

**Board of Education
Newtown, Connecticut**

Minutes of the Board of Education meeting on Tuesday, January 17, 2012, in the board room at 3 Primrose Street.

D. Leidlein, Chair	J. Robinson
L. Roche, Vice Chair	L. Gejda
C. McCubbin, Secretary	R. Bienkowski
R. Gaines	24 Staff
W. Hart	30 Public
K. Alexander	3 Press
J. Vouros	

Mrs. Leidlein called the meeting to order at 7:40 p.m. and explained the budget process.

Item 1 – Presentation of Superintendent’s Recommended 2012-2013 Budget (attached)

Dr. Robinson stated that our needs are based on a district mission and an analysis of the strength and weaknesses of our program. Changes expected by 2015 include the high school NEASC accreditation and the implementation of the Common Core State Standards, the SMARTER Balanced Assessment Consortium and secondary school reform for the proposed graduating class of 2020. We must address meeting these expectations. Technology equipment replacement and changes in program and staff development are important areas. Enrollment in each school and class sizes were presented with comparisons between Newtown, the DRG and the State.

Dr. Robinson spoke about the contractual wage obligations for next year and the costs for energy, transportation, health insurance and out of district placement for special education. Initiatives to be considered include full day kindergarten, restoring maintenance items, restoring the total cost of ownership in technology, and restoring curriculum and instruction to the former levels. Two new positions requested are a K-12 literacy/language arts instructional leader and a K-12 math/science instructional leader. Additional staff positions will be needed at Reed Intermediate School, the high school and middle school along with special education positions along with a security staff position. Information was also provided which promoted a full day kindergarten program. The budget increase requested is 4.64%. The increase if the full day kindergarten program is included is 5.31%.

Mr. McCubbin asked if there would be an increase in the number of kindergarten students if we have a full day program and if the cost for transportation would increase. Dr. Robinson said we would talk with the incoming bus company regarding kindergarten enrollment increases and if they feel we could do it with the existing buses.

Mrs. Leidlein asked the number of kindergarten students projected. Dr. Robinson said we have approximately 220 students each year. We currently have 272 kindergarten students. The enrollment would determine the number of teachers needed. We looked at space last year for the full day program so there would not be a problem.

Mrs. Leidlein asked about health insurance. Mr. Hart said were waiting to hear from the Town insurance commission. Mr. Bienkowski said the fund balance is three months worth of claims. We have about \$1.5M between Board of Education and the Town. A three-month fund balance should be \$3M.

Mr. Vouros wanted to see educational assistants back in the classrooms until the class sizes go down. He asked how the new K-12 instructional leaders would be used. Dr. Robinson said the majority of their day would be in the classroom with teachers and students. We have to align with the common core.

Mr. McCubbin asked if we ever locked in fuel contracts. Mr. Bienkowski said we used to lock in with a price in September or October but haven't done that for a few years. We locked in last year with the Town and had a better price than the consortium.

Mrs. Leidlein asked about the district level health and music positions. Dr. Robinson said the district level health person teaches parts of the health curriculum. Part of that position may be funded \$40,000 out of the grant but she would displace a person who is a health teacher. Also, the district music person would go into the classroom and displace a music teacher.

Mrs. Roche asked about filling the music position at Reed for next year. Eleven teachers were being added to the high school but we don't have a position to fill the void at Reed. Dr. Robinson said we are adding back the PE teacher at Reed but we do need more resources there.

Mr. Vouros would like the principals to tell the Board what is happening in their schools and what they really need. Mrs. Roche corrected her statement that 6 teachers, not 11, were being requested for the high school.

Mrs. Leidlein asked for Dr. Robinson to prioritize the district needs. Dr. Robinson stated that the three critical needs are giving a good solid base to the kindergartners and the second is to prepare for NEASC which is a three-year project. The rest of the needs are connected to the other initiatives such as technology and instructional leaders. As an example there is a request for a .2 math teacher to work with are accelerated math students.

Mr. Hart asked for a breakdown of salaries and benefits going up 5% even though some contracts were only going up 2%. He requested a breakdown in the same services and current positions.

Dr. Robinson requested that the Board email any information requests. The budget would also be on the website. Mr. Vouros noted there was no increase in staff for the gifted program. Dr. Robinson said the increase in Reed was for a gifted student. Mr. Gaines requested that the Gates population for the one teacher would be in Dr. Regan's presentation.

Item 2 – 2011-2012 Calendar

There was a conversation regarding how to handle snow days going forward to help parents better plan for the end of school and the April break. The last day of school is June 21 and we have a statement on the calendar that we will not go beyond June 22. We can remove days from the April break or attend school 183 days. We can also reduce the number of student days but keep the number of teacher days needed.

Dr. Robinson said some of the schools do not have a workable environment when it's too hot and going the last week of June is problematic. The students have to be in school 180 days but the teacher's contract is for 187 days.

After some discussion the Board decided to continue this at the January 24th meeting. Mrs. Leidlein encouraged public comment on the calendar.

Item 3 – Public Participation

Richard Woycik, 36 Grand Place, said over the past 18 months the cost of natural gas was over \$4.00 and is now approximately \$2.40. Regarding replacing equipment at Hawley and the middle school it would be prudent to make a transition.

Mrs. Leidlein stated we were looking at going to duel fuel at Hawley. Mr. Woycik said there is natural gas in North America and he questioned going to duel fuel.

Kinga Walsh, 21 Horseshoe Ridge Road, asked if a recap sheet could be added to show the total increases.

Carla Kron, 4 Clapboard Ridge Road requested that any budget document the Board received would be available for the public. She asked to add more detailed history to state what items have switched to other line items and the dollars associated with that.

Alyssa Farley, 6 Pond View Drive, asked why a decision could not be made tonight on the calendar.

Mrs. Leidlein wants the Board to think about it and also get feedback from the public.

MOTION: Mr. Gaines moved to adjourn. Mr. Vouros seconded. Vote: 7 ayes

Item 4 - Adjournment

The meeting adjourned at 9:37 p.m.

