

**Regular Meeting Minutes  
Fairfield BoE, December 9, 2014**

**NOTICE: A full meeting recording can be obtained from Fairfield Public Schools. Please call 203-255-8371 for more information and/or see the FPS website (under Board Meeting Minutes) for a link to FAIRTV.**

*Call to Order of the Regular Meeting of the Board of Education and Roll Call*

Acting Chairwoman Jessica Gerber called the Regular meeting to order at 7:40PM. Present were members Eileen Liu-McCormack, John Convertito, Donna Karnal, Jessica Gerber, Philip Dwyer, Paul Fattibene, Jennifer Maxon-Kennelly, John Llewellyn and Marc Patten. Others present were Superintendent David Title, members of the Central Office Leadership Team, student representatives Tyler Shuster (FWHS), Max Kutsch and Suzanne Finnerty (FLHS) as well as approximately 70 members of the public.

*Election of Officers*

*Board of Education Chairman*

Mr. Patten moved to nominate Philip Dwyer for Chairman; he accepted.

Ms. Karnal moved to nominate Paul Fattibene for Chairman; he accepted.

Votes for Mr. Dwyer: Mr. Convertito, Mr. Dwyer, Mrs. Gerber, Mrs. Maxon-Kennelly, Mr. Patten (5 Total)

Votes for Mr. Fattibene: Mrs. Liu-McCormack, Ms. Karnal, Mr. Fattibene, Mr. Llewellyn (4 Total)

**Mr. Dwyer was elected Chairman.**

*Board of Education Vice Chairman*

Mrs. Maxon-Kennelly moved to nominate John Convertito for Vice Chairman; he accepted.

Ms. Karnal moved to nominate Paul Fattibene for Vice Chairman; he accepted.

Votes for Mr. Convertito: Mr. Convertito, Mr. Dwyer, Mrs. Gerber, Mrs. Maxon-Kennelly, Mr. Patten (5 Total)

Votes for Mr. Fattibene: Mrs. Liu-McCormack, Ms. Karnal, Mr. Fattibene, Mr. Llewellyn (4 Total)

**Mr. Convertito was elected Vice Chairman.**

Mr. Dwyer requested the Board's permission to move agenda item 6a directly after item 4; the Board agreed.

*Student Reports*

Mr. Schuster reported for Fairfield Warde: Fashion merchandising students are preparing the Trends Boutique, Food Service students are preparing a luncheon for senior citizens, the annual Carillon concert on December 18 is sold out, the mock trial team will compete in the state competition that take places in Waterbury, winter sports begin tomorrow, and the "More Than Sad" program will be introduced by the school counselors.

Mr. Kutsch and Ms. Finnerty reported for Fairfield Ludlowe: The winter play 'Holiday Memories' was performed on Dec. 5 and 6, the mock trial team has advanced to the 2<sup>nd</sup> round, the Red Cross blood drive reached its goal, the International Relations class took a trip to United Nations, the AP Government class finished the Federalism debate, the Candlelight concert on 12/18 is sold out, winter sports teams are place and some students are receiving early action decisions.

Congratulatory Acknowledgement: Mr. Hatzis congratulated Ms. Sarah Grinalds, Fairfield Ludlowe High School, for her extraordinary accomplishment in swimming for being the State Champion in the 50M Class LL event.

Mrs. Maxon-Kennelly asked for the winning time; Ms. Grinalds replied 23.75.

Ms. Karnal also extended her congratulations.

*Public Comment*

Kelly Crisp, Fairfield Resident: Communication Procedures.

Loretta Jay, Fairfield Resident: Allergy Policy

*Presentations*

*AON: Review of Health Insurance Projections and Affordable Care Act*

Dr. Title introduced Mr. Lindgren and Mr. Fiedler as the AON representatives and added that insurance projections will be addressed in upcoming budget meetings with the Boards of Finance and Selectmen.

Mr. Lindgren gave an update on the current year and reviewed the active column on the first page of the enclosure.

Mr. Llewellyn asked about large claims, average fees, and the IBNR. Mr. Lindgren said there are a little over \$1 million in large claims; the CIGNA rate fees are better than fair; the IBNR has yet to be calculated and is money that is incurred but not reported; retirees, if not Medicare-eligible, may stay on the plan indefinitely, but pay 100% and are not subsidized by the BOE.

