



Board of Education Regular Meeting Agenda  
501 Kings Highway East, 2<sup>nd</sup> Floor Board Conference Room  
January 24, 2019  
7:30 PM

1. Call to Order of the Regular Meeting of the Board of Education and Roll Call
2. Pledge of Allegiance
3. Student Reports
  - Fairfield Ludlowe High School: Ms. Coolidge, Ms. Phillips, Mr. Holtz
  - Fairfield Warde High School: Mr. Rivera, Ms. Solari
4. Public Comment\*
5. Old Business
  - A. Update: High School Course Credit Weights  
(Enclosure No. 1)
6. New Business
  - A. Adoption of a Recommended Budget for 2019-2020 Fiscal Year  
**Recommended Motion:** "that the Board of Education approve an operating budget in the amount of \$----- as presented, to be forwarded to the Town of Fairfield"
  - B. Board Goal Discussion
7. Quarterly Financial Report, Mrs. Munsell  
(Enclosure No. 2)
8. Approval of Minutes  
**Recommended Motion:** "that the Board of Education approve the Special Minutes of December 13, 2018"  
(Enclosure No. 3)
9. Superintendent's Report
10. Committee/Liaison Reports
11. Open Board Comment
12. Public Comment\*
13. Adjournment  
**Recommended Motion:** "that this Regular Meeting of the Board of Education adjourn"

*\*During this period the Board will accept public comment on items pertaining to this meeting's agenda from any citizen present at the meeting (per BOE By-Law, Article V, Section 6). Those wishing to videotape or take photographs must abide by CGS §1-226.*

CALENDAR OF EVENTS

February 12, 2019 Regular Meeting	7:30 PM	501 Kings Hwy East 2 <sup>nd</sup> Floor Board Conference Room
--------------------------------------	---------	---

RELOCATION POLICY NOTICE

*The Fairfield Public Schools System provides services to ensure students, parents and other persons have access to meetings, programs and activities. The School System will relocate programs in order to ensure accessibility of programs and activities to disabled persons. To make arrangements, please contact the office of Special Education, 501 Kings Highway East, Fairfield, CT 06825, Telephone: (203) 255-8379.*

# UPDATE ON GPA SCALE DISCUSSION

Enclosure No. 1  
January 24, 2019

January 22, 2019

## Feedback Summary

After hearing the feedback from Board of Education members, parents, teachers, and students, five main themes emerged:

1. Widespread support for changing course names and for reporting an unweighted GPA.
2. Concerns about universally assigning grade weights to non-core and core electives that have traditionally been labeled as "Level 0."
3. Concerns about disproportionately rewarding students who enroll in higher-level courses with increased GPA levels.
4. Requests for considering a roll-out plan that would exempt current sophomores and freshmen from any changes.
5. Questions around the overall impact of the non-core electives changing from Level 0 to College Prep weighting.

## Summary of Decisions Based on Feedback:

1. The Administration has decided to move forward removing the "0" label from all course names for the 2020-21 school year. This will necessitate assigning elective courses to an honors or college prep weight.
2. The Administration has decided to maintain the current weighting system but remove the weights associated with Level 0 courses for the 2020-21 school year. This will address concerns about disproportionately rewarding students in honors and AP classes, keep the max GPA at the same level it is now, and keep the increment between levels consistent.
3. We will commit to working with the curriculum office and departments to establish appropriate criteria for honors level courses in both core and non-core elective courses that provide students with the opportunity for considerable intellectual and skill-based challenges above grade-level expectations and/or exist as a culminating course after a sequence of introductory offerings. We anticipate that courses such as the following (but not limited to), would qualify: Wind Ensemble, Symphonic Orchestra, Chamber Singers, Graphics Design V, CAD IV, Food Services III, Fashion and Design IV, Accounting II, Advanced Drawing and Painting, Advanced Photography, Advanced Broadcasting, *etc.*
4. We are grateful for the support of course name changes and the reporting of unweighted GPA scales. We will implementing these changes for the 2019-20 school year.
5. The GPA's on student transcripts will reflect the GPA weight of the course at the time the course was taken. In other words, the changes will not be retroactive. Our rationale for implementing the changes to electives all at the same time and for not exempting currently enrolled students includes the following:
  - a. We philosophically do not support students sitting in the same class, attain the same mark, but receive different GPA weights based on their grade level.
  - b. The student information system management of this scenario would present significant challenges that would increase the potential of human error in master scheduling, attendance records, and grade entry.
  - c. Any further delay of implementing the new course alignments only lengthens the time we will have to address the inconsistencies and confusion caused by the Level 0 label to colleges and employers for graduating seniors. Delaying one year already impacts the Class of 2023. Delaying two years would impact current seventh graders when they graduate in 2024.

6. An examination of student schedules across grades 9-12 revealed that only 16.6% of courses taken by students are classified as non-core electives. These will be the courses impacted by the re-distribution of electives currently labeled as “Level 0.” By creating options for honors level non-core electives, we will reduce this impact even more. The predicted impact would affect the one-hundredth decimal place of a student’s overall GPA, or less than a .1 difference.

### **Plan for 2019-20**

There will be no change to the current weighting system.

In order to implement the name changes but retain the current weighting system for next year, we will need to rename the column previously identifying the “Level 0” course weighting. Otherwise, we will have to retain the numbers in all course names. Courses using these weights will be referred to as “Electives” rather than “Level 0” courses for one year. This is how it will be presented:

<b>GRADE</b>	<b>Advanced Placement</b>	<b>Honors</b>	<b>Elective</b>	<b>College Prep</b>
A+	5.00	4.67	4.67	4.33
A	4.67	4.33	4.33	4.00
A-	4.34	4	4	3.67
B+	4.00	3.67	3.67	3.33
B	3.67	3.33	3.33	3.00
B-	3.34	3	3	2.67
C+	3.00	2.67	2.67	2.33
C	2.67	2.33	2.33	2.00
C-	2.34	2	1.67	1.67
D+	2.00	1.67	1.33	1.33
D	1.67	1.33	1.00	1.00
D-	1.34	1	0.67	0.67
F	0.00	0	0	0

### **Plan for 2020-21 and beyond**

There will be no change to the current weighting system. All courses (elective and non-elective) will be placed at College Prep or Honors based on the rigor and expectations of the courses.