Respectfully submitted:

Cody McCubbin
Secretary

Superintendent's Proposed Estimate of Expenditures



Newtown Public Schools

Our Role

- **It is our role to advocate for what we believe is best for the students**



Our needs are based on a District Mission and an analysis of the strengths and weaknesses of our programs

Our Mission

The mission of the Newtown Public Schools, a partnership of students, families, Educators and community, is to **INSPIRE EACH STUDENT TO EXCEL** in attaining and applying the knowledge, skills and attributes that lead to personal success while becoming a contributing member of a dynamic global Community. We accomplish this by creating an unparalleled learning environment characterized by:

- High expectations
- Quality instruction
- Continuous improvement
- Civic responsibility





Strategic Plan

Our Objectives

Revised April 28 & 29, 2011

- All students will develop and consistently demonstrate 21st century skills such as problem solving, critical and creative thinking, collaboration, and application of technology.
- All students will develop and consistently demonstrate the character attributes necessary for personal well-being and to be a contributing member of the community.
- Within 5 years, all students will perform at goal or above on all standardized tests.
- Each student will set and achieve personally challenging goals.
- We will ensure that each student has continuous access to personal information technology in order to empower students and staff to improve teaching and learning.

Influences for Education

What's Coming in.....2015

- NEASC/Accreditation
- Implementation of Common Core State Standards
- Implementation of SMARTER Balanced Assessment Consortium (SBAC)
- Implementation of Secondary School Reform Graduating class of 2020 - proposed

Implementing Common Core State Standards

- **Curriculum Framework & Materials**
- **Communication**
- **Professional Development**
- **Assessment**

CT RESPONSE: CURRICULUM FRAMEWORK AND MATERIALS

Phase I 2010-11	Summer 2011	Phase II 2011-12
<ul style="list-style-type: none">Organized the CCSS to support curriculum development	<ul style="list-style-type: none">Aligned Preschool curriculum documents to CCSS	<ul style="list-style-type: none">Disseminate materials and resources to support district implementation of CCSS
<ul style="list-style-type: none">Aligned English Language Learner Framework to CCSS		<ul style="list-style-type: none">Develop Birth to age 5 learning standards aligned to CCSS
		<ul style="list-style-type: none">Develop guidance for addressing students with disabilities

CT RESPONSE: COMMUNICATION

Phase I 2010-11	Summer 2011	Phase II 2011-12
<ul style="list-style-type: none">• Joined the <i>Implementing the Common Core Standards</i> national consortium	<ul style="list-style-type: none">• Provided internal and external communications	<ul style="list-style-type: none">• Redesign CCSS webpage on CSDE site
<ul style="list-style-type: none">• Developed a set of initial communication documents		<ul style="list-style-type: none">• Develop a Connecticut CCSS communications tool kit

CT RESPONSE: PROFESSIONAL DEVELOPMENT

Phase I 2010-11	Summer 2011	Phase II 2011-12
<ul style="list-style-type: none"> • Presented an overview of CCSS to State Board of Education 	<ul style="list-style-type: none"> • Developed CALI modules embedding ELA CCSS 	<ul style="list-style-type: none"> • Provide targeted sessions for LEAs and stakeholder groups
<ul style="list-style-type: none"> • Provided sessions to develop initial understandings 	<ul style="list-style-type: none"> • Convene regional curriculum teams 	<ul style="list-style-type: none"> • Provide CALI module institutes
<ul style="list-style-type: none"> • Provided Rigorous Curriculum Design Institute 	<ul style="list-style-type: none"> • Develop annotated Internet-based tools and related resources 	

CT RESPONSE: ASSESSMENT

Phase I 2010-11	Summer 2011	Phase II 2011-12
<ul style="list-style-type: none">• Joined Smarter Balanced Assessment Consortium (SBAC)	<ul style="list-style-type: none">• Reviewed SBAC English language arts and literacy draft content specifications	<ul style="list-style-type: none">• Information gathering and small scale pilot testing of current capacity for computer-based testing (CBT)
<ul style="list-style-type: none">• Created crosswalk documents for English language arts and mathematics		<ul style="list-style-type: none">• Establish advisory groups with external constituents on implementation issues related to online testing

PHASE III

2012-2015

2012 -2013

- Continue to implement a CCSS-based curriculum at the grade or course level
- Professional development for teachers and administrators continues

