

Upcoming Meeting Dates

Board Member Budget Q&A

January 22, 2016, Policy Committee Memo

January 25, 2016 Policy Committee Agenda

FLHS BC Final Minutes, 12/9/15



Upcoming Board of Education Meeting Dates

| | | |
|-------------------------------|-----------|--|
| January 25 | 4:30 PM – | Policy Committee 501 Kings Hwy East Superintendent's Conference Room |
| January 26 | 7:30 PM – | <i>Special Meeting/Budget</i> 501 Kings Hwy East 2 nd Floor Board Conference Room |
| January 28 THURSDAY | 7:30 PM – | Regular Meeting/Budget Adoption 501 Kings Hwy East 2 nd Floor Board Conference Room |
| February 8 | 4:30 PM – | Policy Committee 501 Kings Hwy East Superintendent's Conference Room |
| February 16 | 7:30 PM – | Regular Meeting 501 Kings Hwy East 2 nd Floor Board Conference Room |

FAIRFIELD PUBLIC SCHOOLS

Board Member Budget Questions

January 19, 2016

1. p. 15 is there any budget impact for "Cultural Competency"? How are we not already doing all of this as a matter of good practice?

The text of the legislation reads that we must develop a scope and sequence of a "culturally competent" social and emotional learning curriculum at all levels. This will require a review and the development of a framework that identifies what is being taught, by whom, when, and to what level. We need time with our staff to challenge our perceptions, identify areas of need, and develop mechanisms to address all components within our school climate work. The costs will be primarily summer work for staff and then training and consultation.

2. p. 18 the "Open Choice" funds....in their roles of enhancing and enriching programs, etc., does this money appear in line items for individual schools, or how is it reflected? I see only on p. 24 two staff members, but that can't be the full amount.....?? And how do other students benefit as well?

No, there is not a line item for each school. The Open Choice grant funds .2 of a MST teacher at 10 elementary schools. If additional funds are available and received, the additional revenue will fund a portion of the MST teacher at the 11th elementary school. Other students benefit from working with students from different socio-economic and cultural backgrounds.

3. If pre-schools are essentially self-funded why not add more, as space allows, with transportation falling to the parents?

First, preschools are not completely self-funded, but rather offset transportation costs. The development of preschool programs is an attempt to diversify the populations at our schools that have the most racial imbalance. Currently, as we have a consultant studying racial imbalance options, there is no priority to create more of these programs.

4. p. 23 and p. 25 Summer School.....remaining income -- does it go to supplies?

Please see page 26 of the budget book which delineates the costs.

5. p. 33, why such an increase in line 135?

Each year, teachers must let us know when they expect to complete their educational requirements for a degree change. The amount here is the actual increase for all the teachers who are expecting to complete degrees.

6. p. 33, what was the nature of the work that prompted the district to make IT staff 12 month employees?

More and more of the work for the technicians needs to be done in the summer. By reducing one elementary technician through attrition, we believed the work could be better accomplished by increasing the 3 remaining technicians to 12 month employees. The high school technicians have been 12 month employees for quite some time and the model has worked quite well, which is why we now want all technicians to be 12 month employees.

7. p. 37 I have reservations about funding the new PSAT testing for grade 9 students. First, what is the amount? And what is the rationale behind adding a standardized test to one of the only grades that has avoided standardized testing?

The total cost of the PSAT 9 is \$6336.00 (\$8 per student). The advantage of providing this assessment to our grade 9 students is that it provides us with additional, detailed information about their progress in math and English. The detailed report that results from the PSAT is far more useful and specific than the strand data from the SBAC. Teachers will be able to use this information to support students in courses in grade 9 and provide an additional year of preparation before the SAT in grade 11. No final decision has been made on whether or not to give this assessment.

8. p. 37 regarding the increase in line 303, could you contrast this increase specifically with what is saved for outplacements?

We have seen a reduction in outplacements at the high school level with the additional intensive mental health supports. We transferred funding from tuition in the 15/16 school year to provide this support. We are very pleased with the outcomes although it is early in the start-up of services like this. To date, the district has not placed a new student out-of-district at the high school level and we have been able to transition 2 students back to district and are working on additional students for the start of the 16/17 school year. While there has not been a complete 1:1 correspondence in savings in the outplacement numbers this is NOT due to high school outplacements. We are experiencing dramatic increases in the need for mental/behavioral health services at the elementary and middle levels and will be looking at ways to provide similar (but developmentally appropriate) services at those levels for the 17/18 budget when we have more data related to our high school plan.

9. p. 39 I would like to hear more specifically, for item 307, what are the extra-curriculars being considered? For example, middle schools used to have j.v. basketball, which had to be cut.

The total increase of extra-curricular dollars at the MS level is \$16,915. Of that amount, \$9,500 will cover additional staff supervision of existing intramural offerings so more students can participate, and will likely include new opportunities, which are still to be determined.

10. p. 43 item 327....with the purchase of new books, textbooks, and workbooks, I was surprised that this number didn't go down more than it did.

Most of the costs in this item are for lease of copiers. Postage and printing costs have declined. The amount budgeted for printing/copying is projected based on current usage. It is difficult to estimate the impact of new instructional resources on printing/copying costs in the future. New instructional resources *may* increase use, due to implementation and re-creation of black-master copies (pages the publisher permits the teachers to reproduce rather than purchasing a workbook). Additionally, copiers have become multi-functional and serve as printers, scanners and fax machines which increases the cost of the machine.

11. p. 43 item 321.....what is the focus of the elem. LA curriculum writing?

