

1 MILFORD SCHOOL BOARD
2 MINUTES OF THE NOVEMBER 19, 2018, MEETING
3 MILFORD HIGH SCHOOL, LECTURE HALL #182
4

5 **1. Call to Order**
6

7 Board Chair Ron Carvell called the meeting to order in Lecture Hall #182 at the Milford High
8 School at 7:00 p.m. Board members present were, Mr. Kevin Drew, Vice Chair, Mr. Bob
9 Willette, Mr. Len Mannino and Ms. Jennifer Siegrist. Also in attendance was Dr. Jessica
10 Huizenga, Superintendent of Schools and Ms. Jane Fortson, Business Administrator.
11

12 **2. Board Member Comments**
13

14 There was none.
15

16 **3. Public Comments**
17

18 Ms. Theresa Waller, 5 Deerwood Drive, addressed the Board and stated that her children
19 attended the Milford School District and she felt it was very important to have
20 paraprofessionals in the classroom and her children worked with them often.
21

22 Mr. Steve Vetack, 5 Georgetown Drive, addressed the Board and stated that he was a teacher
23 at Milford High School but he was speaking as a taxpayer. He said he was concerned with
24 reducing the number of paraprofessionals. He said his concern was the potential legal
25 repercussions because the IEP's had to be fulfilled which was a matter of law. He asked how
26 the services would be rendered if there were fewer people at the high school delivering the
27 services.
28

29 Mr. Carvell replied the services would not be put in jeopardy and the public comment portion of
30 the meeting was to hear comments from the public and not to have a back and forth
31 conversation with the Board.
32

33 Mr. Vetack said that while he respected Mr. Carvell's response, he felt it was an important
34 question. Mr. Carvell said services regarding IEP's would not be stopped. He said the key
35 piece was they would still have the one on one supports and services for the students beyond
36 what the IEP's required.
37

38 Mr. Vetack stated his biggest concern moving forward with the proposed budget was he was
39 not sure Superintendent Huizenga had been in the position long enough to make such big
40 changes.
41

42 Ms. Brenda Walker, Route 13 South, addressed the Board as a paraprofessional as well as a
43 taxpayer. She said Mr. Carvell had said that anyone affected by the budget cuts would be
44 personally notified. She said in fact, ten of the people affected were not notified in person but
45 they found out on the district's website.
46

47 Mr. Carvell replied the Board would look into that because everything was held back from the
48 website until notifications were made.
49

50 Ms. Walker said they were told the budget would be released on Thursday evening and it was

51 released on Wednesday, prior to Mr. Hatfield having an opportunity to speak to his special
52 education associates. She said it was a pretty lousy way to find out.

53
54 Ms. Walker said the budget indicated there would be a 37% increase in staffing and according
55 to her calculations, part-time staff increased by 31% and full-time staff increased by 4%
56 making it a combined total increase of staff members of 22%.

57
58 Ms. Walker stated she did not understand the logic of having an attendance report in a budget
59 report. She further stated that the proposed cuts were very top-heavy.

60
61 Mr. Bob Thompson, 50 Wallingford Road, addressed the Board and stated that his comments
62 represented his views as a parent and not as a member of the Milford Budget Advisory
63 Committee. He said if the present budget was adjusted to include inflation, there was \$1.3
64 million less money than there was in the previous budget. He said that translated into \$1.3
65 million worth of resources that they currently had but would be taken away. He further said he
66 felt cutting the budget by \$1.3 million was unethical and did a massive disservice to the
67 students.

68
69 Mr. Thompson suggested the Board consider increasing the budget by 1% which translated to
70 a \$420,000 increase. He said the senior citizens in Milford were on a fixed income and if they
71 increased the budget by 1%, the seniors would have more money in their pockets after they
72 paid their taxes.

73
74 Mr. Thompson also suggested that the Board hold off on hiring the HR Assistant for \$40,000.
75 He said he did not think they needed to add positions in the SAU when they were cutting
76 teachers and paraprofessionals.

77
78 Mr. Thompson asked the Board to consider reducing the \$100,000 for professional
79 development to \$50,000. He said he felt Title 2A grant funds could be used for that. He
80 further said the last item he would ask the Board to reconsider was the \$88,000 for
81 Chromebooks because they would have 2,400 Chromebooks the following year and only 2,200
82 students.

83
84 Mr. Thompson said his suggestions would save \$700,000 and felt it could be used to reinstate
85 some of the teaching positions. He suggested the Board take \$100,000 and put it back into
86 the maintenance budget. He also suggested that the chemistry teacher position be reinstated
87 from a .5 position to a 1.0 position.

88
89 Mr. Thompson suggested that the funding for special education be increased by \$433,500,
90 which would keep the special education staff at the current level.

