

HEBRON BOARD OF EDUCATION

Thursday, April 12, 2018

REGULAR MEETING

Gilead Hill School –Music Room

7:00 p.m.

MINUTES

- I. Call to Order and Roll Call Chairperson Erica Bromley called the meeting to order at 7:06 p.m.

Board Members Present: Erica Bromley, Heather Petit, Kevin Williams, Christopher Aker, Geoffrey Davis, Maryanne Leichter, Kathy Williams

Liaison Present: Diane Del Rosso, Board of Finance

Liaison Absent: Gail Richmond, Board of Selectmen

Administrators & Staff Members Present: Timothy Van Tasel, Donald Briere, Eric Brody, Adam Parks, Stephanie Levin, Patricia Schiavi, David McKenney

Pledge of Allegiance, Introductions

Motion by Kevin Williams to move 14 Discussion and Possible Action on the 2018-2019 Preschool Program as agenda item 7a. Seconded by Kathy Williams. Vote: Unanimous. Motion carried.

Motion by Kevin Williams to add Discussion and Possible Action on the Future Problem Solving Program to the agenda as Item 13a. Seconded by Kathy Williams. Vote: Unanimous. Motion carried.

III. Public Comment

Kelly Reynolds, 207 Reidy Lane – expressed her concern regarding the proposed full day preschool program saying it's the best option for working parents with certified teachers in charge. She also stated there is consistency in the program which also offers music, art, P.E, and library. Her child attends because it is a very strong program, not because it's cheaper.

Alisha Natelle, 443 Old Slocum Road – stated the preschool program is NAEYC accredited which is a national accreditation, not a state accreditation. There is an investment of finances and time of staff to attain this accreditation. Please keep in mind the investment already made when discussing dismantling the program.

Sara Coppolino, 44 Hillcrest Drive – please do not change the model. The program is more than self-sustaining. Ms. Coppolino supports the Board of Education at Board of Finance and Board of Selectmen meetings. This program is not a for profit program. Don't raise the cost of PreK.

Kathleen Monroe, 9 Hall Road –many families will plan to leave the program if status quo is not kept. She understands the loss of ECS money to the town but wants the program to remain as is.

Daniel Smith, 411 Jones Street – changing the program to support other childcare is absurd.

Children also learn fire drill and lock down procedures and get used to being in their school all day. Stability is an important aspect to the program.

Jeremy Jankowski, 102 Northam Road – there is nothing he wishes for more than having a program like the preschool program at this level. We should not make a decision to reduce but ask how do we expand rather than cut back and accommodate competition.

Shannon Congdon, 135 Senate Brook Drive- would like to get a sense of why the program is netting a surplus when there is an assumption of a cost to the town. She asked why it took a revenue analysis to discover a profit. She feels there should be more discussion about how the surplus is used. Should there be a sliding scale?

IV. Board Member Comments

Mr. Davis thanked everyone for coming tonight and to the meeting last week. Their voices have been heard during the process and also with the survey.

Mr. Williams discussed the surplus of the entire budget saying the Board of Finance and the Board of Selectmen came to the Board of Education requesting reductions in which the board made deliberate choices not to spend so that we could assist in offsetting the reduction of state revenue. This cannot be done from year to year and he is deeply appreciative of the administration for the work they have done.

Mrs. Leichter thanked everyone for coming and said it was difficult for the town to absorb the loss of \$1,200,000 of State dollars and understands everyone is passionate about preschool. She hopes the drive and desire gets people to the poles to vote in order to pass the budget.

Ms. Petit personally wanted to thank everyone for coming here tonight and helping to support our schools, our administrative staff and teachers. The board loves to hear from people. Please vote.

Mr. Aker stated that this is how town government works bringing personal experiences forward. The board needs to pay attention to that. This is a tough budget year and our responsibilities are to insure programming and assess what programs are appropriate for the town's children.

Mrs. Williams stated this is a difficult year with ECS funding being reduced and we do not know what next budget year will be like. She said she would love to expand the program but we have to be realistic in regard to the cost that all people can afford.

Mrs. Bromley appreciated the people coming to the meeting and the show of passion and interest people have. We want to hear input to make informed decisions. These are public decisions and we try to provide information to our parents and make decisions that provide the best education for our children.