Curriculum Writing

There will be a review of the current elementary Language Arts curriculum to look for opportunities to build integrated units that will correspond with the upcoming curriculum changes in Social Studies and Science. This is an effort to improve learning for students and to address concerns over shortages in instructional minutes. We will create Word Study implementation guides for grades 3-5.

We will review Language Arts curriculum in other districts to identify potential resources and best practices.

Professional Development

Support for continual improvement of coaching practices for Language Arts Specialists (LAS)

Language Arts Intervention Consultant

Professional Development for LAS and for Language Arts Curriculum Leader

12. p. 44 item 401....is that where the funding to meet the dyslexia training mandate would be found? What type of expenditure does that entail?

Dyslexia: Training costs of approximately \$40,000 per year to increase the capacity of special education teachers to provide structured literacy instruction to students with dyslexia. Future costs may include increased staffing to maintain training, provide expert teacher coaching and address lackluster progress for students by quickly analyzing data and determining next steps. Time and funds will be needed to train approximately 30% of the teachers each year over the next 3 years. Additional funding for professional development and materials to improve our ability to conduct comprehensive evaluations (testing materials as well as training in advanced interpretation of results) will cost approximately \$15,000 per year over the next 3-5 years. This can be found on pg. 117, line 319. This account is supporting all of our initiatives in special education, of which \$40,000 is earmarked for Dyslexia and approximately \$15,000 is earmarked to improve our evaluations that, though not exclusive to Dyslexia, will support this work as well.

13. p. 46 Where/when could we expect to see some realization of the cost savings due to the increasing number of solar panels on our schools?

The solar panels are being installed this year at FWHS, FLHS, Dwight, and possibly Mill Hill (depending on the contractor's schedule). The cost savings will be realized in the utility bills, minus the contractor fees for the work, until the pay back is completed. The savings are immediately noticed.

However, the school district has seen a substantial increase in square footage of space (Riverfield and FLHS) as well as an increase in electrical use for:

- Riverfield – increase in square footage, mechanical means of fresh air and air-conditioning
- FLHS – increase in square footage, mechanical systems
- Osborn Hill – increase in mechanical systems for new gymnasium

So essentially we are seeing these extra increased costs partially offset by the solar systems photovoltaic cells energy. We are tracking the utilities very closely with the solar systems being installed and will continue to provide the best fiscally responsible increases as needed for the school district.

14. From p. 161....how much of this is here because it was deferred from prior years?

It is difficult to categorize the equipment needs by what has been deferred because, over the years, we may have changed the replacement cycle and new requests are based on a more efficient, less expensive device. However, in the past several years, we have never been able to support the complete requests for replacement and new technology capital outlay. This current budget does a good job in helping us catch up, but we are still significantly behind in replacement of equipment based on our schedule of 5-year replacements.

15. P. 9

TIPS — after a year of using this system, what is our “success” (for lack of a better word) rate? Is it a viable decision to renew it? How much additional work has TIPS generated?

The TIPS Platform (anonymous/discrete reporting) has been a very positive addition to our continuing school climate and safety responses. Students, families and staff have used the program to report information to school staff that has facilitated intervention in very important ways. In terms of generating work, many of the early concerns have not been realized as students, families and teachers are using the system appropriately and effectively.

16. p.11

School climate/bullying — “Funds for electronic system are in the budget” — just confirming, is this TIPS? Yes, this is the TIPS program in the information technology budget.

17. p. 12

In the mention of the survey for parents and teachers you say that additional funds have not been included — how will this get done without funds, or where will the funds come from?

We have created the survey for the Teacher and Administrator evaluation plans and use in-house resources to send out the survey.

An exit interview survey has also been developed and will be sent to the staff who leave the district. It will be an anonymous survey that will be sent through district resources and will not require the use of an outside vendor.

18. p. 14

An Act concerning Seclusion and Restraint... The description mentions the additional training and that the funding for this training is in SPED PD account — on a quick perusal I couldn't find it, so could you please share what the costs will be?

We will be addressing this statute by using a "trainer of trainers" approach. 9 staff members will be trained as trainers in the summer of 2016. These staff members will work with each and every school to provide training to ALL staff in prevention techniques and with selected staff in teams to address behaviors that may require more advanced skills. The overall goal is to decrease the use of seclusion and restraint by focusing on prevention. Seclusion and restraint are to be used ONLY if there is the potential for imminent harm to the student, surrounding students, or staff. This is on page 86, line 54430.

19. p. 17

SBAC Grant — I'm assuming this is a one-off grant to help get things set up, so this year, even though students in the district are still taking the test, we are not getting any additional funds?

Yes, the state did offer another grant application to support SBAC in the summer of 2015, but the bond commission at the state has yet to vote on it. We do not know how much funding will be offered or when, but when it is available, we will certainly apply if we are eligible to do so.

20. p. 22

SPED excess cost provision — how confident are we that the reimbursement rates will stay the same?

This is consistent with what has happened over the past few years. We have budgeted for a 75% return. It is our continued hope that we will actually receive slightly more.

21. p. 24

5105-303 — Could there be some explanation regarding the decrease in this line? Assuming it is because of fewer outplacements?

Yes, as a result of providing additional therapeutic services to each high school program and the WFC we have seen a decrease in the number of students who have been outplaced from the high school level. These students are now receiving the mental health support at the levels they need to allow them to continue in their classes and all the activities of the high school without needing to be removed to more restrictive environments.

22. 5105-307 — Is this increase a result of our contracting work with Effective School Solutions?

Yes.

23. p. 31

Could you please explain the variances between 15-16 Budget vs. the most recent estimated actuals, specifically pertaining to lines 1, 3 and 6 on this page?

