

SEYMOUR BOARD OF EDUCATION

SPECIAL MEETING
Seymour Middle School

July 11, 2012
7:00 P.M.

BOARD MEMBERS PRESENT:

Yashu Putorti, Chairman
James Garofolo
Saundra Gesek
Jay Hatfield
Peter Kubik 7:04
Jennifer Magri
Frederick Stanek
Edward Strumello
Kristen Harmeling

OTHERS PRESENT:

Christine Syriac, Superintendent
Nancy Snopkowski, Associate Superintendent
Richard Belden, Assistant Superintendent of
Finance & Operations
Virginia Bauer, Leslie Sojka, Andrew Meghee,
Rich Grudzia, Ernie DiStasi, Cindy Dion,
Alison Brett, Theresa Dunlop, Mary Sue Feige,
Jeanne Loda, Meagan Krushinski

I. CALL TO ORDER:

Mr. Putorti, Chairman, called the meeting to order with the pledge to the flag at 7:00 p.m. Mr. Putorti then had Board of Education Members and the Administrative staff introduce themselves.

A. Staff Resignations

1. Certified

a. Monica Briggs, Assistant Principal at Seymour Middle School, resigned her position effective July 13, 2012. This is informational for Board Members.

2. Non-Certified

a. Karen Murphy, Part-time Clerical Paraprofessional at Bungay Elementary School, resigned her position effective June 19, 2012. This is informational for Board Members.

B. Discussion and possible action on the elimination of an administrative position as a result of a resignation and the resultant staffing consequences of such elimination.

Mr. Putorti said as he had stated during the budget presentation he was not in favor of cutting an administrative position because he feels we are adequately staffed. It was also stated at a previous BOE meeting that the most cost effect way to cut an administrative position would be if one of the administrators were to resign their position. Ms. Briggs resignation has opened the possibility of cutting an administrative position.

Board Members and Mrs. Syriac discussed which position should be cut.

Mrs. Syriac stated that ideally she does not want to see an administrative position eliminated. She stated concerns in regard to the new teacher evaluation document that must be in place for the 13-14 school year. This plan increases the number of observations that administrators will need to complete, it increases the level of data collection for each teacher. She stated concerns about aligning our curriculum to the CCSS in a timely manner. One of the items Mrs. Syriac plans to share when she presents her entry plan findings is that the district needs a balanced assessment system, which we currently do not have. Our focus must be on the instructional core if we are to see gains in student achievement, a reduction in the administrative team means an increase in responsibilities for those who already have a full plate. If Board Members were to eliminate a position at this time Mrs. Syriac stated she wanted a voice in determining which position is eliminated.

Mrs. Syriac stated that while it pains her to see the elimination of any position at this point in time she would suggest that the Board consider the Director of Instruction position as the position that is eliminated. Mrs. Syriac discussed that the high school has new leadership. Board Members were clear during the hiring process that they were looking for the high school to be more welcoming, to improve academically and as a result have more of our eighth grade families select to have their children attend Seymour High School upon leaving 8th grade. To remove an assistant from the high school at this point in time jeopardizes the success of the task that we have presented to the new leadership team. Also 2 administrators to evaluate 53 certified staff members would not be effective.

The elementary schools will both be of equal size and to eliminate an assistant thus creating a split position would not be in the best interest of the students nor the teachers. The elementary schools are in the process of curriculum revision, instructional practice changes for reading. Mrs. Syriac stated that an administrator split between two schools is not an ideal solution and a split position would also increase the teacher evaluation numbers for the principal.

It was decided that it would be difficult to cut an administrative position at the school building level with the new teacher evaluation documents, increased observations and data collections. It would also be difficult to share administrators between buildings. It seems that the administrative position to cut would be the Director of Instruction K-8.

Ms. Magri asked what work that the Director of Instruction does would get pushed to other people and what would not get done at all. Mrs. Syriac stated she would need to work with Central Office staff and the administration to determine how to absorb the work of the current director. This will not be an easy task as the position has many components and responsibilities and administrators already have full responsibilities. In regard to the CCSS alignment of curriculum work the middle school and high school administration currently facilitate this process. To facilitate at the elementary level the administration would take a more active role in the facilitation as would the Associate Superintendent, the recent addition of assistant principals at the elementary level helps. Mrs. Syriac said that the Director of Instruction serves on several committees at ACEs and Seymour would possibly not have representation on those committees. Other work would be redistributed to the Superintendent, Associate Superintendent and the Principals.