V. Acknowledging Student Achievement

A. Schools in the Spotlight

- Invention Convention

Mrs. Waldron said there were twenty-seven students who competed in the Invention Convention with nine students moving on to the regional competition. Of that nine, three Hebron students will move on to the State Competition at UCONN on April 28th., Mrs. Waldron then introduced two of the three students who are continuing. Students, Samantha Maxwell, who invented the Glove on Doorknob Grippy and Ella Lantieri, who invented the Pajama Pullers shared their inventions.

- Fire Prevention Poster Winner

Samantha Pippi Thompson, grade 5 student at HES, won as the Tolland county finalist in the CT Fire Prevention Poster Contest.

B. Superintendent's Report

- Principal Updates (Read Only)(Encl. 5b)

- Bonstingl Leaders for the Future

The Bonstingl leaders will be working with the town on May 16th.

- Referendum Update

The Board of Education Budget was reduced by \$100,000 due to savings in salaries, insurance and heating. The BOE budget of \$11,486,421 will go before the voters at the referendum May 8th at Hebron Elementary School.

- April Vacation Update

School will be in session April 16th & 17th with April vacation beginning April 18th through April 20th.

Mr. Van Tassel stated the Town is no longer considering a Siemens project for the pneumatic controls, but asked the board to consider a solar project at Hebron Elementary School along with the town office building. This will be discussed further.

VI. Chair's Report

Mrs. Bromley asked that everyone vote and bring their neighbors. The referendum will be held May 8th from 6:00 a.m. – 8:00 p.m. at Hebron Elementary School.

VII. Board Liaison Reports

Mrs. Del Rosso thanked the board of education for their hard work on the budget which came in at \$11,486,421 which is a (.88%). She also thanked Vice Chair Mal Leichter, Mr. Van Tassel and Mrs. Bromley for their help in reducing the bottom line.

VIIa. Discussion & Possible Action on the 2018-2019 Preschool Program

Mr. Van Tassel stated he reviewed the previous board meeting on Community Watch and did make a recommendation to the Board of Education to keep the preschool as status quo for the 2018-2019 school year. He also spoke about the possibility of a half day program and having the time to research but stated there was no ability to move into a half day program for next year. There are unanswered questions on what the next steps will be. It is important to note, every spring a presentation is made to the board of education. Finances, student population, and tuition costs are reviewed every year. This year's tuition was increased for full day along with half day. There is money realized from the increase to address concerns brought up from the past. We have also presented different variations of the program in the past. Dr. Briere then walked through the different scenarios. Five different models were reviewed in the presentation. Cost structures were also discussed.

Motion by Kevin Williams to maintain the existing configuration which includes three full day sections and two half day sections for the 2018-2019 school year and to set tuition at \$600 for full day and \$240 for half day and conduct a study next year to determine future configurations of PreK based on research, and input from parents and teachers to determine class structure. . Seconded by Maryanne Leichter. Vote: Unanimous. Motion carried.

Mr. Williams spoke about the decisions being made effecting the growth of the town and during the budget season there is a tendency to hear and feel pressure from the contingency who cannot incur a tax increase. The attractiveness of the town includes the school having strong programs. If we reduce programming, we reduce families with younger children from moving here. In order to balance the population, it is important to provide programming.

Mr. Davis feels the preschool program is a great program and supports our students' growth. He felt keeping the status quo is the way to go and supports doing the research to further expand while keeping in mind the budget.

Mrs. Petit agrees with Mr. Davis in keeping the status quo and feels early child care is vital and is something that shouldn't be questioned going forward.

Mrs. Leichter felt it was important to keep the status quo and do the research in the future. People are asking us to maintain the status quo which will also give the board time to do the research to give the parents the program they need.

Mrs. Bromley felt it was much better to do a study, hold forums and gather information of how other programs are being creative along with being fiscally responsible. Our mission is providing the best education we can provide. The board tries to include everyone in the process to gather information and make the best decisions to provide opportunities to best prepare our children for the future.

Mr. Van Tassel also asked to speak to the \$103,000 viewed as revenue. In explaining the process of budgeting he stated the district is not notified of the grants received; School Readiness and IDEA

which support the program, until August but the board makes a commitment to the program in April. If those grants are not received because of budget reductions at the State level, the board is responsible for the full cost of the program. This \$103,000 is based on the full number of 73 students all paying tuition. All students do not pay based on special education needs. There are also contingencies in the figures because of changes in student population along with personnel changes. Along with that is the cost of supplies and playground needs to the program. Mr. Van Tassel wanted to assure the preschool parents that this program is not a way for the district to increase dollars.