Line 1 is almost exactly as budgeted (within a half of a percent).

Line 3 – This is from the addition of the ESS contract for mental health services.

Line 6 – This is the decrease in outplacements due to the ESS contract.

24. p. 34-35

Health Insurance — could you please give a more in-depth description of the new healthcare plan, specifically as it pertains to potential cost reductions such as AON consulting fees, stop-loss coverage, and any administrative costs?

The state plan will function like a fully-insured plan for us. There will be no stop-loss fees and administrative fees are part of the rates that we have budgeted for. We may need small amounts of time with insurance consultants for contract negotiations. See page 34.

25. P. 37

#303 — this pertains to Effective School Solutions?

Primarily, yes. Additional money has been added to address other issues, not the least of which is addressing mental health issues at the elementary and middle level. If the early data at the high school continues to show the positive effects of this type of model, we may come for in later budgets with plans to address mental/behavioral health at the middle and elementary school as well.

It does apply to Effective School Solutions, which can be read in the description.

26. p. 38-39

#305 — \$96k increase in professional/technical services — could you give more details regarding the specific costs, especially in terms of legal fees, FOI, etc.?

The technical consultant line increase is to cover the costs for the increase in use for hiring professional services (architects, engineers, and hazardous material consultants) for the documents necessary to bid projects out through the Town of Fairfield Purchasing Department guidelines. Please see page 76 for breakdown of Personnel Services. A spreadsheet for the legal fees for the current year is attached (see [Attachment 1](#)). Legal fees for 2014-2015 were previously distributed to the Board.

27. p. 49

Is there a schedule of what you think technology will be costing per year —kind of like a waterfall chart for technology? Is there a way to show what was put off in the past in dollars and cents? And a way to show the connection between mandated testing, curriculum improvements, etc. and the need for new technology?

We have created a chart for hardware that projects out to 2021, but it doesn't take into account switches and other infrastructure costs, nor additional equipment - it's a replacement plan. It would also not address staffing issues which may be needed with a new phone system. As we move to more online resources and assessments, there is a need for either more hardware, or more bandwidth/switch/ wireless access through student-owned devices to access that curriculum. Currently, we do have adequate hardware for the state assessments and in house assessments, but we will certainly apply for any future state grants to help add to those resources.

The chart below accounts for replacement equipment costs, but does not include new, additional equipment.

| FY | PCs | Macs | Servers | Switches | Printers | Total |
|-----------|------------|-----------|---------|----------|----------|------------|
| 2016-2017 | \$ 588,250 | \$162,500 | | | | \$ 750,750 |
| 2017-2018 | \$ 879,450 | \$ 60,000 | | | | \$ 939,450 |
| 2018-2019 | \$ 551,200 | | | | | \$ 551,200 |
| 2019-2020 | \$ 412,100 | | | | | \$ 412,100 |
| 2020-2021 | \$ 755,300 | | | | | \$ 755,300 |
| 2021-2022 | \$ 709,150 | \$162,500 | | | | \$ 871,650 |

Please see page 161 for a more extensive description of technology capital outlay.

28. Maintenance projects

Is there an ongoing list of maintenance projects throughout the district, and would it be helpful to share that in advance so that such a large increase won't come as a surprise?

We do have a list of maintenance projects. Large projects are in the Long-Range Facilities Plan approved by the BOE in June 2015. Please see [Attachment 2](#) for Priority 2 Projects that are not funded in 2016-2017.

29. Pages 11-15 Mandates

Can we monetize the increased Budget cost this year for each of these mandates?

The cost of each mandate is difficult to quantify in many ways. Costs are primarily for training, consultation, staff time over and above their teaching responsibilities. Additional costs come in the form of the time and energy of our staff who must increase their work load without decreasing from any other area. This can result in staff turnover, staff feeling overwhelmed and under supported in meeting the ever-increasing demands (albeit worthy demands) placed on us by the legislature with no companion resources.

The Educator Professional Growth Plan includes \$31,200 for a complementary evaluator to assist elementary principals with educator evaluations. The cost in staff time is much greater. Each administrator spends one (1) full day evaluating each staff member. Each principal evaluates 30-40 certified staff members per year.

Additionally, educators are spending an increased amount of time preparing for their observations and meetings, and in completing the required data management documentation.

The data management systems and professional learning costs for administrators to be calibrated to the Educator Professional Growth Plan is an additional \$13,301.

Security Mandates have been funding through our work with the Fairfield Police Department and through our 2015-2016 and 2016-2017 Non-Recurring Projects request and our Security Expenses account annually in our BOE budget request.

The non-recurring requests are as follows:

- 2015-2016 - \$1,752,000
- 2016-2017 - \$2,020,692

The security expenses account annually identifies approximately \$25,000 to \$28,000 for security projects at school buildings.

Fairfield's response to the following legislation will have a direct monetary cost of:

- **Dyslexia:** Training costs of approximately \$40,000 per year to increase the capacity of special education teachers to provide structured literacy instruction to students with dyslexia. Future costs may include increased staffing to maintain training, provide expert teacher coaching and address lackluster progress for students by quickly analyzing data and determining next steps. Time and money will be needed to train approximately 30% of the teachers each year over the next 3 years. Additional funding for professional development and materials to improve our ability to conduct comprehensive evaluations (testing materials as well as training in advanced interpretation of results) will cost approximately, \$15,000 per year over the next 3-5 years.
- **Seclusion and Restraint:** Training costs for the summer of 2016 will be approximately \$10,000. We will be training a team of 9 staff to become trainers in a model of prevention and intervention known as SUPPORT. The new legislation requires that ALL staff and administration receive annual training in prevention of restraint and seclusion. Additional advanced training will be required of those individuals who will be called on in the event of an emergency.
- **School Climate/Culturally Competent Social and Emotional Learning (SEL):** Training time and approximately \$12,000 will be needed to continue our work on Threat Assessment, improving school climate through culturally competent social and emotional learning in our schools. Teams of teachers will be provided training and consultation to create a framework for embedding culturally competent social and emotional learning in our schools.