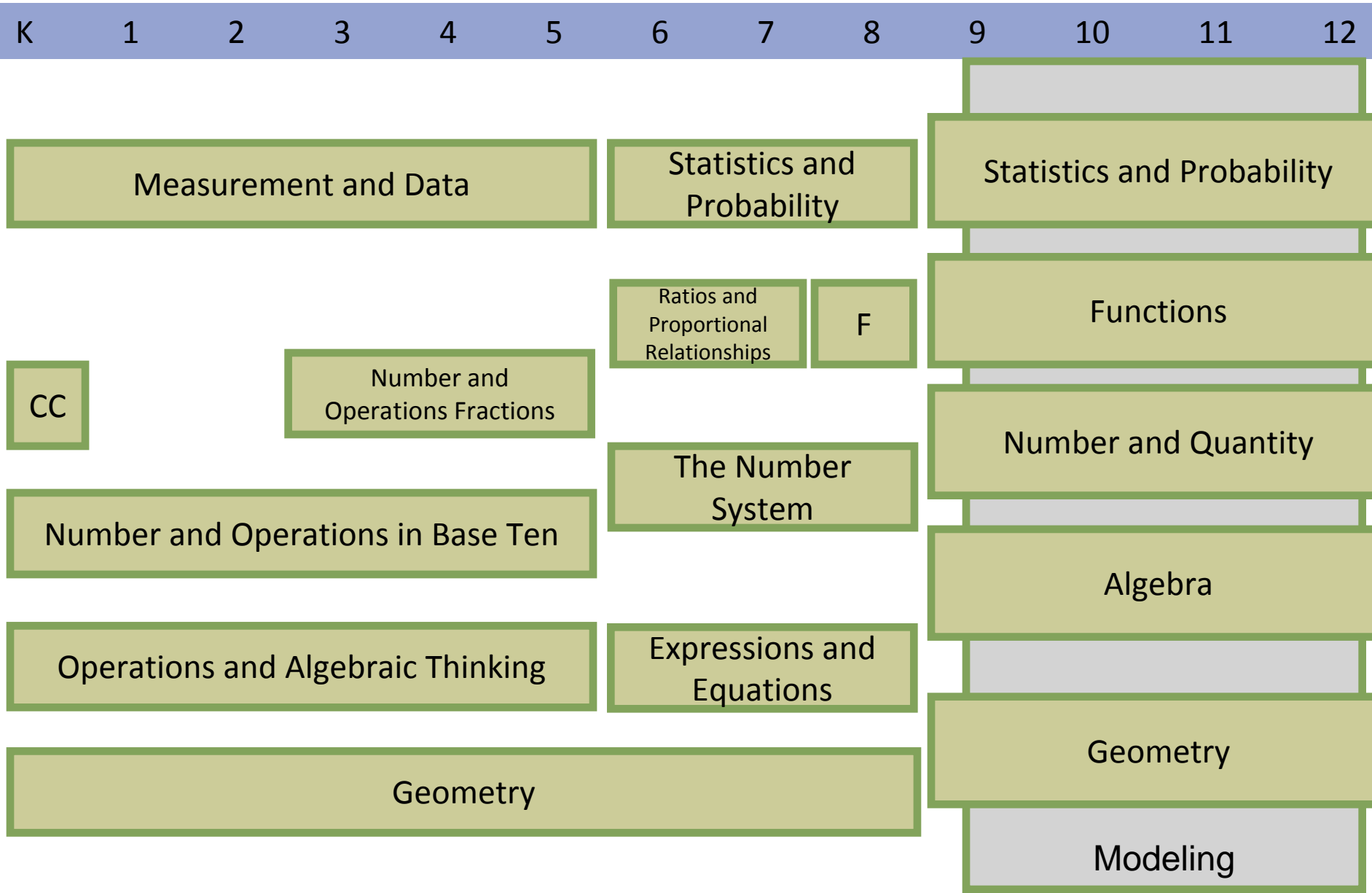
2013 -2014

- K-12 CCSS-based district curriculum fully implemented
- Professional development for teachers and administrators continues

2014-2015

- CCSS- based assessments administered in grades 3-8 and 11

The Common Core State Standards in Mathematics



Newtown Public Schools Responds to CT Standards (CCSS)

- Curriculum
- Communication
- Professional Development
- Assessment

NPS RESPONDS TO CT STANDARDS

	Summer 2010	2010-11	Summer 2011	2011-12
Curriculum	English /LA Review K-12	ELA and Math CSDE Crosswalks	Math 7-10 Review	ELA Unit Development, ELA & Math Resources, Math 5-10
Communication	K-12 ELA & Math Curriculum Committees	K-12 ELA & Math Curriculum Committees	LAC Coordinators Dept Chairs Curr Comm	Leadership, K-12 Comm, Grade level, Dept level, BOE
Professional Development		Workshops (SDE, RESC, Prof Org), Writing Rubrics	NCTM	Workshops (SDE, RESC, Prof Org),
Assessment		Writing Prompts		

NPS RESPONDS TO CT STANDARDS: NEXT STEPS

- K-12 Understanding of CT Standards (CCSS) in ELA and Math
- 3-year implementation plan (CMT/CAPT and CCSS)
- Cross-curricular understanding and representation of CCSS
- Professional Development for leadership and all teachers
- Resource identification and adoption

FOCUSED PROFESSIONAL LEARNING

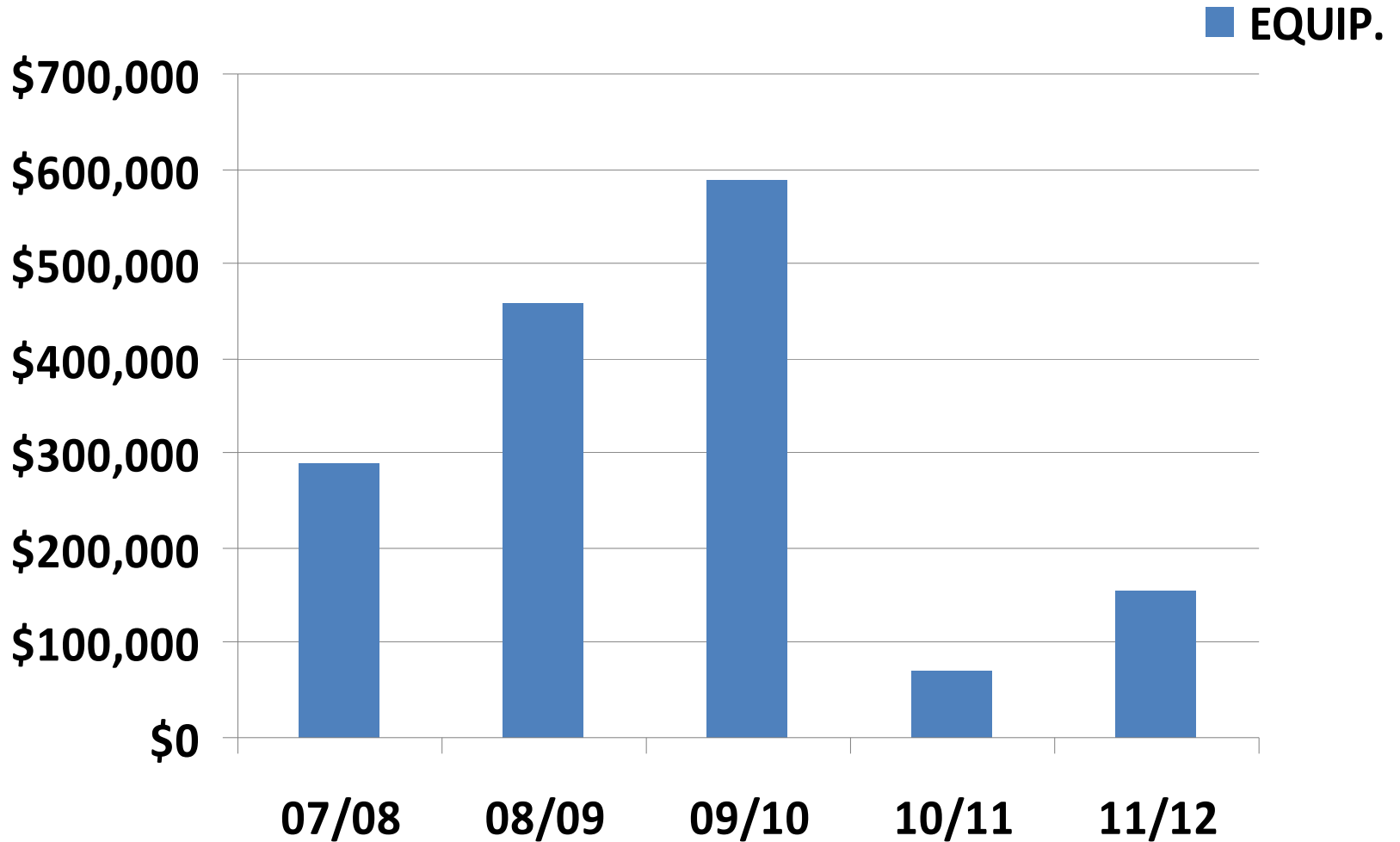
- Professional Learning Communities
 - Teachers and Administrators, PK-12
- Ongoing and targeted professional development
 - Teachers and Administrators, PK-12
- Communication and purpose

