrs. Kennelly moved, seconded by Mrs. Gerber, the recommended motion that “the Board of Education delete Policy #5335 – Students – Student Internet Use”

Mrs. Kennelly stated that this is a redundant policy to be deleted to avoid confusion.

Motion Carried: 9:0:0

D. Second Reading of Policy #4235 – Personnel – Electronic Monitoring

Mrs. Kennelly moved, seconded by Mrs. Gerber, the recommended motion that “ the Board of Education approve Policy #4235 – Personnel – Electronic Monitoring”

Mrs. Kennelly stated that this policy serves notice to staff on what is already taking place and in the process of implementing.

Motion Carried: 8:1:0 Mrs. Kennelly, Mr. Convertito, Mrs. Gerber, Mr. Dwyer, Ms. Iacono, Mr. Fattibene, Mr. Kery, Mrs. Brand in favor; Mr. Liu opposed.

E. Adoption of the Recommended Budget for 2013-2014 Fiscal Year

Mr. Dwyer stated that he will delay putting a motion on the table in order to avoid constant amendments to the motion. Mr. Dwyer stated that the Board received additional information on the table to help with the budget discussion including the prime discussion 3 page document. Dr. Title stated that this 3 page document is derived from the Board recommendations at the previous meeting to include reductions ranging from \$.5 to \$1.5 million. Dr. Title stated that he is not in favor of cutting the budget at all, but these are suggestions based on Board requests. On the first page, savings are unknown, minimal or will cost money; the second page shows requested reductions by some members of the Board of Education; the third page shows additional Board of Education requested reductions, some of which are open-ended with multiple options. Dr. Title

stated there is nothing on this list that he would recommend. Dr. Title is not recommending cutting music, but understands that the Board requested these numbers to help cost these out, even though he is not in favor of them.

Mr. Liu stated that the main problem is an insurance anomaly, and passed out his information to the Board. Mr. Liu asked why educational programs are being cut when bonuses and spending are rampant in central office. Mr. Liu stated that children's programs should not be cut, rather there should be cuts in central office. Mr. Liu stated the Board of Education needs to take control of its spending. Mr. Kery stated that our spending is growing, and people cannot support the taxes. The Board of Education would be much better served if there is a financial framework. Mr. Dwyer stated that we will be looking at the budget process in the spring, but we need to focus on this year's budget. Mrs. Brand said our top priority is education and requests a 5 year plan with estimates similar to the facilities plan so the community has a better idea of where we are going. Mr. Kery stated that perhaps after the budget discussion tonight, there is a discussion on how to reach 2%.

Mr. Dwyer asked that all look at the 3 page document for budget discussion. Mrs. Munsell will keep track of the budget numbers as the discussion continues.

Mrs. Brand stated that she is flabbergasted about the curriculum leader statement that there is no cost savings and is shocked. Dr. Title stated that this focuses on secondary curriculum. In this case, department chairs, who would also teach, would have to be substituted for curriculum leaders, and this would be less effective and would cost more money. Mrs. Kennelly stated that Dr. Boice, who has proven very capable, should be able to do the fulfill the jobs of curriculum leaders; this will be a big issue next year.

In response to a question from Mr. Kery, Dr. Title stated that the audit overstated savings for KDG extended day and also did not consider transportation costs.

Mr. Liu stated that drivers are salaries and pensions, and he requested to see a breakdown in numbers of future savings regarding curriculum leaders. Mr. Dwyer stated that all ideas will be pursued for future budget discussion unless Board members state otherwise.

Mrs. Brand stated she received a note from the Deputy Superintendent stating that teachers are the best qualified to write curriculum. Mrs. Brand had asked for 6, not just the upper, and is most concerned with headcount and salaries and pensions. Dr. Title stated that curriculum leaders do perform teacher evaluations, are certified, and their pensions are covered by the Teacher Retirement.

In response to Ms. Iacono, Dr. Title stated that moving to the Department Chair structure will hurt the new teacher evaluation process, and studies have proven that education varies when there are no curriculum leaders. Ms. Iacono stated that the new teacher evaluation process is a mandate that will make it difficult to eliminate people that are required to do this job.