30. Page 13. Excise Tax

With the change to the State Health Care plan, are we still responsible for the ACA Excise Tax (now in 2020).

Yes, we will still be responsible for any Excise Tax, but that's been put off until at least 2020. Any Excise Tax, if it still exists in 2020, will be much lower as the rates of the state plan are lower and would trigger a lower tax.

Do we know if the tax takes effect in January or July yet?

No.

31. Pg 24 5105 Excess Cost

Can you please explain all the changes in this section?

These are projected expenditures based on our prior experience and our December 1 excess cost filing. With each month of experience we make adjustments along the way. These initial figures represent our actual expenditures as of our December filing. Much of the adjustment related to the additional services being added to our high school and the decreased need to rely on outplacements.

32. Pg 24 5120

Did we need less \$\$ for Magnet Transportation or get less \$\$ in Grants?

Why did we budget for \$63,700 in 2014/15 when we only got \$58,900 and used \$58,500? Did we get less \$\$ from state?

We receive \$1,300 per student for RCA and Six to Six magnet school transportation. The student count changed from 49 to 45 which is why the funding went down. Transportation costs did not go down.

33. Pg 25 5235 IDEA B

113 Spending \$4521 less, but there is +1 FTE?

There is a great deal of turnover in this bargaining unit. There are lower-paid employees in this account which leads to the lower dollar amount even with a 1.0 FTE increase.

34. Pg 27 5435

401 Supplements/Materials \$7799 increase from Budgeted to est. Expended for 2015-16, but only \$6213 actual budget increase. Why?

We are required by federal law to provide "a proportionate share" of our IDEA funds to support students with disabilities who have been placed in private/parochial schools by their parents. We work with the parents and the private/parochial schools to determine how these funds will be used. The bulk of the funds, after staff, are spent on instructional supplies, materials, and professional development for staff.

35. Pg 33 113 Paraprofessional Staff

Explanation states Negotiation in Progress, but BOE just signed settled contract, correct?

While this contract was settled, it was several years in arrears (previous contract expired in 2013). The new contract expires in June 2016 so we will be opening negotiations soon.

So, does new contract affect this budget and change Wage/Benefit Reserve in line 131?

Any new contract for this bargaining unit is accounted for in the 16-17 Wage/Benefit Reserve.

36. Pg 33 117 Maintenance Staff

I know this was mentioned previously, but can you tell us why is there is a 1 FTE reduction in grounds staff?

This position was reduced because of the new exterior grounds contract awarded in 2014 along with the Town of Fairfield for all town buildings, schools buildings, and playing fields in Fairfield. We were able to reduce

staff, equipment, outside vendors and outside contractors by combining services and needs in the district. We were able to increase preventative maintenance and hold one large contractor responsible for services.

37. Pg 34 201 Health Insurance

Can you please explain how we can use the State Plan 2.0, and don't need a company like AON to compute actuarial pricing for usage, but we still have our individual Union negotiated contracts for health plan statistics like Employee Premium cost Share Contributions, co-pays, etc.?

All our bargaining units will follow the plan design of the CT Partnership Plan 2.0. Premium cost share contributions for each bargaining unit will be as stated in the contracts. The state will set the rates, which include administrative fees. Essentially, this will function like a fully-insured plan going forward.

Wouldn't the state create the same rules for all towns participating?

Any municipalities or Boards of Education who choose to join the CT Partnership Plan 2.0 will follow the same plan design.

How does our being self-insured affect this plan now and in the future?

We will no longer be self-insured. We are responsible for claims incurred prior to June 30, 2016 and we will use our IBNR to pay these claims.

How much do we save by not using a consultant like AON?

Savings are built into the new rates.

Will the State give us a specific IBNR each year? Otherwise if not, do they just pay all claims no matter what?

There will no longer be an IBNR that we have to worry about. The state will pay all claims.

If there are no Stop-loss charges, is there a Cap \$\$ amount the town is responsible for? If not, can we assume there is no longer need for Stop-Loss Insurance, and is that savings amount already included in line 201?

There is no longer a need for stop-loss coverage. The dollar amounts in the budget are inclusive of savings for not needing stop-loss coverage.

38. Pg 37/157 303 Pupil Personnel Services

Why would an increase in "professional consultation to address psychiatric and behavior issues at the high schools," **Result** in a Decrease in Outplacements? Please elaborate explanation on page 157.

Yes, we have increased the mental/behavioral health services offered within our high schools as targeted in our district improvement plan. In August of 2015 we contracted with Effective School Solutions to provide on-site, intensive mental health services to students who were struggling to maintain themselves safely in our schools due to mental/behavioral health needs. These services have shown great promise by allowing students and their families to obtain the supports in school. This has resulted in a decrease in the number of students being recommended for outplacement at the high school level. While the data is preliminary, it is positive. If the trend holds and we see the ongoing benefits we will be looking to address similar models in the elementary and middle schools where we continue to see a large increase in students with mental/behavioral health needs that we are not currently able to meet.

39. Pg 41 329 Tuition

Based on past history, is it wise to decrease Spec. Ed. Tuition by this much? Budget was raised several years in a row, (last year had a 88K increase).