THE DRIVING QUESTION:

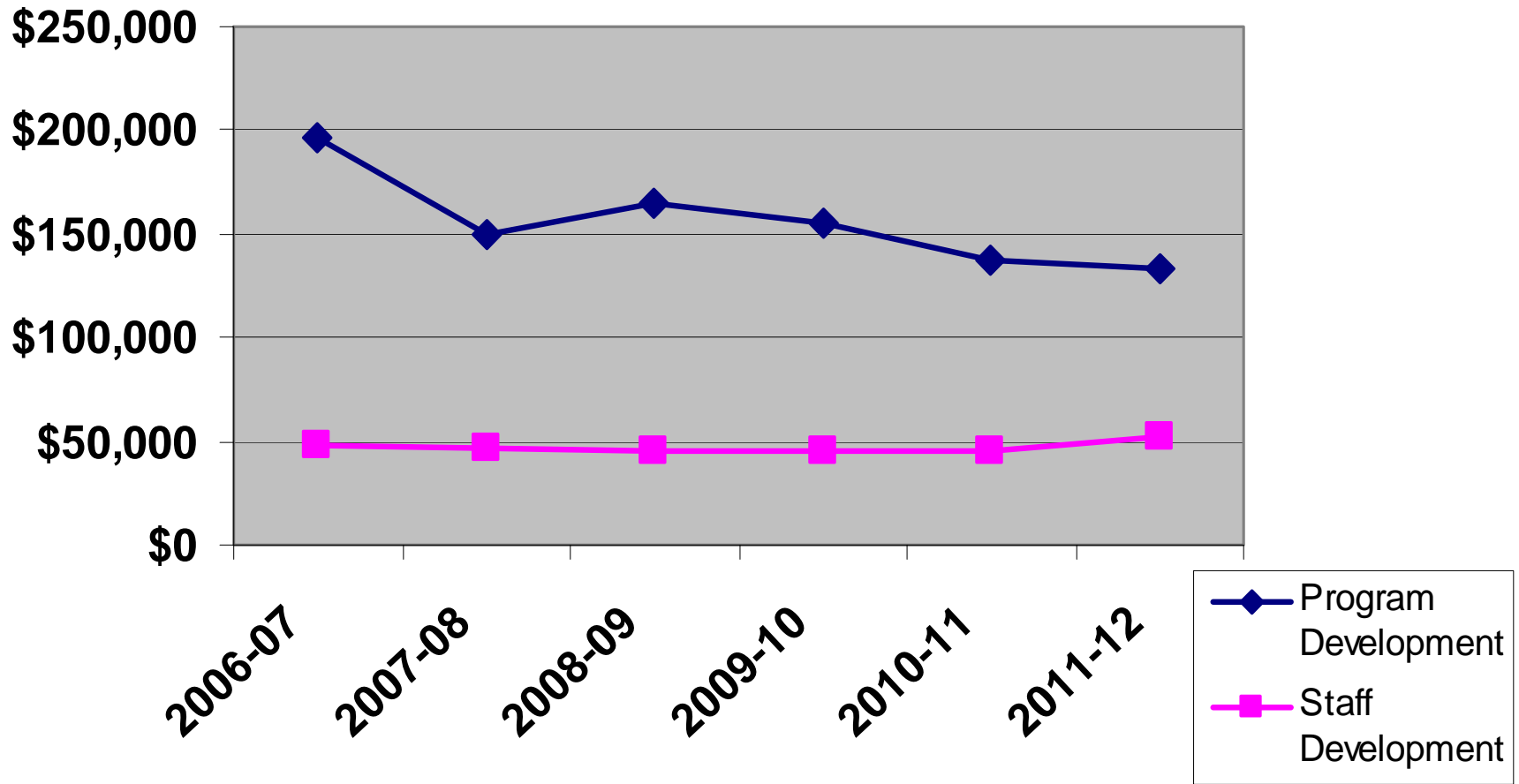


How do we meet these expectations in this current economic climate?

Technology Equipment Budget over Time



Change in Program and Staff Development 2006-2011



Positions Eliminated Over Past 4 Yrs



■ 1 st Grade Teachers	4.00
■ 2 nd Grade Teachers	3.00
■ 3 rd Grade Teachers	3.00
■ 4 TH Grade Teacher	1.00
■ 6 th Grade Teacher	1.86
■ Kindergarten Teacher	1.00
■ Gifted & Talented Teacher	0.54
■ Music Teacher	1.00
■ Phys. Ed. Teachers	1.50
■ World Language Teacher	1.00
■ Inclusion Teacher	1.00

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Positions Eliminated Over Past 4 Yrs