<b>GRADE</b>	<b>AP</b>	<b>H</b>	<b>CP</b>
A+	5.00	4.67	4.33
A	4.67	4.33	4.00
A-	4.34	4	3.67
B+	4.00	3.67	3.33
B	3.67	3.33	3.00
B-	3.34	3	2.67
C+	3.00	2.67	2.33
C	2.67	2.33	2.00
C-	2.34	2	1.67
D+	2.00	1.67	1.33
D	1.67	1.33	1.00
D-	1.34	1	0.67
F	0.00	0	0

## Fairfield Public Schools

2018 – 2019

### Quarterly Financial Report as of December 31, 2018

#### **Summary**

As of December 31, 2018, Fairfield Public Schools total expenses at June 30, 2019 are projected to be within budget with the use of school and department give backs. As reported in the 1<sup>st</sup> Quarter Report in September, there is a deficit in staff salaries this fiscal year as savings from staff turnover and retirements do not offset the \$1,220,000 subtracted for staff replacement in the 2018-2019 budget. On September 30, the shortage was (\$850,000), which included unbudgeted new hires, and turnover / retirements at that time. As of December 31, 2018, the projected shortfall in salaries is (\$1,219,553). Further details are provided under Personnel Services.

In order to close the budget gap, schools were asked to return 10% of their school allocation balances. In addition, departments projected expenses for the year, and gave back available balances. The give backs totaling \$1,043,429 were transferred to a budget reserve in Support Expenses, Summary Object 307. There are also some capital equipment funds on hold until the final budget status is known later in the fiscal year. However, equipment purchases directly related to instruction or that pose a safety hazard are the highest priority, and those purchases are made.

Approximately 90% of our \$173,704,991 budget appropriation is already expended or encumbered. The remaining balance is needed for unencumbered costs such as utilities, general repairs and maintenance, student activity salaries, and part-time salaries, which have been estimated and are included in the attached budget projection report. The budget projection report also identifies the give backs by department.

#### **Personnel Services**

Personnel services is the single largest budget classification at 63% of the budget or approximately \$109.5 million. It is also where we are projecting a \$1.2 million deficit this year due to unrealized savings in staff replacement. In an organization with over 1,500 employees, salary projections change constantly. In September there was a (\$850,000) balance in staff replacement, and as of December, the balance is projected to be (\$1,219,553). Even though the balance improved in regards to turnover and retirements, estimated costs for unbudgeted subs, staff returning from LOA's, and new hires in vacancies, have to be projected until June 30, 2019. Since the 1<sup>st</sup> Qtr. Report is prepared at the same time school staffing begins to settle, projections are unrealistic early in the fiscal year.

This category includes contracted salaries, hourly wages, extra-curricular stipends and substitute pay. The largest balance in personnel services is part-time employment, primarily for substitutes and

overtime which are paid as incurred, and therefore are not encumbered. The other services category does not reflect extra-curricular activity stipends for the entire year.

### **Fixed Charges**

16% of the budget is allotted for employee benefits, which are categorized as fixed charges. Health insurance can fluctuate somewhat with staff turnover and coverage changes due to life events (single, two-person or family). This is a \$22 million line item that is monitored very closely, and is currently projected to be on budget.

The district payment to the town pension is complete, however, 401(a) contributions will continue throughout the year based on the earnings of member employees. There is a slight account balance projected currently in this account. Disability and life insurance were bid last spring. Life insurance rates decreased, but LTD rates increased significantly. Collectively, a minimal balance is projected for these insurances. Social security is based on salaries, and paid throughout the year as incurred. There is a deficit of approximately \$80,000 shown in the budget projection for social security.

### **Pupil Personnel Expenses**

Special education costs, with the exception of salaries, transportation and capital, are included in this category. This classification of expenditures is the most volatile, as expenses are determined by the special needs of individual students and state excess cost reimbursement for qualifying expenses. The initial excess cost reimbursement, received in February, is based on anticipated costs filed by Pupil Services in December. Based on the December filing and a 73% reimbursement, \$3.5 million in excess cost revenue is anticipated. At year-end the reimbursement received will offset the current \$3.4 million deficit in Pupil Personnel on the attached financial statement. It is noteworthy that the Pupil Services Dept. has a balanced budget mid-way through the year. As mentioned earlier, costs in this category are extremely volatile, and always subject to change.

### **School Expenses**

These expenditures support instruction and activities at the building level and include supplies, materials, textbooks, copying, sports and other activities. Give backs have been transferred, therefore, the remaining balance of approximately \$750,000 in this category on the financial statement is available to the schools until year-end.

## **Support Expenses**

Program implementation, centrally funded instructional programs, non-special education tuition and central support operations are included here.

A large amount of the give backs come from the instructional office, technology department, and school services in this category.

## **Maintenance/Operation/Transportation**

Maintenance, operations and transportation account for roughly 10% of the total budget. Encumbrances for transportation are included in this report, but special education transportation is subject to change based on the needs of individual students.

Approximately 25% of the budget in this category is budgeted for utilities, which are not encumbered and are paid as incurred. Electric generation rates are fixed, but transmission rates are variable and have increased. Because transmission rates and usage fluctuate, and usage is somewhat weather dependent, it is very difficult to project electric and heat costs. Currently, electric and water are expected to be over budget, and heating costs are projected to be under, but in total utilities balance. However, we have only been invoiced through October/November.

## **Capital**

The total capital budget is approximately \$1.4 million. \$365,000 of the \$600,000 balance is on hold until the budget is balanced later in the year. Equipment purchases directly related to instruction or that pose a safety hazard are the highest priority in making these purchases.