Because of the in-house services being provided through ESS, we are comfortable with this budget figure.

40. Pg 47 313 Maintenance

Is the \$520,407 increase due to adding extra or more expensive projects, or is there some unforeseen occurrence that happened that wasn't in the long range maintenance plan?

The increase for maintenance projects is partially due to more projects that make up our "priority 1" list which accounts for an increase of \$182,687. The remainder is covered under all the maintenance accounts: leases for space, preventative maintenance, refuse removal, extermination services, repairs, playgrounds, life safety codes, exterior grounds contract, mechanical, plumbing, electrical services and supplies, and other accounts as listed on page 47.

41. What percentage of the overall budget goes to Special Education, and what is the trend?

On the program budget, page 123, Mr. Calabrese was correct in pointing out Special Education direct costs; however, benefits are not incorporated in any of the programs associated with FTE's. Also, for SPED specifically, transportation and a portion of other costs considered special education by the state such as social and psychological services, guidance and speech and language, are not included. In addition, IDEA grant expenditures are SPED expenditures that need to be added to accurately reflect SPED costs. The latest state report (2014-2015) indicates that SPED is about 23.9 percent of the budget in Fairfield and the state average is 22.6. The trend in direct costs is included in the program budget, as costs for 2014-2015, 2015-2016 and 2016-2017 are listed on page 123.

42. Please forward a copy of the Food Services Amendment.

Please see [Attachment 3](#).

Fairfield Public Schools Legal Fees

Paid as of December 31, 2015

| Month | Inv. Date | Special Ed | Lawsuit Resolutions | General Matters Non-Human Resources | Residency | FOI | Expulsion | General Matters Human Resources | Labor Contract Negotiation | Arbitration | Disbursements | Invoice Payments |
|-------------------------------------|------------|---------------------|---------------------|-------------------------------------|--------------------|------------------|--------------------|---------------------------------|----------------------------|--------------------|------------------|---------------------|
| Berchem Moses & Devlin | | | | | | | | | | | | |
| July | 8/24/2015 | \$ 27,991.50 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 64.26 | \$ 28,055.76 |
| August | 9/10/2015 | \$ 26,970.00 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 62.42 | \$ 27,032.42 |
| September | 10/16/2015 | \$ 25,614.00 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 119.43 | \$ 25,733.43 |
| Invoice Total | | \$ 80,575.50 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 246.11 | \$ 80,821.61 |
| Durant Nichols | | | | | | | | | | | | |
| July | 8/31/2015 | \$ - | \$ - | \$ - | \$ - | \$ 130.00 | \$ 50.00 | \$ 2,747.50 | \$ 100.00 | \$ - | \$ 8.73 | \$ 3,036.23 |
| August | 9/30/2015 | \$ - | \$ - | \$ 910.00 | \$ 1,145.00 | \$ 65.00 | \$ 1,650.00 | \$ 1,317.50 | \$ 600.00 | \$ - | \$ - | \$ 5,687.50 |
| September | 11/30/2015 | \$ - | \$ - | \$ 870.00 | \$ 3,500.00 | \$ 422.50 | \$ 1,250.00 | \$ 2,350.00 | \$ 800.00 | \$ 2,498.00 | \$ - | \$ 11,690.50 |
| Invoice Total | | \$ - | \$ - | \$ 1,780.00 | \$ 4,645.00 | \$ 617.50 | \$ 2,950.00 | \$ 6,415.00 | \$ 1,500.00 | \$ 2,498.00 | \$ 8.73 | \$ 20,414.23 |
| Brandon Huseby | | | | | | | | | | | | |
| August | 8/5/2015 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 1,841.69 | \$ - | \$ - | \$ - | \$ 1,841.69 |
| Invoice Total | | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 1,841.69 | \$ - | \$ - | \$ - | \$ 1,841.69 |
| Kainen Escalera & McHale | | | | | | | | | | | | |
| August | 8/31/2015 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 927.50 | \$ - | \$ - | \$ - | \$ 66.67 | \$ 994.17 |
| September | 9/30/2015 | \$ - | \$ - | \$ - | \$ 3,577.50 | \$ - | \$ 2,120.00 | \$ - | \$ - | \$ - | \$ 133.34 | \$ 5,830.84 |
| Invoice Total | | \$ - | \$ - | \$ - | \$ 3,577.50 | \$ - | \$ 3,047.50 | \$ - | \$ - | \$ - | \$ 200.01 | \$ 6,825.01 |

Fairfield Public Schools Legal Fees

Paid as of December 31, 2015

| Month | Inv. Date | Special Ed | Lawsuit Resolutions | General Matters Non-Human Resources | Residency | FOI | Expulsion | General Matters Human Resources | Labor Contract Negotiation | Arbitration | Disbursements | Invoice Payments |
|----------------------|------------|--------------|---------------------|-------------------------------------|-------------|-------------|-------------|---------------------------------|----------------------------|--------------------|---------------|--------------------|
| Rose Kallor | | | | | | | | | | | | |
| July | 9/2/2015 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 560.00 | \$ - | \$ - | \$ - | \$ 560.00 |
| Invoice Total | | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 560.00 | \$ - | \$ - | \$ - | \$ 560.00 |
| David Ryan | | | | | | | | | | | | |
| | 10/15/2015 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 1,800.00 | \$ - | \$ 1,800.00 |
| Invoice Total | | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 1,800.00 | \$ - | \$ 1,800.00 |
| | | \$ 80,575.50 | \$ - | \$ 1,780.00 | \$ 8,222.50 | \$ 617.50 | \$ 5,997.50 | \$ 8,816.69 | \$ 1,500.00 | \$ 4,298.00 | \$ 454.85 | \$ 112,262.54 |