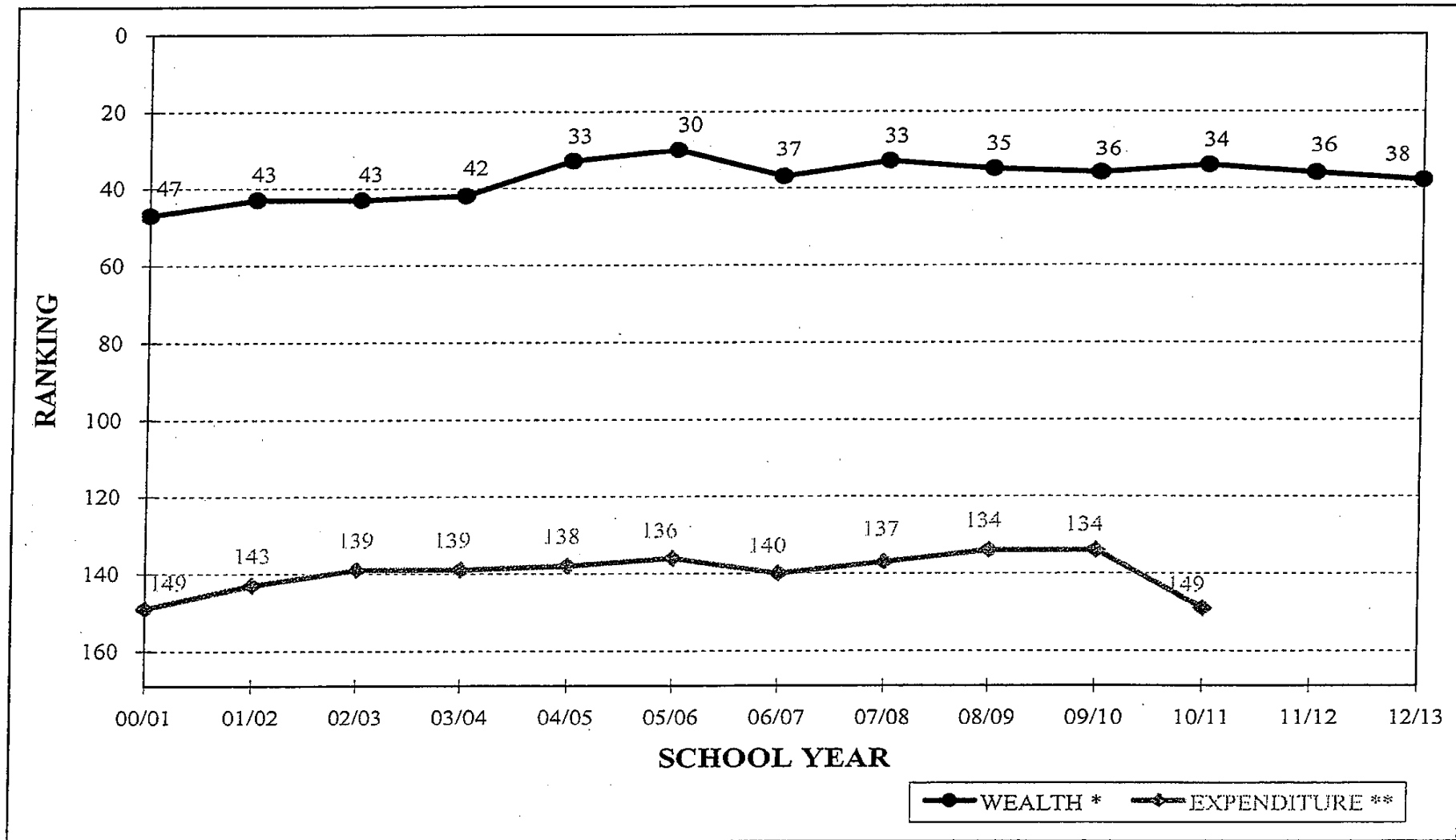
■ Educational Assistants	28.07
■ Nurses	1.79
■ Specialist/Social Worker	1.00
■ Behavioral Therapist	0.93
■ Director of Transportation	1.00
■ Accounting Supervisor	1.00
■ Technology Specialist	1.00
■ Custodian	1.00
■ Bus Drivers	2.18
Total	56.87

Percentage of Budget Increases

■ 9/10	.43%
■ 10/11	1.33%
■ 11/12	1.16%

NEWTOWN'S WEALTH & NET CURRENT EXPENDITURE

Per Pupil Rankings
(Out of 169 Towns)



* Wealth based on Adjusted Equalized Net Grand List per Capita

** Expenditure based on state's Net Current Expenditures which excludes regular education transportation, tuition revenue, capital expenditures and debt service. Expenditure ranking for 2011-12 not available from State Department of Education.

2011 CMT/CAPT DRG (19)

GRADE	3	4	5	6	7	8	10 (CAPT)
Math	3	5	7	2	1	6	17
Reading	3	7	8	2*	1	5	11*
Writing	3	8	8*	2	2	5	18
Science			16			2	19

***Tied with another District**

District Performance as compared to DRG B

- “DRG” is a classification of districts whose students’ families are similar in education, income, occupation, and need, and that have roughly similar enrollment. The Connecticut State Board of Education approved DRG classification for purposes of reporting data other than student performance.

- 19 Towns are in DRG B:

Avon	Granby	Newtown	Woodbridge (R 5)
Brookfield	Greenwich	Orange (R 5)	Region 5
Cheshire	Guilford	Simsbury	Region 15
Fairfield	Madison	South Windsor	
Farmington	Monroe	Trumbull	
Glastonbury	New Fairfield	West Hartford	

Newtown Must Balance:

**Reality of a
recession
economy**



**Quality
Education**

Enrollment

		In-District	Out-Placement	Total
Current Year Actual	October 1, 2011	5,298	26	5,324
<p>The figures above do not include the 40 students who went to the Magnet School, 4 students who are in Vocational Ag, and 45 at Abbott Tech. Preschool students (82) are included.</p>				
Projections 2012-2013	October 1, 2012	5,209	22	5,231

Elementary Schools

	2011-12			2012-13		
Grade	Students	Teachers	Avg. Class Size	Students	Teachers	Avg. Class Size
K	272	8.5	16	268	8.5	15.8
One	344	19	18.1	308	18	17.1
Two	331	18	18.4	349	19	18.4
Three	374	17	22.0	336	16	21.0
Four	402	18	22.3	382	18	21.2
Total	1,723	80.5	21.4	1,643	79.5	20.7

Reed Intermediate School

	2011-12			2012-13		
Grade	Students	Teachers	Avg. Class Size	Students	Teachers	Avg. Class Size
Five	418	18	23.2	416	18	23.1
Six	460	18	25.6	431	18	23.9
Total	878	36	24.4	847	36	23.5