Mr. Fattibene asked whether retirees are under-projected and was told that the population of retirees is so small that if one is off, the projection will be missed.

Mr. Patten asked about trend experience and was told the current trend factor was 8 months.

Mr. Lindgren reviewed the 2015-2016 Renewal Projection enclosure and noted the trend change resulting from expected teacher and administrator contract savings. Dr. Title emphasized the savings in the teacher contract and Caremark.

Mr. Llewellyn asked about projected increases in benefits for next year and planned design changes. Mr. Lindgren mentioned changes in co-pays, but added that benefits provided are not changed; services are in line with other municipalities.

Mr. Fattibene asked about line 11 with actives and retirees and the negative percent in dental; Mr. Lindgren said that projections are based on totals and the negative trend in dental is an industrial trend. Dr. Title added that switching to the Delta Dental network resulted in significant savings.

Mr. Convertito asked about the recommended projection and whether the same stop-loss carrier will be used. Mr. Lindgren said estimates are still being used and the stop-loss carrier only goes out to bid if necessary.

Mr. Llewellyn asked whether the Boards of Selectmen and Finance will attend meetings to provide budget input.

Mr. Dwyer said more numbers will be provided before the final review and he will ask the Board Chairs if they would like to attend the January meeting.

*Old Business*

*Approval of Policy #5516-Students-Students with Health Care Needs – Life Threatening Allergies and Glycogen Storage Disease Management Policy*

Mr. Patten moved, Mrs. Gerber seconded the recommended motion that the Board of Education approve Policy #5516-Students-Students with Health Care Needs – Life Threatening Allergies and Glycogen Storage Disease Management Policy.

Mr. Patten requested clarification on the legal language in the amended portion of the policy.

Mr. Dwyer asked Attorney Wyatt to come forward to respond to questions.

Mr. Convertito objected to waiving attorney/client privilege.

Mr. Convertito moved, seconded by Mrs. Maxon-Kennelly to convene to Executive Session. Discussion ensued on the proper wording of the motion.

Ms. Karnal asked several questions on who the attorney represented and whether this presented a conflict of interest.

Mr. Dwyer explained that Attorney Wyatt represents the Board of Education and the District; the firm has represented the District for the past 6 or 7 years.

Mr. Llewellyn asked if the Board was voting on an undefined motion.

Mr. Dwyer asked if the Board was ready to vote, with the understanding that Attorney Wyatt would provide the exact wording to the secretary; the Board agreed.

*Motion Language provided by Attorney Wyatt:*

Mr. Convertito moved, Mrs. Maxon-Kennelly seconded that the Board of Education convene to Executive Session to discuss strategy and negotiations with respect to a pending claim to which the Board of Education is a party pursuant to Conn. Gen. Stat. § 1-200(6)(B) and/or, pursuant to Conn. Gen. Stat. § 1-200(6)(E), to discuss a matter which would result in the disclosure of public records or the information contained therein described by Conn. Gen. Stat. § 1-210(b)(9) and invite Dr. Title, Mrs. Parks, and Mr. Wyatt as appropriate.

**Motion Passed: 9-0**

The Board went into Executive Session at 8:40PM and reconvened to Public Session at 9:37PM.

*Public Comment re Original Motion:*

Paula Healey, NSS KDG Teacher: Language related to reading snack labels.

Fairfield Parent and Teacher: Teacher and parent responsibility.

Carol Carbin, Homefair Drive and OHS teacher: Support of November language in policy.

Lauren Kinsley, Buena Vista Road and teacher: Support of November language in policy.

Loretta Jay, Rolling Ridge Road: Does not support section 5.

Caryn Fleming, OHS 4<sup>th</sup> grade teacher: Snack labels and class supervision.

Mr. Fattibene moved, Mrs. Maxon-Kennelly seconded to refer Policy 5516 back to committee.

Mr. Fattibene said the policy language should be vetted by an attorney.

Mrs. Maxon-Kennelly said the committee looks forward to addressing it.

Mr. Dwyer said that all share the concern of student safety, and the policy committee, if it so chooses, may have an attorney present during discussion.

Mr. Convertito requested clarification on the revised policy; the policy committee needs direction regarding which policy it should be working from.