Mr. Hatfield asked about restoring a Special Education Teacher. Mrs. Syriac said that at this point the classes and schedules were already set and adding another teacher to the schedule would be very difficult and all IEP students' needs are being met.

Mr. Stanek said if the Board were to eliminate an Administrative position then they would be saving money. He thought that the savings or a portion of the savings could be put into a contingency fund to help protect the budgets of the future. In the event that we have a mechanical failure or unexpected expenses like shoveling off a roof, or a special education child who moves in during the school year requiring outplacement. These are all items that are not budgeted for so money is taken away first from technology funds and then elsewhere. There is a way to do this. Maybe only restore one position that the Superintendent is proposing and use the remaining savings for the contingency fund.

After much discussion Board Members made the following motion.

12-0001 MOTION: (Mr. Hatfield, sec., Mr. Garofolo) to eliminate the position of Director of Instruction K-8.
SO VOTED

AFFIRMATIVE: Mr. Stanek, Mr. Garofolo, Ms. Gesek, Mr. Hatfield, Mr. Putorti, Mr. Strumello

OPPOSED: Mr. Kubik, Mrs. Harmeling, Ms. Magri

C. Discussion and possible action on the establishment of additional teaching positions for the 2012-13 school year.

Mr. Putorti said we now have \$149,884 that we can now spend on other things. We have options we could give it to technology, give it back to the town before we divvy it up we should get a suggestion from the

Superintendent. Mr. Putorti said since they were cut down on the budget and this money was included in the budget they would want to put back something that was lost.

Board Members discussed which position they would like to restore. A suggestion was to restore the Library/Media Specialist at Seymour Middle School and the Language Arts Consultant at Seymour Middle School. Mrs. Syriac said they would call back the Language Arts Consultant and post the position for the Library/Media Specialist. There was much discussion about restoring these two positions.

12-0002 MOTION: (Mr. Strumello, sec., Mr. Kubik) to restore the Library/Media Specialist and the Language Arts Consultant at Seymour Middle School.

SO VOTED

AFFIRMATIVE: Mr. Garofolo, Mrs. Gesek, Mr. Putorti, Mr. Strumello, Mr. Kubik, Mrs. Harmeling, Ms. Magri

OPPOSED: Mr. Hatfield, Mr. Stanek

Mr. Hatfield said there was still about \$10,000 left what were they going to do with that. Mr. Putorti said there were several things on the list that had been cut. Mr. Putorti said they would discuss the rest at a later date.

Mr. Stanek asked Mr. Belden if he would do a presentation at the next Board Meeting for a contingency fund.

Mr. Strumello asked that an Athletic Committee meeting be set up soon.

D. Discussion and possible action upon the employment of:

1. Non-Certified

- a. Siobhan Walters as a Part-time Clerical Paraprofessional at Bungay Elementary School to replace Karen Murphy. This is informational for Board Members.
- b. Anne Marie Caiza as Secretary at Seymour Middle School to replace Patricia Gillis. This is informational for Board Members.

2. Appendix E

- a. Antonio Ciccone as Head Coach for Seymour High School Girls Soccer to replace Paul O'Connor.

12-0003 MOTION: (Mr. Hatfield, sec., Mr. Stanek) to accept the recommendation of the Superintendent to appoint Antonio Ciccone as Head Coach for Seymour High School Girls Soccer to replace Paul O'Connor.

SO VOTED

AFFIRMATIVE: Chairman Putorti, Mr. Kubik, Mr. Strumello, Mr. Garofolo, Mr. Stanek, Ms. Magri, Mr. Hatfield, Ms. Gesek, Mrs. Harmeling

12-0004 MOTION (Mr. Strumello, sec., Mr. Garofolo) to adjourn the meeting

SO VOTED

AFFIRMATIVE: Chairman Putorti, Mr. Kubik, Mr. Strumello, Mr. Garofolo, Mr. Stanek, Ms. Magri, Mr. Hatfield, Ms. Gesek, Mrs. Harmeling

The meeting adjourned at 8:15 p.m.

Submitted by
Sharon Ewaskie