2015-2016 TOTAL INVOICE PAYMENTS

\$ 112,262.54

| School | Description | Classification | Cost |
|------------------|--|--------------------|------------|
| WFC | Modifications to rear walkway. | Repair/Replacement | \$ 50,000 |
| WFC | Remove asbestos tile and install new carpet in classrooms. | Upgrade | \$ 150,000 |
| WFC | Electrical upgrades for the building and air-conditioning for counseling and support services rooms. | Upgrade | \$ 75,000 |
| WFC | Remove asbestos tile and replace carpet in hallways. | Repair/Replacement | \$ 175,000 |
| Burr | Courtyard atrium landscape changes project. | Repair/Replacement | \$ 28,840 |
| Central Office | Replace carpeting throughout corridors and some offices. | Repair/Replacement | \$ 27,500 |
| Central Office | Replace 13 year old carpet in hallways and offices, where necessary. | Repair/Replacement | \$ 117,000 |
| Dwight | Repair front wall & classroom steps. | Repair/Replacement | \$ 12,000 |
| Dwight | Quick connects for emergency generator hook-up. | New Install | \$ 8,000 |
| Dwight | Replace exterior doors from classrooms. | Repair/Replacement | \$ 30,000 |
| Dwight | Install accessible passenger drop off area. | New Install | \$ 20,000 |
| Dwight | Install accessible walkway to playgrounds and fields. | New Install | \$ 10,000 |
| Dwight | Install accessible parking and ramp by storage room. | New Install | \$ 15,000 |
| Dwight | Repair grade washout along side of building. | Repair/Replacement | \$ 24,500 |
| ECC | Repair synthetic surface on playground. | Upgrade | \$ 87,500 |
| Holland Hill | Install accessible passenger drop off area. | New Install | \$ 20,000 |
| Holland Hill | Replace slider on stage. | Repair/Replacement | \$ 15,000 |
| Holland Hill | Replace classroom exit way steps. | Repair/Replacement | \$ 10,000 |
| Jennings | Replace exterior doors from classrooms. | Repair/Replacement | \$ 31,500 |
| Jennings | HVAC BMS equipment controls upgrade. | Repair/Replacement | \$ 148,165 |
| Mill Hill | Stage curtains. | Repair/Replacement | \$ 10,000 |
| North Stratfield | Replace exterior doors from classrooms. | Repair/Replacement | \$ 38,500 |

| School | Description | Classification | Cost |
|-------------------|---|---------------------|------------|
| North Stratfield | Replace exterior front doors. | Repair/Replacement | \$ 17,500 |
| Riverfield | Pipe tunnel abatement and cleaning. | Repair/Replacement | \$ 96,800 |
| Riverfield | Paint classroom #'s 002-006 & 012-020 and 022-024. | | \$ 28,100 |
| Stratfield | Replace VCT flooring in APR. | Repair/Replacement | \$ 46,000 |
| Fairfield Woods | Repair unit ventilators and exhaust systems. | Repair/Replacement | \$ 30,000 |
| Fairfield Woods | Expansion joint repair - lobby auditorium. | Repair/Replacement | \$ 18,000 |
| Roger Ludlowe | Fire alarm system upgrade. | Repair/Replacement | \$ 241,761 |
| Roger Ludlowe | Repave parking lot and auditorium. | Repair/Replacement | \$ 57,000 |
| Tomlinson | Exterior drainage issue. Working with the town? | Repair/Replacement | TBD |
| Tomlinson | Stairwell occupancy gate. | Security and Safety | \$ 8,000 |
| Fairfield Ludlowe | Repave student parking lot and add speed tables and speed bumps. | Repair/Replacement | \$ 359,000 |
| Fairfield Ludlowe | Expansion joint repair (stairways # 1 & 2). | Repair/Replacement | \$ 35,000 |
| Fairfield Ludlowe | Home Economics classroom cabinets replacement. | Repair/Replacement | \$ 150,000 |
| Fairfield Ludlowe | Repair/Replace handicap lifts in press box. | Repair/Replacement | TBD |
| Fairfield Ludlowe | Install intercom in Gym. | Security and Safety | \$ 1,250 |
| Fairfield Ludlowe | Main entrance lobby sound absorbing panels project. | Upgrade | \$ 33,500 |
| Fairfield Warde | New HVAC for cafeteria. | Repair/Replacement | \$ 500,000 |
| Fairfield Warde | Greenhouse replacement on classrooms. | Repair/Replacement | \$ 127,000 |
| System wide | Emergency lighting conversion to self testing. | Security and Safety | \$ 90,000 |
| System wide | Repair, replace or clean stage curtains. | Repair/Replacement | \$ 50,000 |
| System wide | Add Card Access for MDF doors and IDF doors districtwide ~\$3,000 per door. | Security and Safety | \$ 183,000 |
| System wide | Guardrail and Handrail upgrades. | New Install | \$ 25,000 |

INTERIM AMENDMENT NO. 1

FAIRFIELD PUBLIC SCHOOLS

AND

WHITSONS SCHOOL NUTRITION CORP.

THIS INTERIM AMENDMENT No. 1, dated as of July 1, 2015, is between FAIRFIELD PUBLIC SCHOOLS ("SFA") and WHITSONS SCHOOL NUTRITION CORP. ("FSMC").