Mr. Fattibene said the entire policy goes back to committee.

Mr. Patten added that only section V should be reviewed and Mr. Dwyer clarified that the entire policy goes back to the policy committee.

**Motion Passed 9-0**

*Approval of Recommended 2015-2016 Calendar*

Mrs. Gerber moved, Mrs. Maxon-Kennelly seconded, the recommended motion that the Board of Education approve the recommended 2015-2016 calendar as proposed.

Ms. Karnal moved, Mrs. Liu-McCormack seconded, to start school on September 8 instead of September 3.

Dr. Title mentioned the late Labor Day already prolongs the school year; a September 8 start day would force the last day of school to June 20, without any snow days.

Mr. Patten requested the reasoning behind the motion.

Ms. Karnal disagrees with the current start date followed by a 3 day weekend.

Mr. Fattibene asked about the regional calendar and start dates.

Ms. Karnal asked for the start dates in the regional calendar and was told the regional calendar start date will be the Thursday before Labor Day; schools may begin prior to that date but not after it.

Mr. Dwyer did not support the motion.

*Public Comment:*

Joan Robb, Dwight Teacher: Classroom temperature.

Ms. Karnal asked whether classrooms were cooler in September and was told yes.

**Motion Failed 1-7**

Favor: Ms. Karnal

Oppose: Mrs. Liu-McCormack, Mr. Fattibene, Mrs. Gerber, Mr. Dwyer, Mr. Convertito, Mrs. Maxon-Kennelly, Mr. Patten

*Mr. Llewellyn was not present for this vote.*

**Original Motion Passed 7-1**

Favor: Mrs. Liu-McCormack, Mr. Fattibene, Mrs. Gerber, Mr. Dwyer, Mr. Convertito, Mrs. Maxon-Kennelly, Mr. Patten

Oppose: Ms. Karnal

*Mr. Llewellyn was not present for this vote.*

<i>New Business</i>
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*Student Performance Indicators*

Dr. Title reviewed the enclosures for the student performance indicators; the indicators are reflective of resources and priorities and create the appropriate incentives; indicators are not overly narrow in scope, some are difficult to measure, and the district does not want to over-test; the high school student survey will be done through an outside firm and would cost the district approximately \$10,000.

Mrs. Maxon-Kennelly appreciated the breadth of the indicators and their alignment with the Mission and Goals, as well as the limited role of the standardized test; and requested details on the post-high school survey. Mr. Coyne said this is in the preliminary stage; several companies have provided information and/or proposals. When asked how this incorporates into the strategic plan, Dr. Title said that data from all measures would be gathered yearly; this may be in addition to the Capstone Project; this document is intended to be summative in nature; the improvement of formative assessments will be included in language.

Mr. Convertito asked whether the data points are working from the new Mission and Goals, and was told yes. He also asked if there were a different way to identify free/reduced lunch students. Dr. Title said Free/Reduced Lunch is the most commonly used proxy for poverty; other underperforming groups such as English Language Learners, are too small a subset to use; generally speaking, external scoring is more reliable.

Mr. Patten asked about plans for additional testing; Dr. Title said there may be some; externally scored tests will impact the budget; the district is striving for consistency among levels.

Mrs. Liu-McCormack mentioned the list was very comprehensive and asked if AP scores of 4 or 5 could be included and was told that College Board usually does 3 and above but we can add a line saying 4 or above; she also mentioned her interest in the post high school survey, and suggested seeing what our success is with various universities, as well as what our schools' perception is with universities. She asked about looking at growth percentages in certain groups. Dr. Title said the state has found cross-sectional data to be technically difficult to measure.

Mr. Llewellyn added that it could be normalized against national data so that growth could be measured vs. changes in the test.

Mrs. Liu-McCormack requested an articulation measure comparing to peers across CT; and asked for consideration to add an objective for schools in Fairfield to improve the numbers regarding national rankings such as US News and World Report.

At 10:57 PM Mr. Llewellyn moved, Mrs. Maxon-Kennelly seconded to suspend the rules and extend the meeting until 11:30PM.