Submitted: January 18, 2019

Doreen T. Munsell

Fairfield Public Schools  
Board of Education  
2018-2019 Projection and Giveback  
at December 31, 2018

		(1)	(2)	(3)	(4)	(5)	(6)
			GIVE BACKS				
	MAJOR CLASSIFICATION	PROJECTED 6/30/2019 BALANCES BEFORE GIVE BACKS as of 12/31/18	INSTRUCTION	TECHNOLOGY	SCHOOLS	SCHOOL SERVICES	TOTAL GIVE BACK
<b>PERSONNEL SERVICES</b>							
1	Certified Salaries	\$ (173,913)					\$ -
2	Substitutes (Includes Clerical Subs)	\$ (342,941)					\$ -
3	Sped Substitutes	\$ (164,297)					\$ -
4	Non-Certified Salaries	\$ (234,932)					\$ -
5	Custodial OT	\$ (25,000)					\$ -
6	Interns	\$ 94,500					\$ -
7	Community Liaisons	\$ (3,893)					\$ -
8	Sped Summer School Salaries/Clerical Extras/SE Interns	\$ (56,267)					\$ -
9	Wage & Benefit/Staff Replacement	\$ (312,810)					\$ -
10	<b>Total Personnel Services</b>	<b>\$ (1,219,553)</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>FIXED CHARGES</b>							
11	Life Insurance	\$ 49,339					\$ -
12	Disability	\$ (40,423)					\$ -
13	FICA/Medicare	\$ (79,461)					\$ -
14	Pension/401(a)	\$ 20,000					\$ -
15	<b>Total Fixed Charges</b>	<b>\$ (50,545)</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>PUPIL PERSONNEL EXPENSES</b>							
16	<b>Total Pupil Personnel Expenses</b>	<b>\$ 206,984</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>SCHOOL EXPENSES</b>							
17	School Balances	\$ 205,102			\$ 205,102		\$ 205,102
18	Sch Copying/Inst Supp & Copying	\$ 22,073				\$ 22,073	\$ 22,073
19	<b>Total School Expenses</b>	<b>\$ 227,175</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 205,102</b>	<b>\$ 22,073</b>	<b>\$ 227,175</b>
<b>SUPPORT EXPENSES</b>							
20	Professional Growth Tuition & Other HR Accounts	\$ (18,150)					\$ -
21	Dues and Fees	\$ 122					\$ -
22	Tech Software - Instructional	\$ 45,009		\$ 45,009			\$ 45,009
23	Tech Supplies - District	\$ 30,000		\$ 30,000			\$ 30,000
24	Tech Pupil Transportation Support	\$ 66,648		\$ 66,648			\$ 66,648
25	Magnet School Tuition	\$ 140,441					\$ -
26	Postage/Copying/Med Supp/Bus Sv Office Supp	\$ 44,601				\$ 44,601	\$ 44,601
27	Instructional Services - Mats/PD/Prgm Assessment	\$ 497,928	\$ 497,928				\$ 497,928
28	<b>Total Support Expenses</b>	<b>\$ 806,599</b>	<b>\$ 497,928</b>	<b>\$ 141,657</b>	<b>\$ -</b>	<b>\$ 44,601</b>	<b>\$ 684,186</b>
<b>MAINTENANCE / OPERATIONS / TRANSPORTATION</b>							
29	Equipment Repair - Speech/Language	\$ 3,160					\$ -
30	Tech System & Equipment Maintenance	\$ 132,068		\$ 132,068			\$ 132,068
31	Pupil Trans - SE Bus Aide	\$ (25,160)					\$ -
32	Pupil Trans - Contract	\$ 5,188					\$ -
33	Pupil Trans - SE Contract	\$ (79,067)					\$ -
34	Pupil Trans - Voc/Tech HS	\$ (30,603)					\$ -
35	Pupil Trans - Vo-Ag HS	\$ 2,626					\$ -
36	Pupil Trans - Magnet Schools	\$ 18,219					\$ -
37	Pupil Trans - Other Contracted Charges	\$ 13,590					\$ -
38	Maintenance Service Accounts	\$ (3,270)					\$ -
39	Electric	\$ (137,768)					\$ -
40	Commercial Gas/Heat	\$ 147,857					\$ -
41	Water	\$ (10,090)					\$ -
42	<b>Total Maintenance / Operations / Transportation</b>	<b>\$ 36,750</b>	<b>\$ -</b>	<b>\$ 132,068</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 132,068</b>
<b>CAPITAL OUTLAY</b>							
43	Oper Plant-Equip Maint	\$ 3,270					\$ -
44	Special Ed Equipment	\$ (10,680)					\$ -
45	<b>Total Capital Outlay</b>	<b>\$ (7,410)</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
46	<b>TOTAL PROJECTED BALANCE @ 6/30/19 AND TOTAL GIVE BACKS</b>	<b>\$ -</b>	<b>\$ 497,928</b>	<b>\$ 273,725</b>	<b>\$ 205,102</b>	<b>\$ 66,674</b>	<b>\$ 1,043,429</b>
<b>Capital On Hold</b>							
47	Technology Equipment			\$ 200,000			\$ 200,000
48	School Equipment			\$ 165,775	\$ -		\$ 165,775
49	<b>Total Capital On Hold</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 200,000</b>	<b>\$ 165,775</b>	<b>\$ -</b>	<b>\$ 365,775</b>