Mr. Dwyer stated that page one options are off the table for now, and asked the Board move on to page 2. Mr. Convertito stated that the move towards full day KDG is already happening. In response to Mr. Convertito, Dr. Title stated that increasing the parking fees at this time would be pure revenue. In response to Mr. Convertito, Nancy Byrnes stated that there is a 3 year plan, FWHS server was replaced this year, the plan was to do FLHS next year, and they chose to defer it, and

DRAFT

that next year the elementary computers will be 7 years old. Nancy Byrnes stated that there is another elementary initiative.

Mr. Convertito moved, seconded by Mrs. Kennelly, the recommended motion "to accept the budget of \$156,171,651 minus the costs of the following budget savings as outlined in page 2 of Dr. Title's handout: switch to full day kindergarten (savings \$157,000); reduction of the 1.0 FTE 19.5 hour clerical positions at the high schools (savings \$23,346); removal of the food service pension subsidy (savings \$50,000); increase of custodial fees (savings \$10,000)"

Mr. Dwyer stated that the budget number is now \$155,931,305. Mr. Convertito stated that any additional cuts to programs or services is premature given that the insurance is out to bid.

Mrs. Kennelly offered a friendly amendment, accepted by Mr. Convertito to "reinstate the 1 FTE 19.5 hour clerical positions at the two high schools, thus adding back a cost of \$23,346"

Mr. Dwyer stated that the budget number is now \$155,954,651. Dr. Title clarified, in response to Mrs. Brand, that clerical positions in the high school library are similar to paraprofessionals, and that clerical is a generic term, but the pay rate is the same.

Mr. Liu stated that he cannot support moving back the food service pension subsidy; to put this in their budget would decimate their budget. Mr. Dwyer stated that this may involve school lunch prices. Ms. Iacono will support moving the pension back to food services; mandates are forcing food changes, and we should be moving towards a self-sustaining budget. Ms. Iacono stated if there are issues about covering those costs, then we can discuss raising the prices at that time.

Mr. Kery asked fellow Board members to not accept this motion, and to work toward a financial framework. Mrs. Brand would like to review the other options, and food services has paid into custodial fees. Dr. Title said that we are carrying \$110,000 as charge backs for custodial costs and utilities.

The Board discussed procedural issues regarding motions and amendments. Mrs. Gerber asked for explanations on the reasons that Dr. Title feels that page 3 reductions are not acceptable. Dr. Title stated that the reductions on page 3 would be slowly unwinding in our system what is valuable. Dr. Title stated that there is a commitment to the Gifted program that should not be undone; that decreasing guidance counselors would impact students; newly instituted elementary clerical support has been critical, especially in light of the new buzzer system; pay-to-play would impact high schools and middle schools, may stop some students from participating; CABA helps with legal advice and looks out for the interest of school boards; resists cutting maintenance projects to avoid them from becoming large capital projects; concerned about all central office positions, where clericals are accounts payable, payroll, etc.; list of initiatives proves that we need staff, we did lose a District Instructional Improvement Teacher whose job duties were all re-distributed; the manager of facilities is also critical, the PCB's, Sandy, and the role that facilities plays in that; the audit stated that central office is understaffed for administrators and clerical.

Mrs. Gerber asked about pay to play, and whether the fee could be smaller. Dr. Title stated that the fee does not completely cover sports participation, it is only a partial payment.

Mr. Fattibene offered a friendly amendment, accepted by Mr. Convertito and Mrs. Kennelly, to “add the removal of the computer monitor replacements on page 2 of Dr. Title’s handout, to reduce the overall budget by \$70,760”

Mr. Kery made an amendment to the main motion to “remove Full Day Kindergarten from the list of changes to the budget and add the following: the reduction of 4th grade world language (savings of \$132,000), the reduction of the elementary school allocations, (savings of \$33,069) the reduction of the middle school allocations (savings of \$21,588); institute Pay to Play (savings of \$250,000), increase parking fees (\$20,000) and reduce the maintenance budget by \$101,000”. There was no second to the amendment; amendment failed.