Newtown Middle School

	2011-12			2012-13		
Grade	Students	Teachers	Avg. Class Size	Students	Teachers	Avg. Class Size
Seven	440	20	22.0	465	20	23.3
Eight	431	20	21.6	438	20	21.9
Total	871	40	21.8	903	40	22.6

Newtown High School

October 1, 2011 (actual)	1,740
<hr/>	
District projections for 2012-13	1,730

Class Size

- **Board Guidelines for Class Size**
 - **K-2 – up to 20 in a class**
 - **3-8 – up to 25 in a class**
 - **9-12 – 25 in a class**
- **Teacher Contract Requirements for Class Size**
 - **Regularly scheduled classes shall be planned for an average of 25 pupils and a maximum of 30 pupils**
 - **There are specific areas of exception**

Strategic School Profile for 2009-10

Class Size	District	DRG	State
K	16.2	18.4	18.5
2	19.8	19.6	19.7
5	23.8	21.8	21.1
7	23.2	21.7	20.8
HS	19.8	20.1	19.6

Contractual Obligations 2012-2013

- **Teachers**
 - **2% general wage increase**
 - **1% cost of step movement mid year**

- **Administrators** **2%**
- **Secretaries** **2%**
- **Custodians** **2%**
- **Educational Assistants** **0%**
- **Nurses** **2%**



Energy Cost



	PROJECTED	INCREASE/ DECREASE	%
Electricity New Contract Dec. 2012	\$1,482,763	(-\$154,854)	(-9.46%)
Oil	\$ 617,123	\$ 73,089	13.43%
Diesel & Gasoline Fuel	\$ 587,668	\$ 128,958	28.11%
Propane & Natural Gas	Held level at this time	_____	_____

Transportation Costs



Current services brought forward will cost

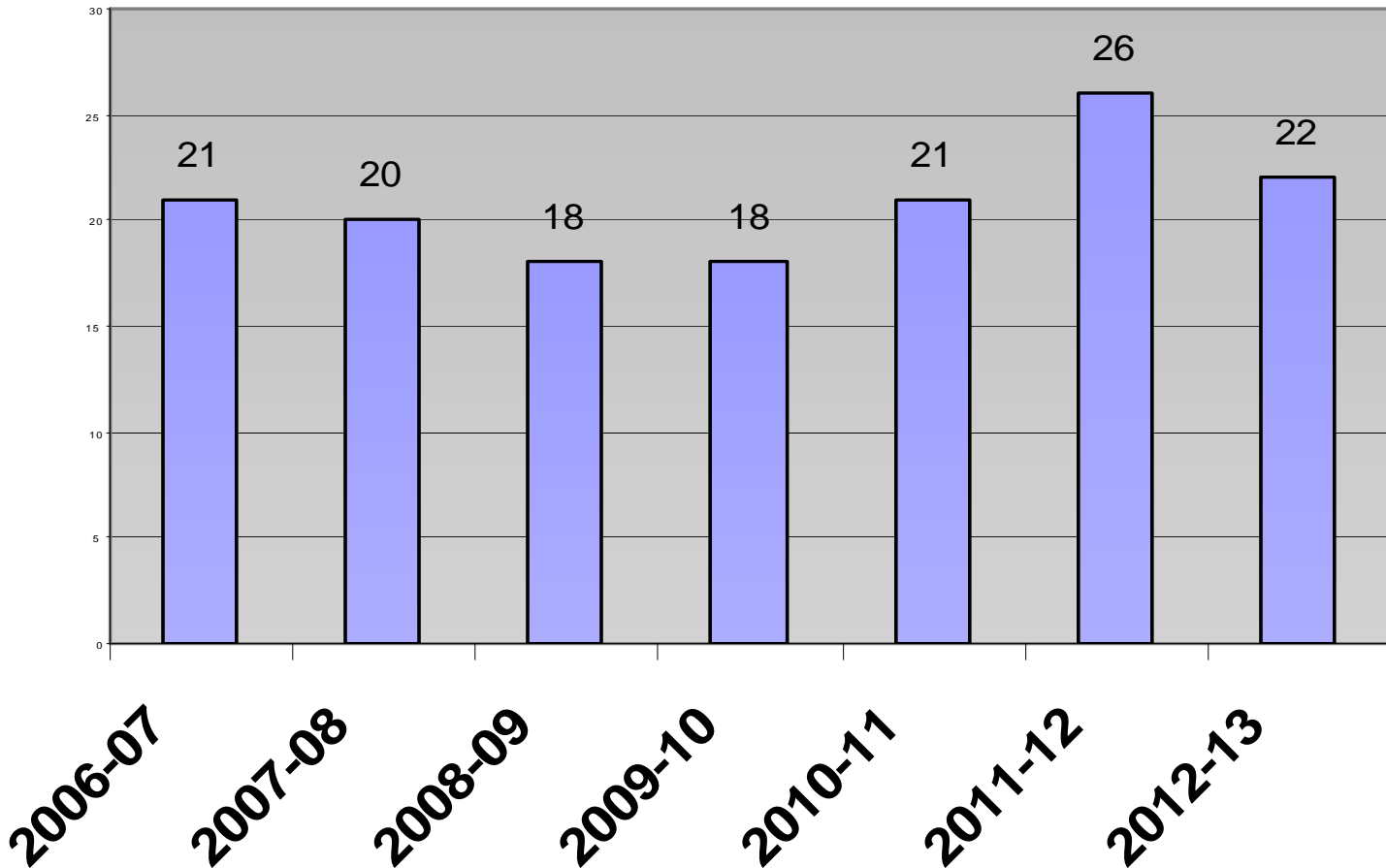
\$508,254 less

(Re-routing and service review is continuing and hopefully will produce additional reductions)

INCREASES

- Projected Health Insurance trend is **+8%**
- Included in budget **3.3%**

Out of District Placement in Special Education



INITIATIVES

- **Full day Kindergarten**
- **Restore maintenance**
- **Restore TCO in Technology**
- **Restore Curriculum & Instruction to former levels**
- **K-12 Literacy/Lang. Arts Instructional Leader**
- **K-12 Math/Science Instructional Leader**