**Statement of Account - Summary by  
Major Classification and Summary Object**

1/11/2019 12:03:47PM

**Fairfield Public Schools  
Fiscal Year 2019**

**Major Classification  
Summary Object**

	<b>Appropriation As Adopted</b>	<b>Spec Appr And Trans</b>	<b>Appropriation Amended</b>	<b>Total Expenditures</b>	<b>Outstanding Encumbrances</b>	<b>Outstanding Requisitions</b>	<b>Unencumbered Balance</b>	<b>% Used</b>
<b><u>PERSONNEL SERVICES</u></b>								
101 - TEACHING STAFF	72,862,611	34,642	72,897,253	28,846,889.59	44,050,390.41	0.00	(27.00)	100.00%
103 - CERTIFIED SUPPORT STAFF	7,874,410	30,737	7,905,147	3,127,291.68	4,777,848.59	0.00	6.73	100.00%
105 - SCHOOL ADMIN STAFF	6,265,031	(90,401)	6,174,630	3,378,397.00	2,796,232.22	0.00	0.78	100.00%
107 - CENTRAL ADMINISTRATION STAFF	929,289	1,202	930,491	492,723.17	437,768.40	0.00	(0.57)	100.00%
109 - DIRECTOR/SUPERVISOR/MGR	834,158	18,660	852,818	459,205.35	393,610.78	0.00	1.87	100.00%
111 - SECRETARIAL/CLERICAL STAFF	3,455,019	167,468	3,622,487	1,755,219.18	1,867,269.24	0.00	(1.42)	100.00%
113 - PARAPROFESSIONAL STAFF	3,624,898	32,212	3,657,110	1,586,235.41	2,070,853.87	0.00	20.72	100.00%
115 - CUSTODIAN STAFF	4,225,899	(151,367)	4,074,532	2,192,800.78	1,881,729.77	0.00	1.45	100.00%
117 - MAINTENANCE STAFF	1,049,561	(31,807)	1,017,754	566,485.86	451,268.16	0.00	(0.02)	100.00%
121 - SUPPORT STAFF	2,652,693	73,295	2,725,988	1,387,602.83	1,338,386.36	0.00	(1.19)	100.00%
125 - SE TRAINER STAFF	1,209,276	(752)	1,208,524	635,683.04	572,843.04	0.00	(2.08)	100.00%
129 - PART-TIME EMPLOYMENT	2,951,944	(5,770)	2,946,174	1,726,682.39	203,990.65	0.00	1,015,500.96	65.53%
131 - WAGE/BENEFIT RESERVE	1,086,396	(480,740)	605,656	23,307.28	0.00	0.00	582,348.72	3.85%
133 - STAFF REPLACEMENT	(1,220,000)	663,130	(556,870)	0.00	0.00	0.00	(556,870.00)	0.00%
135 - DEGREE CHANGES	308,980	(266,279)	42,701	0.00	0.00	0.00	42,701.00	0.00%
307 - OTHER SERVICES	1,389,842	0	1,389,842	470,685.06	277,415.48	0.00	641,741.46	53.83%
<b>TOTAL PERSONNEL SERVICES</b>	<b>\$109,500,007</b>	<b>\$(5,770)</b>	<b>\$109,494,237</b>	<b>\$46,649,208.62</b>	<b>\$61,119,606.97</b>	<b>\$0.00</b>	<b>\$1,725,421.41</b>	<b>98.42%</b>
<b><u>FIXED CHARGES</u></b>								
201 - HEALTH INSURANCE	22,030,112	0	22,030,112	11,596,934.46	0.00	0.00	10,433,177.54	52.64%
203 - LIFE/DISABILITY INSURANCE	316,264	0	316,264	180,447.66	0.00	0.00	135,816.34	57.06%
205 - SOCIAL SECURITY	2,523,491	0	2,523,491	1,227,774.07	0.00	0.00	1,295,716.93	48.65%
207 - PENSION/RETIREMENT	2,454,136	0	2,454,136	2,304,979.78	0.00	0.00	149,156.22	93.92%
<b>TOTAL FIXED CHARGES</b>	<b>\$27,324,003</b>	<b>\$0</b>	<b>\$27,324,003</b>	<b>\$15,310,135.97</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$12,013,867.03</b>	<b>56.03%</b>
<b><u>PUPIL PERSONNEL EXPENSE</u></b>								
301 - INSTRUCTIONAL SERVICES	46,000	0	46,000	44,608.99	6,637.50	3,167.35	(8,413.84)	118.29%
303 - PUPIL PERSONNEL SERVICES	2,875,046	0	2,875,046	1,351,216.11	1,559,143.22	25,703.00	(61,016.33)	102.12%
307 - OTHER SERVICES	906,780	0	906,780	824,207.23	731,588.61	52,860.15	(701,875.99)	177.40%
315 - RENTALS	25,000	0	25,000	16,080.00	0.00	0.00	8,920.00	64.32%
317 - STUDENT TRANSPORTATION	207,013	0	207,013	210,204.12	4,792.84	0.00	(7,983.96)	103.86%
319 - CONFERENCE & TRAVEL	147,092	0	147,092	130,097.51	71,389.70	3,000.00	(57,395.21)	139.02%
327 - PRINTING/COPYING	6,800	0	6,800	1,470.30	5,330.06	0.00	(0.36)	100.01%
329 - TUITION	5,385,298	0	5,385,298	4,489,225.56	3,492,525.91	109,850.00	(2,706,303.47)	150.25%
401 - INSTRUCTIONAL SUPLS/MATLS	135,000	0	135,000	23,268.65	1,924.27	0.00	109,807.08	18.66%
404 - SPLS, BKS, MATLS-DIST SUPPORT	55,500	0	55,500	8,761.57	2,639.79	255.63	43,843.01	21.00%
411 - TEXTBOOKS	12,000	0	12,000	6,562.38	914.40	42.00	4,481.22	62.66%
415 - OTHER SUPPLIES/MATERIALS	2,250	0	2,250	5,523.25	151.69	0.00	(3,424.94)	252.22%
601 - DUES AND FEES	1,750	0	1,750	517.00	0.00	0.00	1,233.00	29.54%
<b>TOTAL PUPIL PERSONNEL EXPENSE</b>	<b>\$9,805,529</b>	<b>\$0</b>	<b>\$9,805,529</b>	<b>\$7,111,742.67</b>	<b>\$5,877,037.99</b>	<b>\$194,878.13</b>	<b>\$(3,378,129.79)</b>	<b>134.45%</b>
<b><u>SCHOOL EXPENSES</u></b>								
129 - PART-TIME EMPLOYMENT	16,969	0	16,969	3,217.29	0.00	0.00	13,751.71	18.96%
301 - INSTRUCTIONAL SERVICES	25,246	(5,400)	19,846	6,722.42	0.00	0.00	13,123.58	33.87%
307 - OTHER SERVICES	71,222	(1,350)	69,872	7,122.35	0.00	0.00	62,749.65	10.19%
315 - RENTALS	129,547	0	129,547	5,280.00	37,780.00	0.00	86,487.00	33.24%
317 - STUDENT TRANSPORTATION	40,749	(2,820)	37,929	7,304.51	26,674.24	0.00	3,950.25	89.59%
319 - CONFERENCE & TRAVEL	55,967	(15,138)	40,829	15,405.71	6,499.95	1,215.00	17,708.34	56.63%
327 - PRINTING/COPYING	261,602	(18,888)	242,714	66,859.10	166,765.71	0.00	9,089.19	96.26%
400 - SUPPLIES, BOOKS & MATERIALS	1,457,668	(143,934)	1,313,734	641,176.35	298,731.89	9,990.90	363,834.86	72.31%
402 - INSTRUCTIONAL SPLS-DIST SUPPRT	40,000	(9,185)	30,815	6,646.18	17,331.62	0.00	6,837.20	77.81%
409 - STUDENT ACTIVITY EXPENSES	590,714	(24,256)	566,458	188,815.04	218,015.38	1,000.00	158,627.58	72.00%
415 - OTHER SUPPLIES/MATERIALS	20,327	(3,640)	16,687	6,423.98	3,737.82	20.99	6,504.21	61.02%