Mrs. Iacono moved, seconded by Mr. Kery to “ keep Mr. Convertito and Mr. Fattibene’s recommendations and also add the following: reduction of 5th grade music classes to twice a week (1 regular, 1 chorus; savings \$30,000); reduction of Elementary School allocations (savings \$33,069), and the reduction of the Middle School allocations (savings of \$21,588)”. Ms. Iacono stated that the Town is facing a 7% tax increase and the cuts have to be made, and the Town is facing critical reductions. Mr. Kery stated that the music program is important, but agrees this is a step in the right direction.

Mr. Convertito stated that he would be amenable to Ms. Iacono’s amendment provided she remove the music reduction, and make it a friendly amendment.

Ms. Iacono moved to change her amendment to a friendly amendment, accepted by Mr. Convertito and Mrs. Kennelly, to “remove the original suggestion of the 5th grade music reduction”

Mr. Dwyer stated that the changes would implement full-day Kindergarten, affect items on page 2, reduce technology and elementary and middle school allocations. Mr. Dwyer asked that comments be confined to the main motion as it relates to the budget.

Public Comment on Motion:

Seth Block, Shrub Oak Lane, stated this discussion is over 1 percent, and asked the Board to look at the entire budget and come back with a 3% reduction. This Board has consistently made mistakes.

Wendy Lien, Riverside Drive, stated that she supports extended day kindergarten and requested that extended day still be offered, even if it is without bus service.

Matthew Hutzelmann, Pansy Road, stated that the Board’s primary mission is education, and chose to live in Fairfield for the education. He asked that the Board not cut the budget, and he will attend the other Town meetings where the BOE budget is discussed.

Trudy Durrell, Woodcrest Road, stated that an insurance anomaly is the reason for the budget increase, and stated that the Board should be defending the budget.

Josey Jandovitz, Aran Hill Road, stated that she echos sentiments heard thus far and supports the motion on table.

Lincoln Hayes, Mountain Laurel, stated that he is a realist and knows there will be cuts, but music and world language are critical.

DRAFT

Dana Alger, Riverfield PTA president and former Riverfield teacher, stated that she approves Dr. Title's budget.

John Levinson, Harbor Road, stated that there is an affordability problem, and that the Board of Education should reduce expenses and non-instructional costs. He is disappointed in the micro cuts, and that there has never been a budget lower than the previous year. Redistricting should be reviewed.

Amy Francoletti, Kate Schallau, Fairfield Kindergarten teachers, stated they are members of the KDG task force and support full day kindergarten, as it would provide flexibility and the needed breaks throughout the day.

Lisa Havey, PTAC President, read the PTAC resolution stating students deserve equal levels of educational experience and opportunity, and that children must not be placed in a position of undue stress in order to manage the fiscal needs of the Town of Fairfield.

Lisa Winjum, Boroskey Road, ask the Board to support Dr. Title's budget in full, and that leadership could take a look at changing the house system and foregoing pay raises.

Suzanne Miska, Rygate Road, stated that budget cuts should come from the administration level.

Laura Bernaschina, Mill Plain Road, stated that no one wants to look at central office and that this is a Board of Education not a board of employment.

Mark Halstead, Crest Terrace, stated that he moved here for the educational system, and that programs need to be first. He stated he is an architect by trade, and kids learn with great programs in rectangular classrooms.

Maureen Sawyer, Thor Place, stated that she just came from a 4th grade music performance that was wonderful, and stated that the Board of Education should be supporting Dr. Title's budget and not creating a tidy list to be used as talking points.

Ann Marie Soto, Osborn Hill Kindergarten teacher, stated that she supports full-day Kindergarten.

Vessy Doulis, Mill Plain Road, stated that when she looks at the budget book, there are many secretaries and central office costs, and asked why it is so easy to propose cuts to programs.

Mike Varga, Rock Ridge Road, stated that Dr. Title stands behind his staff and the budget and asked the Board to pass the budget without cuts.

Kate Daniello, Shrub Oak Lane, stated that Dr. Title and his staff should be the ones making the recommendations, and that the area of curriculum leaders should be reviewed again for savings.