**Motion Passed 9-0**

Mr. Llewellyn asked for a data timeline; he said he would like to see AP scores of 4 and 5, ACT and SAT data, and categories for academic and STEM-type clubs and also teacher retention and teacher satisfaction. Dr. Title said, once the Board approves, applicable baseline data is targeted for this June, the first year data results the following June, followed by an update in the fall.

Mr. Fattibene asked for more clarification on the chart and said he would like to more directly measure the achievement of all classes of students. Dr. Title said that there are other performance indicators, but this includes those that will be included in the Long-Range District Improvement Plan; the data points are not weighted.

Mrs. Liu-McCormack asked about iReady and was told that it is not publicly reported but is nationally benchmarked. Dr. Title also added that SBAC will be used in approximately 20 states.

Mr. Dwyer asked whether a maximum number of indicators may be recommended. Dr. Title asked for Board feedback on this but expressed some concern regarding working with a high number of indicators.

#### *Proposed Capital Non-Recurring Projects 2015-2016*

Dr. Title briefly described the non-recurring projects which included the Dwight partial roof replacement, the replacement of Jennings boilers (2 from 1966), the FLHS artificial turf field, and the system-wide security infrastructure.

Mrs. Gerber asked about health concerns with the rubber material used in the turf field; an NBC television report addressed this issue. Mr. Cullen responded that many products were researched and the chosen replacement system is best; health concerns in the NBC report were not substantiated, and Fairfield University also uses the same rubber material. Mr. Schulz also mentioned that the field is the only game field for varsity athletes and is used from 2:30 – 9:00 pm every day; he also reiterated that the health concerns regarding the rubber material have been unsubstantiated.

Mr. Fattibene asked if the security infrastructure might limit capital spending and Mr. Cullen said it is in the waterfall schedule.

Mr. Convertito mentioned the turf field is a Town asset that the Recreation Dept. also uses extensively.

Mr. Dwyer said this will be an action item for the first meeting in January.

Ms. Karnal asked whether Warde's field will also have to be addressed and was told yes. Mr. Cullen said the replacement material is much denser, heavier and longer-lasting, and Dr. Title added that the track replacement is included.

#### *Approval of Minutes*

##### *Approval of Minutes of November 25, 2014 Organizational Meeting*

Mrs. Gerber moved, Mrs. Maxon-Kennelly seconded the recommended motion that the Board of Education approve the Minutes of the **Organizational Meeting** of November 25, 2014.

##### **Motion Passed 8-0-1**

Favor: Mrs. Liu-McCormack, Mr. Fattibene, Ms. Karnal, Mrs. Gerber, Mr. Dwyer, Mrs. Maxon-Kennelly, Mr. Llewellyn, Mr. Patten

Abstain: Mr. Convertito

##### *Approval of Minutes of November 25, 2014 Regular Meeting*

Mrs. Gerber moved, Mr. Patten seconded the recommended motion that the Board of Education approve the Minutes of the **Regular Meeting** of November 25, 2014.

Mrs. Maxon-Kennelly made a friendly amendment on page 3, replacing 'non-ingested allergies' with 'non-ingested allergic reactions'. The Board agreed.

##### **Motion Passed 7-0-2**

Favor: Mrs. Liu-McCormack, Mr. Fattibene, Mrs. Gerber, Mr. Dwyer, Mrs. Maxon-Kennelly, Mr. Llewellyn, Mr. Patten

Abstain: Ms. Karnal and Mr. Convertito

*Approval of Minutes of the December 1, 2014 Special Meeting*

Mrs. Gerber moved, Ms. Karnal seconded the recommended motion that the Board of Education approve the Minutes of the **Special Meeting** of December 1, 2014.

**Motion Passed 8-0-1**

Favor: Mr. Fattibene, Ms. Karnal, Mrs. Gerber, Mr. Dwyer, Mr. Convertito, Mrs. Maxon-Kennelly, Mr. Llewellyn,  
Mr. Patten

Abstain: Mrs. Liu-McCormack

*Open Board Comment*

Mr. Dwyer asked Board members to submit By-Law amendments prior to the next January meeting.

Mrs. Gerber mentioned that the full CABA Code of Conduct exists in BOE policy, it is not an abridged version and she requested the website version be removed.

*Adjournment*

Meeting adjourned at 11:30PM with no vote.

Jessica Gerber  
Fairfield BOE  
Secretary