**Statement of Account - Summary by  
Major Classification and Summary Object  
Fairfield Public Schools  
Fiscal Year 2019**

1/11/2019 12:03:47PM

**Major Classification  
Summary Object**

	Appropriation As Adopted	Spec Appr And Trans	Appropriation Amended	Total Expenditures	Outstanding Encumbrances	Outstanding Requisitions	Unencumbered Balance	% Used
601 - DUES AND FEES	28,873	(2,564)	26,309	22,240.88	0.00	0.00	4,068.12	84.54%
<b>TOTAL SCHOOL EXPENSES</b>	<b>\$2,738,884</b>	<b>\$(227,175)</b>	<b>\$2,511,709</b>	<b>\$977,213.81</b>	<b>\$775,536.61</b>	<b>\$12,226.89</b>	<b>\$746,731.69</b>	<b>70.27%</b>
<b><u>SUPPORT EXPENSES</u></b>								
301 - INSTRUCTIONAL SERVICES	329,792	(5,300)	324,492	169,818.81	25,611.40	22,981.50	106,080.29	67.31%
305 - PROFESSIONAL/TECHNICAL SVCS	741,000	0	741,000	349,631.71	288,735.63	0.00	102,632.66	86.15%
307 - OTHER SERVICES	23,100	1,049,199	1,072,299	27,368.64	0.00	0.00	1,044,930.36	2.55%
309 - SECURITY SVCS/EXPENSES	175,000	0	175,000	76,783.35	118,079.12	0.00	(19,862.47)	111.35%
313 - MAINTENANCE SERVICES	908,903	(66,648)	842,255	697,845.43	86,570.53	0.00	57,839.04	93.13%
319 - CONFERENCE & TRAVEL	43,400	0	43,400	15,719.99	22,849.49	0.00	4,830.52	88.87%
321 - PROFESSIONAL DEVELOPMENT	641,073	(84,095)	556,978	280,489.91	73,173.53	28,514.00	174,800.56	68.62%
323 - POSTAGE	71,709	(30,359)	41,350	25,472.70	12,377.23	0.00	3,500.07	91.54%
325 - PERSONNEL/RECRUITMENT EXP	18,000	0	18,000	2,664.16	92.75	0.00	15,243.09	15.32%
327 - PRINTING/COPYING	66,350	(6,718)	59,632	17,745.89	40,229.17	0.00	1,656.94	97.22%
329 - TUITION	517,016	0	517,016	263,991.00	112,584.00	0.00	140,441.00	72.84%
401 - INSTRUCTIONAL SUPLS/MATLS	1,318,942	(453,220)	865,722	548,126.12	55,820.55	4,381.40	257,393.93	70.27%
403 - OFFICE/GENERAL SUPPLIES	15,250	(1,637)	13,613	5,614.41	4,160.96	2,000.00	1,837.63	86.50%
411 - TEXTBOOKS	13,681	0	13,681	3,782.80	128.14	0.00	9,770.06	28.59%
415 - OTHER SUPPLIES/MATERIALS	100,705	(30,322)	70,383	22,684.93	7,330.91	3,000.00	37,367.16	46.91%
424 - OTHER SUPPLIES	8,000	(5,887)	2,113	612.94	1,125.00	0.00	375.06	82.25%
601 - DUES AND FEES	51,829	0	51,829	35,459.77	75.00	60.00	16,234.23	68.68%
<b>TOTAL SUPPORT EXPENSES</b>	<b>\$5,043,750</b>	<b>\$365,013</b>	<b>\$5,408,763</b>	<b>\$2,543,812.56</b>	<b>\$848,943.41</b>	<b>\$60,936.90</b>	<b>\$1,955,070.13</b>	<b>63.85%</b>
<b><u>MAINT/OPER/TRANS</u></b>								
305 - PROFESSIONAL/TECHNICAL SVCS	95,000	0	95,000	23,877.71	44,673.75	0.00	26,448.54	72.16%
311 - UTILITY SERVICES	4,385,642	0	4,385,642	1,982,144.78	232,736.51	0.00	2,170,760.71	50.50%
313 - MAINTENANCE SERVICES	3,920,053	(128,798)	3,791,255	1,794,430.20	1,355,009.87	87,850.00	553,964.93	85.39%
317 - STUDENT TRANSPORTATION	8,549,169	0	8,549,169	2,577,956.95	6,178,383.50	32,100.00	(239,271.45)	102.80%
319 - CONFERENCE & TRAVEL	33,800	0	33,800	15,781.87	18,018.27	0.00	(0.14)	100.00%
321 - PROFESSIONAL DEVELOPMENT	65,130	0	65,130	13,147.66	0.00	0.00	51,982.34	20.19%
424 - OTHER SUPPLIES	315,211	0	315,211	49,687.92	132,525.68	987.54	132,009.86	58.12%
429 - MAINTENANCE/REPAIR SUPPLIES	523,000	0	523,000	214,295.11	222,466.80	2,625.42	83,612.67	84.01%
<b>TOTAL MAINT/OPER/TRANS</b>	<b>\$17,887,005</b>	<b>\$(128,798)</b>	<b>\$17,758,207</b>	<b>\$6,671,322.20</b>	<b>\$8,183,814.38</b>	<b>\$123,562.96</b>	<b>\$2,779,507.46</b>	<b>84.35%</b>
<b><u>CAPITAL</u></b>								
501 - CAPITAL OUTLAY	402,066	(3,270)	398,796	176,290.02	9,643.27	4,001.33	208,861.38	47.63%
503 - TECHNOLOGY	1,003,747	0	1,003,747	608,594.12	1,707.00	0.00	393,445.88	60.80%
<b>TOTAL CAPITAL</b>	<b>\$1,405,813</b>	<b>\$(3,270)</b>	<b>\$1,402,543</b>	<b>\$784,884.14</b>	<b>\$11,350.27</b>	<b>\$4,001.33</b>	<b>\$602,307.26</b>	<b>57.06%</b>
<b>GRAND TOTAL</b>	<b>\$173,704,991</b>	<b>\$0</b>	<b>\$173,704,991</b>	<b>\$80,048,319.97</b>	<b>\$76,816,289.63</b>	<b>\$395,606.21</b>	<b>\$16,444,775.19</b>	<b>90.53%</b>