Jen Carolan, Rock Ridge Road, stated that she is disappointed to see facilities on the cut list. This can affect the educational experience, as it may affect the health of students and staff.

J. Alfred Dunn, stated that the greatest star in the sky is all day kindergarten, as 85-90% of the parents wanted it and it will also save money.

DRAFT

Helen Dodson, former BOE member, stated that her 2 children thrived in education because of Fairfield's comprehensive program, and hopes the Board will pass the budget. The BOE should not cut the budget.

Bruce Monte, former BOE member, asked whether anyone really believes that Dr. Title's budget reflects everything that is wanted, and he agrees that administrators are needed, and then asked whether this Board views sports and the arts as integral parts of the education.

Mike Borsari, Euclid Avenue, stated that music and athletics are important, and Gifted is also important. The Gifted program differentiates our town with a lot of the DRG and other towns that we are compared to. He would be willing to pay extra for this program.

Mary Hogue, FWHS PTA President, stated that this is a Board of Education and the Board should be advocating education, not cutting programs.

John Llewellyn, Sturges Road, stated that there are a lot of opportunities to cut central office and not programs, and the analysis for savings with curriculum leaders is incomplete.

April Clyne, Hillside Road, has a 4th and 6th grader and a kindergarten student starting next year. She stated that the busing to Dwight Pre-K should be cut, and agrees with the full-day Kindergarten.

Reid Williamson, Joan Drive, thanked the Board for not considering cutting music and language.

Ken Lee, Rhoda Avenue, stated that we have to become fiscally more responsible, and has seen progress. He asked the Board to protect education, and encouraged more cooperation with Town bodies.

Marc Patten, Valley Road, RTM member, stated that he applauds the Board for the motion on the table, and that he applauds full day Kindergarten. He would like to see the increased parking fees put back in, as this is a privilege that doesn't affect education and parents would be willing to do this.

Izabella Lopez-Kalipir, Jennings student, stated that she enjoys being in the challenge program at Jennings; it is a program where she feels a sense of being accepted for her intelligence, and enjoys thinking outside the box.

Mr. Liu stated that he has listened to all comments, and all are trying to make the district fiscally responsible. In response to Mr. Liu, Dr. Title stated that the budget returns to the BOE after the RTM action in May. Mr. Liu suggested that the budget gets passed as is without any cuts, and when more cuts are required, that work can be done in May.

Mr. Dwyer stated that Mr. Liu's suggestion would be an amendment to the motion to "to not adopt any suggested changes and return to original budget number", seconded by Mrs. Brand. Mr. Liu stated that this is an idea to not pass the amendment, and then pass the budget as is. Mrs. Brand stated that there doesn't seem to be consensus and thinks more deliberation is needed. Mr. Liu withdrew the motion.

Mr. Dwyer stated that he is in support of main motion.

DRAFT

Mr. Fattibene asked whether full day Kindergarten is beneficial to students not just for the cost savings. Dr. Title stated that it is educationally beneficial, and professional staff has stated so, and those who request extended day may be accommodated. Mrs. Kennelly stated that full day was going to be a recommendation.

Mrs. Munsell stated that the new budget number for the motion is \$155,829,234. Mr. Dwyer stated that this number recognizes the friendly amendments including the reduction of elementary and middle school allocations, removal of the monitor replacement project from the budget, implementation of full day kindergarten, the movement of the pension to the food services budget, and the increase in custodial fees.

Mr. Dwyer called the question.

Mr. Convertito moved, seconded by Mrs. Kennelly, the recommended motion: "that a budget recommendation in the amount of \$155,829,234 be approved and forwarded to the Board of Finance for its consideration in the preparation of the Town budget for the 2013-2014 fiscal year; further that the Superintendent be authorized to distribute the said amount in a manner agreed to by the Board at this meeting."

Motion Carried: 7:2:0 Mrs. Kennelly, Mr. Convertito, Mrs. Gerber, Mr. Dwyer, Ms. Iacono, Mr. Fattibene, Mr. Kery in favor; Mr. Liu, Mrs. Brand opposed

Mr. Dwyer stated the budget was adjusted by approximately \$345,000.