Mrs. Bromley then called for a vote.

Vote: Unanimous. Motion carried.

VIII. Consent Agenda

A. Approval of Minutes

1. Meeting – March 15, 2018 (Encl. 8a.1)

Meeting – April 3, 2018 (Encl. 8a.2)

Motion by Maryanne Leichter to approve the minutes of March 15, 2018 and April 3, 2018 as presented. Seconded by Heather Petit. Vote: Yes: Erica Bromley, Maryanne Leichter, Heather Petit, Geoffrey Davis, Christopher Aker. Abstain: Kevin Williams, Kathy Williams. Motion carried.

B. Personnel

1. Resignation (Encl. 8b.1)

Motion by Kevin Williams to accept the resignation of Eric Brody with much regret. Seconded by Kathy Williams.

Mrs. Petit thanked Mr. Brody personally for the assistance in transitioning her daughter into school when they first moved into town and for really caring about the children.

Mr. Williams thanked Mr. Brody for always rolling with the punches with each transition and making it look seamless. Mr. Brody's time in Hebron has been a tremendous benefit to the community.

Mr. Davis thanked Mr. Brody for his service at both schools and for being there for students and parents.

Mrs. Williams thanked Mr. Brody and noted the respect students have for him.

Mrs. Bromley thanked Mr. Brody for all his hard work and all the changes. She has seen growth in the district and in him.

Mr. Brody thanked the board for their support both personally and professionally.

Vote: Unanimous. Motion carried.

2. Continuation of Military Leave & Extension of Memorandum of Agreement (Encl. 8b.2)

Motion by Maryanne Leichter to approve the continuation of military leave of absence for the 2018-2019 school year for Daniel Pape and to approve the continuation of the terms of the Memorandum of Agreement for the 2018-2019 school year regarding the military leave of Mr. Daniel Pape. Seconded by Kevin Williams. Vote: Unanimous. Motion carried.

3. Continuation of Childrearing Leave (Encl. 8b.3)

Motion by Kevin Williams to approve the request from Jen Garon for an extended unpaid childrearing leave for the 2018-2019 school year. Seconded by Maryanne Leichter. Vote: Unanimous. Motion carried.

IX. Informational – No Action Required

- ### **A.**
1. Monthly Enrollment Report (Encl. 9a.1)

The Monthly Enrollment Report was presented showing the total number of students at 709 with 379 students at Hebron Elementary School and 330 students at Gilead Hill School. There are 16 magnet school tuitions paid for by the Board of Education.

2. Student Activity (Encl. 9a.2)
The Student Activity Report was shared and showed a balance of \$ 6,377.44 for Gilead Hill School and a balance of \$31,194.02 for Hebron Elementary School.
3. Year to Date Financial Report (Encl. 9a.3)
Stephanie Levin reviewed the Year to Date Financial Report dated April 5, 2018 showing a surplus of \$135,042.00. Stephanie reviewed the overages and will be addressed in the transfers later in the meeting.
4. Cafeteria Services Report (Encl. 9a.4)
A Cafeteria Services Report showing a loss of \$8,273.00 for the month of March. The program has a loss of \$9,228.42 for this fiscal year. The cafeteria bank account shows a loss of a total amount of \$5,430.09 as of the beginning of April, 2018. A check from Board of Education funds totaling \$5,430.09 was put in the cafeteria account to offset the loss.

X. Committee Updates

1. Resource Management Committee
A meeting was held on April 11th to discuss the Year to Date Financial Report along with the Cafeteria Report, transfers and fiscal year 19-20 budget adjustments.
2. Policy Committee
No meeting was held.
3. Communication Committee
No meeting was held.
4. Education Foundation Liaison
The Education Foundation will meet Monday, April 16th to review grant applications.
5. School Readiness Liaison
Dr. Briere stated the school readiness committee met and finalized the plans for the literacy night which happened last evening. The committee also discussed programming. Dr. Briere also will be completing the school readiness grant application.