**Statement of Account -  
Summary by Major Classification  
Fairfield Public Schools  
Fiscal Year 2019**

1/11/2019 12:09:07PM

<b>Major Classification</b>	<b>Appropriation As Adopted</b>	<b>Spec Appr And Trans</b>	<b>Appropriation Amended</b>	<b>Total Expenditures</b>	<b>Outstanding Encumbrances</b>	<b>Outstanding Requisitions</b>	<b>Unencumbered Balance</b>	<b>% Used</b>
Personnel Services	109,500,007	(5,770)	109,494,237	46,649,208.62	61,119,606.97	0.00	1,725,421.41	98.42%
Fixed Charges	27,324,003	0	27,324,003	15,310,135.97	0.00	0.00	12,013,867.03	56.03%
Pupil Personnel Expense	9,805,529	0	9,805,529	7,111,742.67	5,877,037.99	194,878.13	(3,378,129.79)	134.45%
School Expenses	2,738,884	(227,175)	2,511,709	977,213.81	775,536.61	12,226.89	746,731.69	70.27%
Support Expenses	5,043,750	365,013	5,408,763	2,543,812.56	848,943.41	61,036.90	1,954,970.13	63.86%
Maint/Oper/Trans	17,887,005	(128,798)	17,758,207	6,671,322.20	8,183,814.38	123,562.96	2,779,507.46	84.35%
Capital	1,405,813	(3,270)	1,402,543	784,884.14	11,350.27	4,001.33	602,307.26	57.06%
<b>GRAND TOTAL</b>	<b>\$173,704,991</b>	<b>\$0</b>	<b>\$173,704,991</b>	<b>\$80,048,319.97</b>	<b>\$76,816,289.63</b>	<b>\$395,706.21</b>	<b>\$16,444,675.19</b>	<b>90.53%</b>

**Call to order of the Special Meeting of the Board of Education and Roll Call**

Chairman Christine Vitale called the Special meeting to order at 7:31PM. Present were members Jennifer Leeper, Trish Pytko (arrived 7:57PM), Philip Dwyer, Jessica Gerber, Christine Vitale, Nick Aysseh (arrived 7:45PM), Jennifer Jacobsen, Jennifer Maxon-Kennelly and Jeff Peterson. Others present were RTM moderator Phil Pires and approximately 20 members of the public.

Mrs. Vitale thanked the public for attending and gave a brief synopsis of what topics the town hall meetings would cover. She welcomed RTM moderator Phil Pires, who would act as moderator of the meeting, allowing Mrs. Vitale to participate more freely.

Mr. Pires welcomes members of the public to come speak at the microphone

Kevin Buckley, 273 Alden Street. Had questions about the inequity of athletic facilities at FLHS vs Warde. Scoreboards at Warde are nicer, field is newer, weight room is smaller and sparser at Ludlowe. Asked how funds are distributed. Some sports staff feel that facilities are inferior. Mrs. Gerber said that the Ludlowe turf field is fairly new. A football coach who is also an RTM member has reached out to the BoE with his concerns about Ludlowe facilities. The FPS head of operations has a long list of facilities projects each year and they all can't be done. As a Ludlowe parent, she doesn't think there is as much of an inequity as some may think. Dr. Jones and Tom Cullen are aware of the concerns. In the 19-20 nonrecurring capital projects there is a project proposed for the Ludlowe tennis courts. Mr. Dwyer said that the town and school district have long range facilities plans posted online that detail the improvements that need to be done at all sites.

Kristin Morrison 230 Barberry Road, Southport. Also has concerns about athletic facility equity. Asked about the scoreboard situation at Ludlowe – it doesn't always work well and isn't used for JV and freshman events. Mrs. Gerber asked if the athletic director had been asked about this and when she was told that the athletic director said that it was a BoE decision she clarified that perhaps he meant that central office makes decisions regarding the scoreboard. She suggested asking again.

Ms. Morrison asked how is Kiwanis Field, which is used by the Ludlowe baseball team, maintained? Mrs. Gerber said that that field is managed by the town. Mrs. Vitale suggested talking to the athletic director and headmaster.

Melissa Travis 270 Warde Terrace. Asked about heat in school due to lack of AC in warm weather months. PT/OT rooms in particular need to be considered. Ms. Leeper said that Dr. Jones and Tom Cullen are working on a proposal to figure out the costs of installing AC in all schools that don't have it. That is a long-term plan, so there will also be ideas proposed for having to deal with short term concerns. Mr. Peterson said that other town bodies have raised this issue; it's on a lot of people's minds. Mrs. Vitale said that Jennings is up for renovation in the future and that there will be AC installed then, if not before. Usually AC is installed during renovation projects. Ms. Travis also requested that the Board considers having the ECC in one building.