8. Public Comment and Petitions: None

9. Open Board Comment:

Mr. Kery made a suggestion that we should have set a cap this year, and stated that Mrs. Brand asked for a 5 year fiscal plan. Mr. Kery motioned to create a fiscal framework that would send a message to other Town bodies. Mr. Dwyer stated that 6 votes are needed to add an action item to this agenda, and the Board will already be discussing this at the budget process meeting. Mr. Kery stated he is not looking to add an item on this agenda, but wants to get a sense from the Board on getting a commitment from the chair regarding caps and a fiscal plan. Mrs. Brand clarified that she is requesting a 5 year educational plan with financial data. Mr. Dwyer stated that the budget discussion will take place.

Mr. Dwyer complemented the Board on the efficient discussion.

10. Mrs. Kennelly moved, seconded by Mr. Convertito, that "this regular meeting of the Board of Education adjourn at 10:38 p.m."

Motion Carried: 9:0:0

FEB 26 2013

Fairfield Public Schools
Fairfield, CT 06825

TO: Dr. David Title and Members of the Board of Education
FROM: Thomas P. Cullen
DATE: January 25, 2013
RE: Long Range Facilities Plan Waterfall Schedule "Updated"

Attached please find the updated waterfall schedule that identifies two changes that I need to bring to your attention.

1. The Osborn Hill School new windows project in 2012-2013 is updated to include the PCB remediation and other school building work as identified by the Silver/Petrucci Architects report. The new cost number is shown as \$ 4,195,013.
2. The Riverfield School project in 2012-2013 is updated to include the new work by the Riverfield Building Committee and architect Kenneth Boroson proposal. The new cost number is shown as \$ 13,000,000.

If you have any questions or concerns regarding this information, please feel free to contact me at (203) 255-8373.

Thank you.

c: Meg Brown

Fairfield Public Schools

Long Range Facilities Plan and Waterfall Schedule

2011-2012 to 2019-2020

The attached documents were produced to identify Fairfield Public Schools' long range facilities plan needs for upgrades, renovations, and additions to the district's school buildings. It is designed to work with the growing student enrollment as well as the growing age of the facilities. It was also designed to help the Town of Fairfield prepare bonding funds appropriately to coincide with the fiscal year needs, identified as the "waterfall schedule". The information gathered for the documents were taken from the previously approved, Board of Education document titled "Fairfield Public Schools Facilities Plan 2011-2015 May 10, 2011".

The spreadsheets are designed in a way so that the projects are clearly identified in the top boxes of the spreadsheet with estimated costs by School, Project, Fiscal Year, and if SDE BSF Reimbursement will be filed for. Certain projects will be identified as non-recurring with an asterisk. We designed the colors to coincide with the waterfall schedule in the boxes below. The colors represent each large capital project that is spread out over multiple years and identifies the actual funding required by fiscal year. This was designed in a way to help the Town of Fairfield budget and fund appropriate bonding by fiscal year.

Along the bottom of the spreadsheets the projects are identified as Capital, Non-Recurring, Gross Cash Flow, SDE BSF Grant Reimbursement, and finally Net Cash Flow. All of which is identified by fiscal year. Furthermore, the documents total up across the lines so at the very far right all the projects total up.

We look forward to working with all the Town of Fairfield governing bodies as we work to continue to improve our school buildings.

Thank you,

Tom Cullen

Fairfield Public Schools
 Long Range Facilities Plan Waterfall Schedule
 2011-2012 to 2019-2020