Additional Program Needs

Reed

- .3 Math Teacher
- 1.0 PE Teacher
- .8 Reading (2 teachers increased)

High School

- 1.0 Assistant Principal
- 1.0 English Teacher
- 1.0 Math Teacher
- 1.0 World Language Teacher
- 1.0 Secretary (math/social science/world language)
- 1.0 Library Media Associate II

Additional Program Needs

Stipends

- Indoor track head coach
- Gymnastics head coach
- After school study hall supervisor

Special Education

- .5 Teacher – hearing impaired
- .4 Teacher – ELL
- -.57 ESL tutor – offsets ELL teacher

Additional Program Needs

Pupil Personnel

- 1.0 Guidance Counselor – Middle School
- 1.0 Guidance Counselor – High School

General Support Services

- 1.0 Security staff

Reasons for the Growth of Full-day Kindergarten Programs

Rationale:

- Kindergarten teachers find it difficult to meet curriculum needs.
- Early childhood advocates are critical of highly structured half-day “academic” kindergarten (large-group instruction, desk work, segmented daily routines).
- Potential for more child-centered programs.



School Readiness

Full-day Kindergarten will increase the time spent with students allowing for:

- **Less pressure to cover the content and more time to use a brain-based approach to teaching and learning, i.e., less whole group instruction, more time exploring and constructing one's knowledge. Teacher language less directive and more robust.**
- **More opportunities for students with areas of weakness to receive interventions and students with special needs to receive more services.**



Full-Day vs. Half-Day Kindergarten

- Children who experience FDK as a whole-school program are advantaged in terms of their cognitive effort (.93 effect size in LA; .75 effect size in math).
- FDK teachers use the additional time with their students to broaden their social as well as their academic experiences.

“The Early Childhood Longitudinal Study-Kindergarten Cohort” (Lee et al, 2006)



Full-Day Kindergarten Program: Implications for Newtown

- **Newtown's Strategic Plan**
 - **student achievement and personal success**
- **Learning opportunities (grade 1 and beyond)**
- **Meeting Common Core State Standards**
- **Consistency in district programs**
- **Alignment with practice in similar towns**
- **Interest in Newtown as a place to live and raise children**



Full-Day Kindergarten for Newtown Students

NPS 2012-2013 Full-Day Kindergarten Survey

I have a child entering kindergarten in the next three years.

Yes: 525

No: 306

If available, I would be interested in having my child attend Full-Day Kindergarten.

Yes: 661

No : 134



PROJECTED COST FOR ALL DAY KINDERGARTEN

	<u>Salaries</u>
8.5 Teachers (based on Masters Step 5)	\$510,695
7.28 Educational Assistants (6Hr/Day)	<u>\$122,837</u>
Total	\$633,532
Classroom Furniture	\$ 21,409
Transportation (at 2012/13 rates)	
No mid-day Kindergarten bus runs	
Buses	(\$177,900)
Estimated fuel for mid-day runs @ \$3.80/Gal	(\$ 20,289)
	<u>(\$198,279)</u>
Net Cost	\$456,662

Rationale

New K – 12 Instructional Leaders

ESTIMATED COSTS

K-12 Math/Science	\$ 83,971
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K-12 Literacy/Language Arts	83,971
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	\$167,942
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OFFSETS