**Amity Almond**, 544 Silver Spring Road. Agreed that AC in schools is a problem. Dwight hasn't been renovated and is in rough shape. Split system ACs can cause their own issues. Understands the huge expense but asked that something be done at Dwight to make the air cleaner, or can the timeline be moved up. **Mrs. Gerber** said that unfortunately projects can't be moved up because there are so many projects and some have run over or taken longer, causing others to be delayed. Building projects take a tremendous amount of time and work and the district has limited funds. **Mrs. Vitale** said that AC requires electrical upgrades as well, which can lead to a bigger and more complicated project. Air quality in our schools has become a more challenging issue. **Ms. Almond** asked at what point does the district decide that it's a waste of money to continue to invest in schools that are falling apart. **Mrs. Vitale** encouraged parents to get involved and share with other town bodies. **Mrs. Maxon-Kennelly** said that once the AC proposal comes out it will require parent support. It will be an ambitious proposal different from past facilities proposals. **Mr. Dwyer** said that the capital improvements over 10 years totals \$100 million. BoE tries to space projects out per the town's guidance. **Mrs. Gerber** gave information regarding where the facilities plans are listed online.

**Joy Ross** 682 Beach Road. Prioritization for budgeting. What is criteria for prioritization? **Mrs. Maxon-Kennelly** detailed the timeline for the budget process, **Ms. Ross** voiced concerns about facilities and the ECC. **Mrs. Maxon-Kennelly** said that the ECC is being addressed for short term, with the intention of looking at long term plans. **Ms. Pytko** referenced the district improvement plan. **Ms. Ross** said that the plan need to be constantly updated and reassessed. Ed tech needs to be updated. **Mrs. Vitale** said that the website is in the process of being updated. The superintendent does update and review the district improvement plan. **Ms. Ross** asked about FEMA – why wasn't Sherman School not knocked down after Super Storm Sandy? Why didn't the district push for a new school building? **Mr. Dwyer** said that to conform to all FEMA guidelines would be prohibitively expensive. **Ms. Ross** confirmed that it is a financial decision driven by the town that they would not reconstruct Sherman School. She is angry that the town didn't take advantage of government funds after Sandy. Flooding happens in the beach area quite frequently. She suggests that the entire cost of renovating Sherman completely be looked at. Is concerned about kids living through construction. **Mrs. Gerber** mentioned that after Sandy in 2012 there was no damage to Sherman School. If the BoE and district had asked the town bodies for funding to tear down and rebuild the school they would not have gotten the funding. **Mrs. Vitale** said that Sherman wasn't damaged in 2012 and that if there was talk about tearing it down she wasn't sure if people would want to rebuild in a flood plain. **Mrs. Jacobsen** said that she was at Sherman after Sandy and it was a devastating experience for families there and that they were glad to have the school as a community center. Re budget situation – it is hard to determine revenue form the state because we do our budget before we know what the state budget is. The BoE is looking for less traditional forms of revenue to help supplement. As much as people like to come to BoE with concerns they also need to go to the other town bodies. **Ms. Ross** asked how to get other parents involved. **Mrs. Maxon-Kennelly** said that the Board is constantly looking for parent input and support. Parents need to remain vigilant and engaged but that is hard to do. Please don't wait for someone else to do the advocacy. **Mrs. Gerber** said that BoE Town Halls are one way to get the public involved. FairTV is helpful in keeping people informed. **Mr. Peterson** said that PTAs are a good way to get people involved, but we also need to remember that there are lots of people in town without

children in schools.

**Anne Christine Cochran** 11 Pilgrim Lane. Asked about long-term solution for ECC. **Mrs. Vitale** said that in terms of a long-term goal, the BoE needs to have some discussions about all of the district's facilities. There isn't one location right now that can house the entire ECC program. She sees the ECC playing a role in the discussions about all district facilities. She understands parent frustration. **Mr. Aysseh** said he looks forward to moving this conversation in the right direction. Hopes to continue the ECC the way it's been, but there are many facilities discussions for the entire district that the Board will be having. Wants to see the most rational and efficient to move this forward. The Board is committed to working on this issue. **Mrs. Maxon-Kennelly** said that there isn't a facility right now that would work for a short-term solution. The Board needs to discuss long-term plans. **Mrs. Vitale** said that one criteria for an ECC location is AC, so that limits the search somewhat. We need some answers on some key issues. Doesn't want the Board to come up with a long-term plan that ends up not being long-term. Has confidence in ECC staff. **Mr. Dwyer** said that the ECC enrollment has doubled – the Board needs to recognize that this increase could continue. "Long-term" isn't just five years. This won't be an easy decision for the Board. There are many projects in line for approval.

**Jerriann Mitchell**. Physical Therapist at ECC. Read a prepared statement regarding the ECC. Asked if there was any flexibility regarding the plan brought forward by Dr. Jones. Voiced concerns regarding many issues that will come up with the ECC location at Stratfield. She is concerned that lots of spaces could be problematic at Stratfield. Worried about equity between sites. Concerned about continuum of services. Wants there to be two equal sites. Understands the focus on next year but is hard to get behind it not knowing what lies ahead. Wants all concerns to be addressed in conversations taking place about long-term plans. **Ms. Leeper** said that she shares her concerns. The Board is thinking deeply and critically about this. **Ms. Mitchell** is concerned about losing BoE member support if new members come on board. **Ms. Pytko** said that Board members will be visiting Stratfield site. **Mrs. Vitale** has visited the Stratfield site already and will go again. Agrees that there are space concerns and she plans to hold Dr. Jones to making adjustments. She had a child at the ECC and understands the need to create a nurturing environment. Will make sure that programs will be separate but equal. Board members will continue to advocate. **Mr. Aysseh** agrees with Mrs. Vitale. Board is supportive of ECC. Said that he thinks that more people should be educated about what the ECC really is and does for students. Welcomed community involvement. Coming up with a long-term plan in time for the beginning of the 19-20 school year would require a redistricting. This is a multifaceted situation. The Board will continue to advocate for the children and make the best of what we have in the short run. Spoke to the cohesiveness of the ECC community. As this program continues to grow as it has grown already, is a one-site system still going to be the best model and retain the same sense of community, or do we need to look at two equally strong sites? **Ms. Mitchell** said that other districts with more than one ECC site don't have the same flexibility. Even a larger site is better. **Mrs. Jacobsen** said that she has some follow up questions for Dr. Jones. The full Board wants to hear all of the input from stakeholders. Going forward the Board needs to make some tough decisions. **Ms. Pytko** asked for clarification on staff numbers for ECC and said we will need to hire significant staff. **Ms. Leeper** said that past discussions have focused on facilities but the Board needs to discuss the programmatic piece more. **Ms. Mitchell** said she

appreciates being heard. Mrs. Vitale said that the Board needs to trust staff recommendations.