School	Project	2011-2012	SDE, BSF Grant Reimbursement	School	Project	2012-2013	SDE, BSF Grant Reimbursement	School	Project	2013-2014	SDE, BSF Grant Reimbursement	School	Project	2014-2015	SDE, BSF Grant Reimbursement
Holland Hill	Roof Warranty	\$ 203,642		Dwight	*Boilers	\$ 294,000		Sherman	Roof Replenishment	\$ 1,232,342	321,518	Holland Hill	Addition and Renovation	\$ 9,950,593	
Jennings	*Bathrooms	135,000		Jennings	*Bathrooms	131,250		Sherman	Renovate and Upgrade Phase III	3,000,000		Mill Hill	*Roof	461,614	120,435
N. Stratfield	Roof Warranty	196,429		Osborn Hill	New Windows	4,195,014		FLHS	Windows	3,000,000		FLHS	*Minor Roof	461,614	120,435
Osborn Hill	Roof Warranty	252,646		Riverfield	Addition and Renovation	13,000,000		FLHS	Renovate and Upgrade	5,954,700		N. Stratfield	*Boilers	364,652	
Riverfield	Roof Warranty	160,169		Tomlinson	*Front Facade	250,000		FLHS							
FLHS	*Roof Repair	35,000		Tomlinson	*Traffic	150,000									
ECC	*Playground	105,000		Tomlinson	*Flows	133,350									
FLHS	Window Project	40,000		Dierker	*Underground Tanks	250,000									
Holland Hill	*Oil Tank	100,000		PVHS	Roof	6,351,000									
Sherman	Roof Warranty	188,581													
Sherman	Addition and Renovations	3,000,000													
TOTAL		\$ 4,406,467	\$ -	TOTAL		\$ 24,356,613	\$ -	TOTAL		\$ 13,296,042	\$ 321,518	TOTAL		\$ 11,248,730	\$ 240,870

Waterfall Schedule

School	Project	2011-2012	SDE, BSF Grant Reimbursement	School	Project	2012-2013	SDE, BSF Grant Reimbursement	School	Project	2013-2014	SDE, BSF Grant Reimbursement	School	Project	2014-2015	SDE, BSF Grant Reimbursement
Sherman	Addition and Renovations	2,000,000	521,800												
Osborn Hill	New Windows				1,000,000	260,900									
Riverfield	Addition and Renovations				3,000,000	260,900									
FLHS	Windows				500,000	130,450									
PVHS	Roof				1,587,750	414,244									
Dwight	Roof Replenishment														
Sherman	Renovate and Upgrade Phase III														
FLHS	Renovate and Upgrade														
Holland Hill	Addition and Renovations														
FLHS	Roof Project														
FLHS	New Windows														
Mill Hill	Addition and Renovations														
Jennings	Addition and Renovations														
Dwight	Addition and Renovations														
Capital Projects		\$ 2,000,000	\$ 521,800												
SDE, BSF Grant Reimbursement			\$ 521,800				\$ 1,066,494				\$ 4,008,756				\$ 4,487,355
*Non-Recurring Projects (1 year)		\$ 365,000													
GROSS CASH FLOW PER YEAR		\$ 2,365,000	\$ 2,365,000				\$ 5,296,350				\$ 15,365,105				\$ 18,487,400
SDE, BSF Grant Reimbursement			\$ (521,800)				\$ (1,066,494)				\$ (4,008,756)				\$ (4,728,225)
NET CASH FLOW PER YEAR		\$	\$ 1,843,200				\$ 4,229,856				\$ 11,356,349				\$ 13,759,175

Estimated property costs have not been determined or included in this long term plan
 Estimated SDE, BSF Grant for Fairfield is 26.09%

FEB 26 2013

From: Philip Dwyer

BOE Members:

As you will see from the email and resume below, FairTV has re-organized its Operating-Advisory Council and wrote their by-laws to allow for the Board of Education to appoint a member of their Council. They have indicated the appointment cannot be from the BOE and have suggested we consider the "other" Tom Flynn as our appointment.

Our by-laws provide for the Chair to appoint liaisons to other community groups (as the chair deems appropriate), but our by-laws call for that appointment to come from the BOE membership. Thus, this is a hybrid request and I decided to place it on the February agenda for discussion before I respond to FairTV.

We may have several options, but three that come to mind are:

1. Thank them for the opportunity but indicate we choose not to take advantage at this time.
2. Thank them for the opportunity and take their suggestion (Some of us have met Mr. Flynn at LWV events) and appoint Mr. Flynn, as suggested.
3. Thank them for the opportunity, but indicate we will also give consideration to other interested parties, and then make the appointment from those candidates. In which case BOE members should think of other people who would have an interest.