District Level Health Position	(\$73,964)
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Possible Grant offset	(\$40,000)
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District Level Music Position	(\$56,795)
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	(\$170,757)
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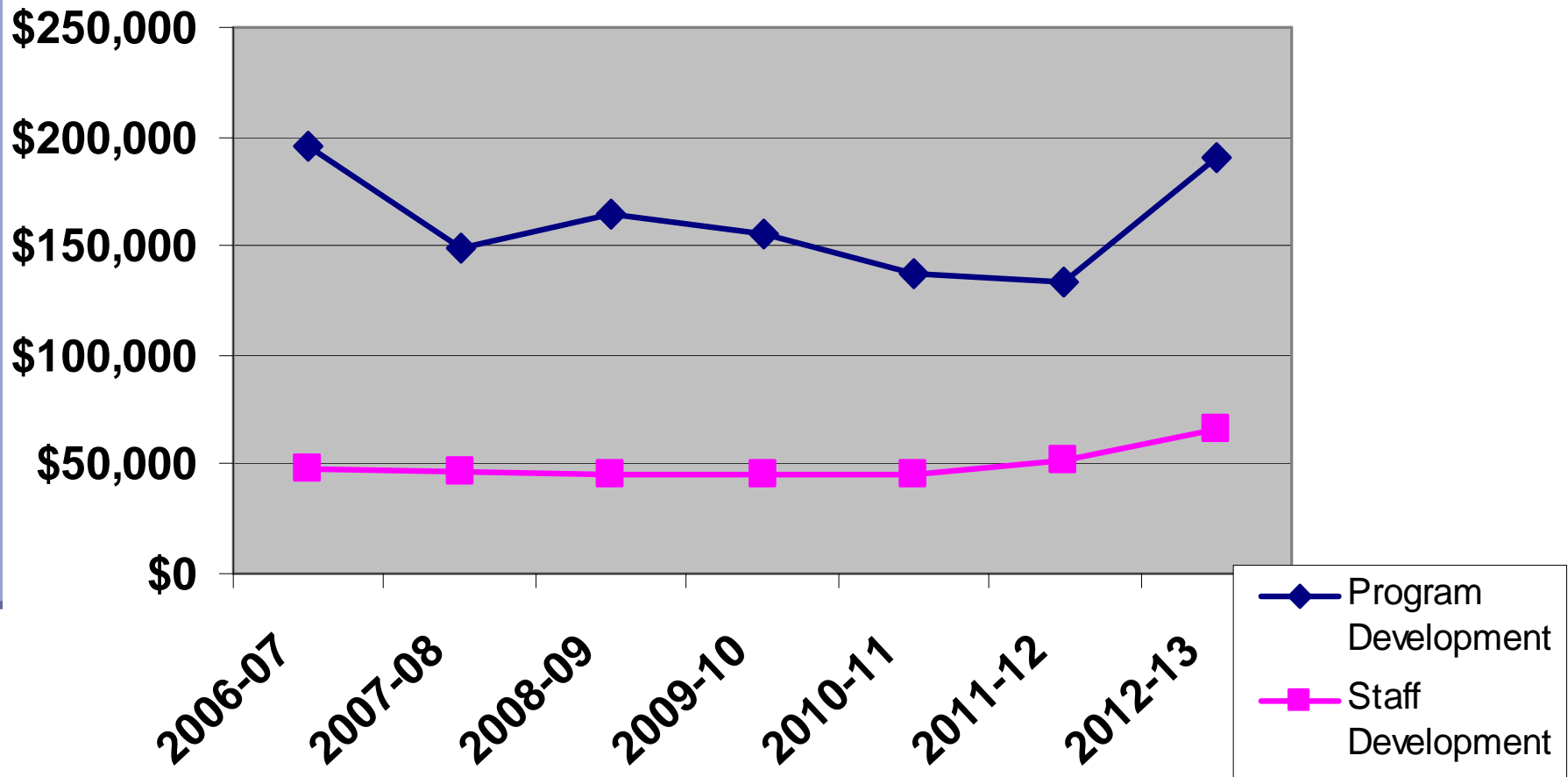
NET REDUCTION =	(\$ 2,817)
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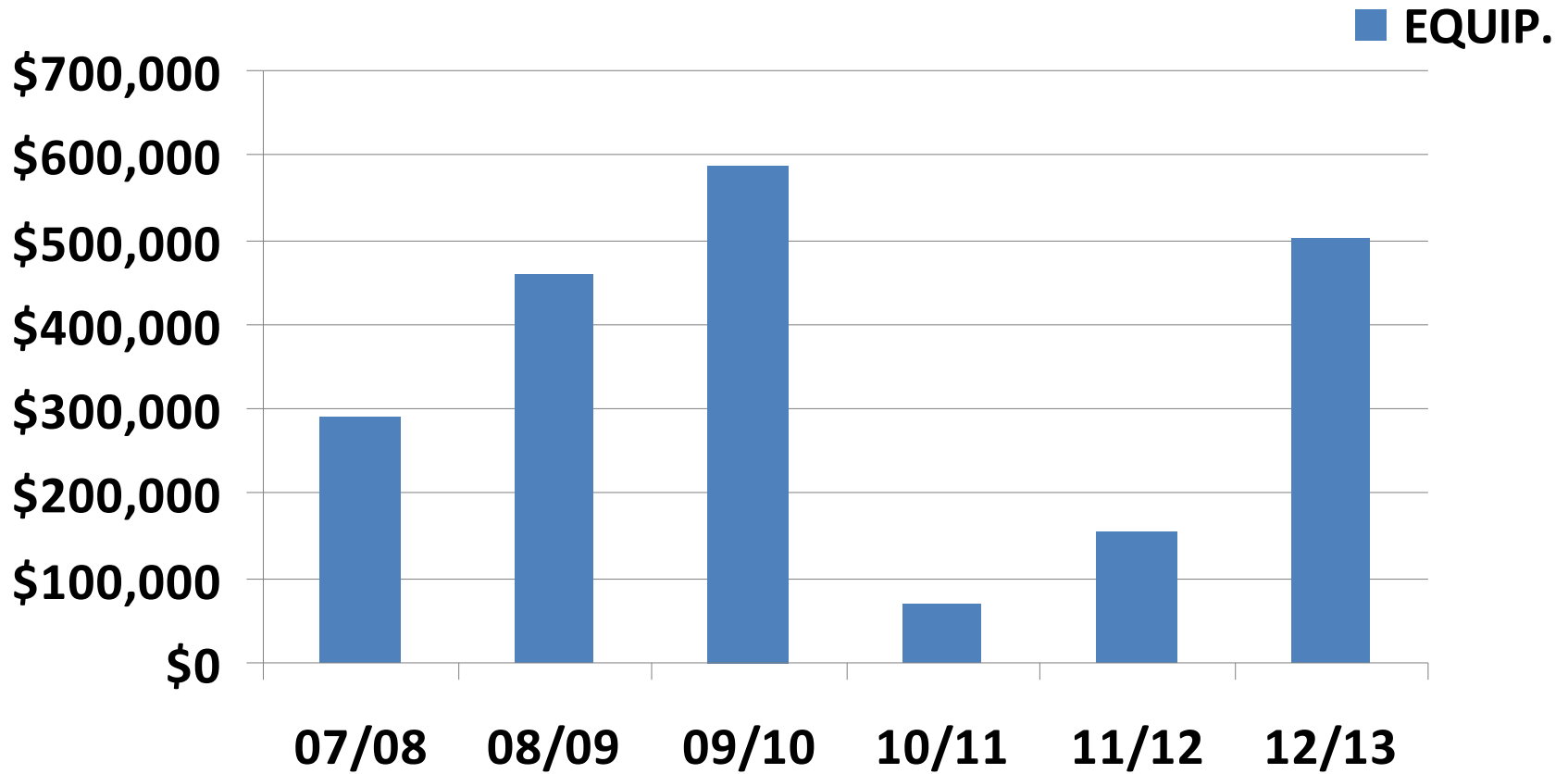
Building and Site Maintenance Projects

• Hawley	\$ 62,500
• Sandy Hook	\$ 95,000
• Middle Gate	\$ 200,000
• Head O'Meadow	\$ 80,000
• Reed Intermediate	\$ 40,000
• Newtown Middle School	\$ 239,000
• Newtown High School	\$ 393,000
• Systemwide	\$ 35,000
• BOE 12/20/2011 Funding Request	(-150,000)
• Additional cuts to be determined	(-400,000)
• District Total	<hr/> \$ 594,500

Change in Program and Staff Development 2006-2013



Technology Spending Over Time





Strategic Plan

Our Objectives

Revised April 28 & 29, 2011

- All students will develop and consistently demonstrate 21st century skills such as problem solving, critical and creative thinking, collaboration, and application of technology.
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- Each student will set and achieve personally challenging goals.
- We will ensure that each student has continuous access to personal information technology in order to empower students and staff to improve teaching and learning.

**Superintendent's Requested
Budget**



4.64%



**5.31% With Full Day
Kindergarten**

Education is simply the soul of a society as it passes from one generation to another.

Gilbert K. Chesterton



It's all about the students...