WITNESSETH:

WHEREAS, the parties entered into a certain Food Service Management Agreement, dated July 1, 2014 and expiring June 30, 2015, whereby FSMC manages and operates the SFA's food service operation in Connecticut; and

WHEREAS, the Connecticut State Department of Education (CSDE) informed the parties that further guidance was needed from the U.S. Department of Agriculture (USDA) regarding the renewal and amendment process for food service management contracts, but that pending such guidance, the parties were authorized to enter into a short-term extension of their existing contracts without prior CSDE approval;

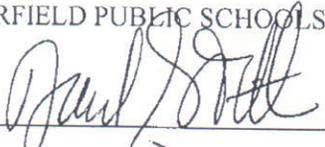
WHEREAS, the parties now wish to enter into such short-term extension of the Agreement to enable them to continue operating the food service program until a formal CSDE approved amendment can be finalized;

NOW, THEREFORE, in consideration of the promises herein contained and for other good and valuable consideration, the parties hereto agree as follows:

1. The Term of the Agreement is hereby extended to September 30, 2015.
2. This Amendment is effective as of July 1, 2015. All other terms and conditions contained in the Agreement shall remain unchanged and in full force and effect.

IN WITNESS WHEREOF, the duly authorized officers of the parties have executed this Amendment, as of the date first above written.

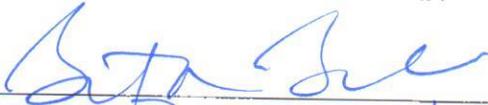
FAIRFIELD PUBLIC SCHOOLS

By: 

Name (printed): DAVID TITLE

Title: SUPERINTENDENT OF SCHOOLS

WHITSONS SCHOOL NUTRITION CORP.

By: 

Name (printed): BETH BRUSK

Title: CFO

AMENDMENT NO. 1

FAIRFIELD PUBLIC SCHOOLS
AND
WHITSONS SCHOOL NUTRITION CORP.

THIS AMENDMENT No. 1, dated October __, 2015, is between FAIRFIELD PUBLIC SCHOOLS ("SFA") and WHITSONS SCHOOL NUTRITION CORP ("FSMC").

WITNESSETH:

WHEREAS, the parties entered into a certain Food Service Management Agreement, dated July 1, 2014, as amended and extended to October 30, 2015, whereby FSMC manages and operates the SFA's food service operation in Fairfield, CT; and

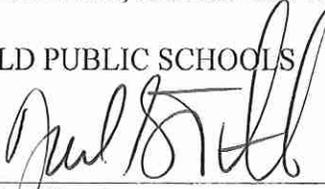
WHEREAS, the parties now desire to amend the aforesaid Agreement;

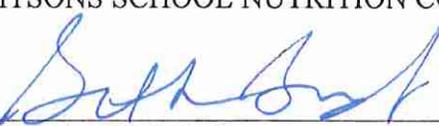
NOW, THEREFORE, in consideration of the promises herein contained and for other good and valuable consideration, the parties hereto agree as follows:

1. The SFA finds that the services are being performed in an effective and efficient manner. The Term of the Agreement is hereby extended to cover the period October 31 2015 to June 30, 2016, unless terminated earlier as hereinafter provided.
2. The parties have agreed that there shall be no increase in the FSMC's management (Section 6.1 of Article VI, Subsection C), which shall remain unchanged at \$9,000 per month for eight (8) months.
3. The parties have agreed that there shall be no increase in the FSMC's administrative fee (Section 6.1 of Article VI, Subsection D), which shall remain unchanged at \$17,000.00 per month for eight (8) months.
4. Section 6.3 of Article VI (Guaranteed Return) of the Agreement is hereby amended by deleting the second sentence thereof in its entirety, and replacing it with the following:
"The FSMC shall guarantee that the food service program will achieve a surplus of at least \$143,657 (the "Guarantee") during the Term (before the cost of repairs or any other expense outside of FSMC's reasonable control)."
5. In accordance with Section 6.6 of Article VI (FSMC Investment), the FSMC has made an initial Investment of \$171,162.06 for new food service equipment and material, including new serving line and marketing material to enhance the food service program. The Investment was placed in service on or about October 2014. No further Investment will be made for the remainder of the Term of the Agreement. The amortization and terms of payment for the Investment shall continue to be in accordance with Section 6.6 of the Agreement.
6. Sections 6.7 (Scholarship or Grant), 6.8 (Welcome Breakfast) and 6.9 (Motivational Media) of Article VI of the Agreement are hereby deleted in their entirety, with the word "OMITTED" inserted in their place.

7. This Amendment is effective October 31, 2015. All other terms and conditions contained in the Agreement shall remain unchanged and in full force and effect.

IN WITNESS WHEREOF, the duly authorized officers of the parties have executed this Amendment, as of the date first above written.

FAIRFIELD PUBLIC SCHOOLS
By: 
Name (printed): David G. Title
Title: Superintendent of Schools

WHITSONS SCHOOL NUTRITION CORP.
By: 
Name (printed): Beth Bunster
Title: Chief Financial Officer

Memo to: Board of Education members

From: Jennifer Maxon Kennelly, Policy Chair

Re: Policy 5515

I wanted to update the Board on an anticipated voting item at our next regular meeting: the deletion of Policy 5515. I apprised you of this likelihood last meeting, but the Policy Committee will not actually be discussing and voting on this item until Monday, January 25th. If we formally vote to delete, the language of this policy will be at your seats for Tuesday's Special Meeting (not that you can't look at it yourself in advance).

This deletion is being proposed to eliminate the redundancy present by virtue of the other policy we will be voting on that night.

BOARD OF EDUCATION
FAIRFIELD PUBLIC SCHOOLS
FAIRFIELD, CT

Policy Committee Meeting

Monday, January 25, 2016

4:30 p.m.