Joy Ross said that for ECC you need to discuss long term management process for all students. The model of the ECC is not just facilities; it is a program that follows all students through the age of 18. She worries about major issues when 200 SPED students reach high school. Future programming needs to be discussed and factored into the budget.

Frank Sahagian 20 Chelsea Street, Thanked the Board for the opportunity to speak. Thanks Mr. Dwyer for his service. As a taxpayer he spoke to Board goals discussion. Doesn't want Milone & MacBroom to be paid for work without a specific charge. Need to come up with a comprehensive redistricting plan. Mrs. Vitale said there will be a Board meeting where they can discuss ideas in public. Mr. Aysseh said that the Board should have at least one if not more meetings to be able to come up with a charge for Milone & MacBroom. Mr. Sahagian said that the last redistricting was too complicated with too many constraints. Need to discuss whether or not where you go to MS and HS is determined by where you go to ES A 7<sup>th</sup> grade geography class could redraw lines better. Re: racial imbalance – why can't the town hire a lawyer to address this. It should be figured into the redistricting plan. Mrs. Maxon-Kennelly said that we have been discussing this issue for many year and we are not moving quickly. We have avoided pocket redistricting to address racial imbalance. Racial imbalance is in no way the driving force for redistricting. It might be part of the conversation but it is not the focus. Ms. Pytko said that the Board has worked hard to meet the needs of the district. Mr. Aysseh said that re: hiring a lawyer – not sure if that's a wise thing to do, but if the state tries to mandate something that the Board thinks is wrong they may need to revisit. The state isn't coming after us right now. Fairfield doesn't have a problem, it's just that an out of date statute is trying to say we do. Mr. Sahagian asked about the enrollment numbers used for budgeting. Mr. Dwyer said that past practice is that Milone & MacBroom does a one year projection to help plan the budget. Mr. Sahagian thanked the Board for publishing all the enrollment numbers. Younger grades are lower than projected. There is a declining ES enrollment. Mrs. Jacobsen said that overall Milone & MacBroom was off by only about 18 students. Mr. Sahagian said that we have two elementary schools below 300 students. We have a lot of schools for the size of our district. We have comparatively small schools. It costs more to run more schools. Mr. Aysseh said that community schools have been important. Should we make our schools bigger? Mr. Sahagian said that might not be the case, he's just making an observation. More physical buildings cost more. Mr. Dwyer said that Mr. Sahagian has mentioned that we could have fewer elementary schools. Mr. Sahagian said it depends on enrollment. When will we reach the trough? Mr. Dwyer said that enrollment is a series of troughs and peaks. Do we want to close schools only to have to reopen them? The Board does not want to reopen the question of closing a school. Mr. Sahagian said that as a teacher he wanted to comment on the alumni survey. More attention needs to be spent on classroom instruction. He took a survey in his school amongst his fellow teachers regarding experiences with students. Students' academic performance has not improved and many have declined. There has been an increase in struggling learners. It's too much about the grade a student gets. Work ethic of students had worsened. Curriculum is not always age appropriate. More students with IEPs and 504s. Re: SPED audit –we get consultants who just compare us to other districts. No concrete information to help. The stakeholders don't have information that will help make progress. Audit was basically a data dump. Trying to define

SPED jobs is very difficult. We will lose SPED educators and the audit will not help us. Student study skills and spelling are not where they should be. Ms. Pytko has been teaching for many years and the job has definitely changed. She has worked in three districts. There are demands on all teachers. Teachers need to change for student needs. Mrs. Vitale hopes that the Board will get more follow up on SPED audit – she does not think this topic is done. Hesitant to say that now that we have the data we are done.

Katie Flynn . 204 Grandview Road. Thank you for listening to the ECC concerns. Has some concerns of her own regarding the program. Wanted to understand the ultimate goal. Also has a transportation concern – at NSS there are drivers who make the area dangerous for walkers. What is the townwide policy to make walkers safe? Mr. Dwyer mentioned the Transportation Safety Advisory Committee and said that policies should be reviewed before advocating before the Committee. Roads belong to the town, lines are determined by them. Mrs. Gerber said that crossing guards are under the police department umbrella. It is also helpful to talk to RTM members to get everyone on the same page. Mr. Dwyer also mentioned the school security officers – could be helpful to talk to them. Mr. Aysseh said that he is on the Transportation Advisory Board. The police department has a traffic department that handles these types of issues. RTM could also be helpful. Ms. Flynn said that 25 families in the neighborhood are trying to advocate for a Stop sign. Mrs. Maxon-Kennelly confirmed that the issue was more about safe walking than adding students to buses. Ms. Flynn said she was asking about equity between schools regarding safe walking.

Robert Horne Stroll Rock Common. Asked about redistricting – what is the goal? Mrs. Vitale said that there isn't a known plan as of now. Board needs to start discussing how to move forward and find mechanisms to engage the public. Nothing is happening immediately. Mr. Horne asked what does redistricting look like. Mrs. Gerber said that Fairfield talks about redistricting but in recent years there have only been two major redistrictings driven by schools reopening or major space added at a school. She provided some background and context. Mrs. Maxon-Kennelly said that decisions will be made by the Board to move this topic forward. There are compelling educational issues that may warrant redistricting. Mrs. Vitale confirmed that this topic will appear on many agendas and will also be the focus of special meetings. Mr. Dwyer said that the demographer has to give the Board advice but it is hard for the Board to give them criteria to provide that advice without knowing the size of future projects like Mill Hill. It is a complicated situation.

Mrs. Vitale thanked the public for attending and thanked Mr. Pires for moderating.

### Adjournment

Mr. Dwyer moved/Mrs. Gerber seconded the recommended motion “that this Special Meeting of the Board of Education adjourn.” Motion passed 9-0. Meeting adjourned at 9:50PM