I will invite a representative from the FairTV to attend the February BOE meeting to answer any questions you may have.

Phil

From: "James Kennelly"

Greetings Chairman Dwyer:

The Fairfield BOE is entitled, under the bylaws of the Cable Advisory Council of Area 2 for Cablevision of Southern CT (CAC2), to appoint a representative to the Council. It can not be a BOE member.

CAC2 was created as part of the franchise agreement requirements all cable systems in CT must enter to become service providers. It provides consumer oversight to the cable operator in a service area. Cable Advisory Council of Area 2 provides oversight for a region which includes Fairfield, Bridgeport, Stratford, Milford, Orange and Woodbridge. Since the enactment of legislation in 2008, the CAC2 has been tasked with disbursing \$100,000 in subscriber funds annually to the members towns of the region that operate education and government access channels. In Fairfield, the FairTV Broadcast System operates those channels.

The FairTV Operational Committee respectfully requests you consider a member of our committee, Mr. Thomas Flynn for appointment to this position. His resume is attached for your consideration. Mr. Flynn will simply require a letter from the secretary of the Board of the Board or Superintendent's Office acknowledging his selection as your Board's representative to the Cable Advisory Council of Area 2. I do not know if your bylaws allow the chairman to appoint without a formal vote of the entire board, but certainly the sooner he could be appointed, the better.

The term of such an appointment is usually two years. Mr. Flynn could begin serving in March and aid in our efforts to secure grant funding from the CAC2 for the FairTV Broadcast System.

Thanks for your cooperation in this matter.

Sincerely

Jim Kennelly
Chairman
FairTV Operational Committee

Resume For Consideration As Fair TV Commissioner
Thomas F Flynn
67 Sachem Road, Fairfield CT 06825
(203) 334-8096
flynjoyce@yahoo.com

In Summary, what I can offer:

A current, reasonably in-depth knowledge of Fair TV as well as its sister organizations in other Area 2 towns, as well as in other Connecticut towns. This was gained as Co-chair of a 2011-2012 League of Women Voters study of local area public broadcasting. The major impetus for the study was Soundview's attempt in 2011 to eliminate Area 2, which would have likely eliminated, in addition to other improvements, the progress Fair TV has made in the past few years in providing effective coverage of local government meetings. During this study, the study group communicated with a number of local towns, including all Area 2 towns, on their practices. As a result, the League submitted testimony against Soundview's position. The League also supported the new budget line for Fair TV.

A 40-year background of community service in Fairfield, including seven years on the Family Life Advisory Council to the Board of Education; (Three as Chair), during its formative years,

Leadership roles in many other Fairfield organizations, including twenty years of in-depth volunteer work with Operation Hope (includes two terms on its Board of Directors)

Involvement in Some Local Organizations (more current listed first) with highest organizational post(s) noted:

- 2000 to present. League of Women Voters of Fairfield. Co-president for four years; Co-chair of 2011-2012 Fair TV Study.
- 2011 to present. Caroline House. Head up computer support for language lab of about thirty computers) for women learning English
- 1970 to present. Our Lady of Assumption Parish. Have chaired Parish Advisory Council. Created and presently head monthly effort to cook dinner for shelter. Eucharistic Minister.
- 1988 to 2008. Operation Hope. Two terms on Board of Directors. Chaired 1990 Tag Sale.
- Created and implemented, together with a team of volunteers, present information technology strategy.
- 1970 to 1985 PTA. Co-winner of Diana Kiernen Award winner with wife Joyce in 1988. Co-President, with wife Joyce, of Andrew Warde PTA; Fourteen consecutive years of PTA Board membership in various schools.
- Others; Scouts, Little League, Pequot Library Book Sale, Fairfield Public Library

Awards:

Chosen with wife Joyce to light the town Christmas tree in 2012
Diana Kiernen Award with wife Joyce in 1988
Fairfield Jaycees Outstanding Young Man in Fairfield in 1973