501 Kings Highway East
Superintendent's Conference Room

Agenda

- I. Call to Order
- II. Approval of January 4, 2015 Meeting Minutes
- III. Policy
 - Policy #5515 Students – Administration of Emergency Medications by Non-nursing Personnel, Recommended for deletion based on Policy 5514
 - Policy #6010 Recommended for deletion, Identical to Policy #0000
 - Policy #5340 Recommended for deletion, Identical to Policy #3241 (Recodify to 3250)
 - Policy #3530 and Policy #4240 Recommended for deletion, Identical to Policy #4235 (Recodify to 4118.4/4218.4)
 - Policy #3540 Recommended for deletion, Identical to Policy #4245 (Recodify to 4118.6/4218.6)
 - Policy #3520 Recommended for deletion, Identical to Policy #4250 (Recodify to #4146/4246)
- IV. Open Discussion/Public Comment
- V. Adjournment
- VI. Future Items

Future Mtg. Dates and Times: *All meetings will be on Mondays, starting at 4:30 unless otherwise noted; **February 8**, February 22, March 7, March 28, April 18, May 2, May 9, May 23, June 13, August 29, September 12, September 26, October 10, November 7, December 5, 2016.*

All meetings will be held at 501 Kings Highway East, Superintendent's Conference Room unless otherwise noted.

FAIRFIELD LUDLOWE HIGH SCHOOL BUILDING COMMITTEE

Wednesday, December 9, 2015 7:30 p.m.
Fairfield Ludlowe High School Teacher's Lounge
785 Unquowa Rd.
Fairfield, CT 06824

FINAL MINUTES

Members Present: Marc Donald, Chair; Marc Andre, Donna Ertel, Vice Chair; Robert Sickeler (called in via speaker phone)

Others Present: Sal Morabito, BOE; Joe Costa (Perkins Eastman); Maureen Funke (Gilbane); Peter Manning (Gilbane); Twig Holland (Purchasing, Town of Fairfield), Judy Ewing, Carol Way (RTM Liaison), Jessica Gerber (BOE Liaison)

Absent: David Weber, Joseph Pagnozzi, Greg Pidluski

I. Call to Order/Pledge of Allegiance

Mr. Donald called the meeting to order at 7:50pm, followed by the Pledge of Allegiance by all present.

II. Approval of Minutes

Motion was made by Ms. Ertel to approve the November 18, 2015 Minutes, which was seconded by Mr. Andre. 4:0 in favor.

III. Architect's Update

Mr. Costa had nothing to report.

IV. Construction Manager's Update

Ms. Funke reported on the following: for the Phase I & II of the project, the marker & tack boards have been shipped, and will be installed on December 19. The door for the faculty lounge has been ordered and will be shipped December 21, and will be installed during the holiday break. The light overlooking the tennis courts area is to also be installed during the holiday break. Regarding the lighting in the Webster Wing stairwell, there has been an issue with the manufacturer for that fixture, and may have to go with a different manufacturer, but it still would be within budget. The railing is in, and the stairs are complete. The cracked sidewalk near the tennis courts area is to be done. Once things are set and completed, Tom Conley from the Town Building Department will do a final walk through. Regarding Phase 3 of the project, Ms. Funke reported that bids have gone out. A preview walk through will be happening on December 10. Materials to be used on the windows have been found easy to work with on sample sections. There is a tight timeline: January 5 is when bids are due, the final EPA approval is still needed, and hoping for by the end of this week. Scope review meetings after the bids are due, and GMP prep is needed. At the January building committee meeting, the budget will be set and approved for Phase 3, which still needs approvals from the Board of Selectmen, Board of Finance, and the RTM. Meetings for those bodies are January 27, February 2, and February 22/29 respectively.

V. Project Manager's Update/Budget

Mr. Donald reported that construction cost GMP to date is \$9,540,453, and there is \$158,091 left in contingency.

VI. Approval of Invoices

Motion was made by Ms. Ertel to approve invoices totaling \$131,775.98, which was seconded by Mr. Donald. 4:0 in favor.

For reference, the invoices: Gilbane (\$111,110.48), Perkins Eastman (\$17,813), Woodard & Curran (\$2852.50)

VII. Vote on 2016 Officers and Meeting Dates

Motion was made by Ms. Ertel to approve the **2016 Building Committee dates** as follows: **January 20, February 10, March 9, April 13, May 11, June 8, July 13, August 10, September 14, October 5, November 9, & December 14.** This was seconded by Mr. Sickeler. 4:0 in favor.

Motion was made by Mr. Andre to elect the slate of **Marc Donald (Chair), Donna Ertel (Vice Chair), and Joseph Pagnozzi (Secretary) for 2016 Building Committee officers**, which was seconded by Mr. Sickeler. 4:0 in favor.

VIII. Vote on Authorization to Proceed and Amendments --NONE

IX. Old Business --NONE

X. New Business

Mr. Morabito spoke with Jeff Hamill (Woodard & Curran) regarding the final soil samples from the courtyard behind the kitchen. In order for the soil to be remediated under the current remediation plan, the task needs to be completed by January 30th. If not, the regulatory process with DEEP will have to commence.

Motion was made by Mr. Andre to approve not to exceed \$25,000 to AAIS for soil remediation, and not to exceed \$24,900 to Woodard & Curran for continuing work regarding PCBs. This was seconded by Mr. Sickeler. 4:0 in favor.

XI. Public Comment –NONE

XII. Adjourn

Motion was made by Mr. Andre to adjourn the meeting at 8:35pm, seconded by Mr. Ertel. 4:0 in favor.

Respectfully Submitted,

Jennifer Hochberg
Recording Secretary