XI. AHM Technology Proposal

Mr. McKenney and Mr. Van Tassel will meet with the AHM board of directors to work together to agree on a contracted agreement for technology services as a fixed rate. Mr. McKenney has already done a study on the technology infrastructure at AHM to assess their needs. There will also be an hourly rate for services on an as needed basis. Mrs. Leichter stated she is pleased with the sharing of resources in the town.

XII. Discussion & Possible Action on Non-Renewal of Non-Tenured Teachers In accordance with CT Statutes 10-151 (Encl. 12)

Motion by Kathy Williams that the contract of employment of Gabrielle Anderson, Carly Buehler, Kristin Lasko, Alexandra Losi, Lauren Montano, Holly Conderino, Kristin Campbell, Alyssa May, Lillian Kasavage, Jessica Lynch, Megan Shah, and Michelle Terry not be renewed for budgetary reasons for the 2018-2019 school year and further move that the Superintendent of Schools be directed to advise such persons in writing of this action. Seconded by Kevin Williams. Vote: Unanimous. Motion carried.

XIII. Discussion & Possible Action on the 2017 – 2018 Budget (Encl. 13)

Motion by Maryanne Leichter to approve the transfers on Enclosure 13 as presented in the packet. Seconded by Kevin Williams. Vote: Unanimous. Motion carried.

Stephanie Levin then shared the maintenance e projects including repair of sidewalks at both schools, installation of a sound system in the cafeteria at Hebron Elementary School, and updating the air conditioning units in the health rooms at both schools that are recommended.

Motion by Kevin Williams to approve the maintenance projects and transfers as presented in the handout. Seconded by Maryanne Leichter. Vote: Unanimous. Motion carried.

XIIIa. Discussion and Possible Action on the Future Problem Solving Program

Mr. Van Tassel recognized Mr. Parks as the Challenge and Enrichment teacher. Mr. Parks explained that one of the Future Problem Solving teams came in second place at the State competition and by virtue of that accomplishment they have been invited to the FPS International Conference at University of Wisconsin to compete with teams from all over the world. Mr. Van Tassel stated we had never anticipated this and therefore was not budgeted. He asked that the board fund partial payment for four students and their coach to participate. The total cost at this point is approximately \$7000.

Motion by Kathy Williams to approve the appropriation of up to \$1,000 from HES activity fund and \$2,500 from the Board of Education to support the trip to the FPS International Conference at the University of Wisconsin for four students and one coach to participate. Seconded by Kevin Williams.

The board then discussed fundraising for the remaining money and supported the school participating on a national level. Vote: Unanimous. Motion carried.

XV. Plans for Staff Appreciation

The Board has done a breakfast during staff appreciation in the past. Board members have come to help serve and meet and greet. The breakfasts will be done at each school beginning at 7:45 a.m. with Gilead being May 7th and Hebron Elementary May 9th.

XVI. Public Comments

Daniel Smith, 411 Jones Street, thanked the board of listening to the parents saying stability is one thing we cherish and would love to help with the study for next year.

Jennifer Paragone, 176 Kinney Road, thanked the preschool teachers and non-certified staff for making the program what it is. She also thanked the board for passing the motion to keep the program status quo.

Mal Leichter 62 Wellswood Road, reported that in reviewing the budget survey it was noted that 131 people who filled out the survey did not vote in the referendum. It's important that everyone vote.

XVII. New Business

No new business at this time.

XVIII. Board Member Comments

Mr. Williams stated that 10% of the voters actually vote and are deciding how our money is spent. Please talk to members of your community. If the budget fails there will be reductions. He also thanked everyone for coming for public comments. The board values comments and would welcome participation in the study. The board wants to hear from the public.

Geoffrey Davis also stated the closer we get to the May 8th referendum the more information will be out in social media. Please make sure you have the facts and continue to ask questions and get clarification.

XIX. Adjournment

Motion by Kevin Williams to adjourn at 9:11 p.m. Seconded by Kathy Williams. Vote: Unanimous. Motion carried.

Respectfully submitted,
Karen Conderino
Board Clerk

The Board then went into a Post Meeting – Executive Session – Discussion Regarding School Security Measures

Motion by Kevin Williams to go into executive session at 9:11 and invite Mr. Van Tassel and Mrs. McKenney. Seconded by Kathy Williams. Vote: Unanimous. Motion carried.