91

92 Ms. Bridget Jasper, 15 Power Street, addressed the Board and asked what would happen if a
93 special education teacher was not in due to illness. She asked if the special education teacher
94 was certified if that meant they would hire a substitute who was also certified. Superintendent
95 Huizenga replied that was not necessarily the case. Ms. Jasper said she would hope the
96 substitutes would be certified because it was the responsible thing to do.

97
98 Superintendent Huizenga said she did not disagree, but currently, when a paraprofessional
99 was absent, they were out of compliance and that happened every day.

100
101 Ms. Jasper asked what would happen if the special education teacher were not in.
102 Superintendent Huizenga replied they had many teachers in the district who were both general
103 and special education certified. She said in that case, they would have a dual certified teacher
104 to teach those students and they would not be out of compliance.

105
106 Ms. Becky Ledoux, 87 Ball Hill Road, addressed the Board and stated that one of the
107 administrators had said, with regard to cutting the instructional aides, “well, the teacher’s can
108 handle it, their contract says they are permitted 200+ hours but they are getting more than
109 that.” She stated the Board said teachers would get increased language arts training,
110 increased math training and be expected to co-teach with special education teachers. She
111 further stated she did not think it was fair to cut instructional aides and expect teachers to pick
112 up more.

113
114 Ms. Ledoux indicated the SAU proposed to have the curriculum & instruction person move into
115 an Assistant Superintendent position as well as hiring a person to fill an HR Associate position.
116 She said instructional aides were actually helping the students on a day-to-day basis. She
117 further said she was very concerned about the “top heaviness of the proposed additions to the
118 SAU.”

119
120 Ms. Jennifer Ball, 23 Shady Lane, addressed the Board and stated that she felt as a
121 community they needed to look at why the students were not making the progress they should
122 have been making in math and reading. She said her concern moving forward was that they
123 were making too many changes, too quickly and they would not be able to sustain those
124 changes in a meaningful way.

125
126 Superintendent Huizenga replied that she appreciated Mrs. Ball’s comments with regard to the
127 speed at which they were moving. She said there had been many children over many years
128 who had not received the services needed and her question to the community was if not now
129 then when. She further said there was a 1:3 student ratio in special education and on average,
130 a 40% achievement gap between special education and general education students which
131 rivaled urban numbers.

132

133 Superintendent Huizenga commented there was only one student at Milford High School with
134 an IEP who was accessing an Honors or an Advanced Placement level course, only one child
135 out of 810 children. She said what that indicated was if you were a student with an IEP and
136 you went to Milford High School, it was essentially an indictment that the child would be in a
137 lower level class. She further said it was not a teachers or parent's fault but they just did not
138 have the appropriate systems and structures in place to provide the best services and support
139 for all children.

140
141 Superintendent Huizenga asked the community to please, look at the numbers themselves and
142 again asked if not now then when.

143
144 Ms. Carla Boudreau, 9 Windsor Drive, addressed the Board and stated that she felt the
145 proposed long-term plan had some merit to it by starting in the lower grades but she also felt
146 they were sacrificing the kids in the high school to make the plan happen and that was not
147 helping "all kids." She said taking away teachers and paraprofessionals was not going to help
148 any of those children.

149
150 Ms. Boudreau asked if hard copies of the budget would be available at the SAU or the library
151 to take out on loan. Superintendent Huizenga replied they would make hard copies available.

152
153 Ms. Boudreau asked if there was a decline in enrollments why they needed additional
154 administrative staff. She said specifically, she felt Dr. Huizenga had not been in the position
155 long enough to justify adding administrative staff positions that would not provide interaction
156 with the children on a daily basis.

157
158 Superintendent Huizenga replied the Assistant Superintendent position was simply reinstating
159 what they had seven years prior and they did make a case to hire an HR Generalist, but those
160 were the only two administrative positions being requested. Ms. Boudreau said the district had
161 consistently fewer enrollments and she felt they were fine without an Assistant Superintendent.
162 Superintendent Huizenga pointed out that the Assistant Superintendent's role was simply a
163 reallocation of responsibilities and there would no longer be a Director of Curriculum position.

164
165 Ms. Boudreau asked what responsibilities Superintendent Huizenga would no longer have that
166 the Assistant Superintendent would assume. Superintendent Huizenga replied it would not
167 remove any responsibilities from her whatsoever. She said the Assistant Superintendent
168 would assume the oversight of Title I administration, oversee the General Education 504
169 Plans, oversee all teaching and learning in the general education area as well as oversee the
170 Special Education Director, so there would not be any more siloing and separation between
171 general education and special education.

172
173 Ms. Boudreau stated that she did not think there was any siloing of information. She said she

174 had no concerns with the special education staff doing their job and doing it without having
175 someone else telling them how to do it. Superintendent Huizenga replied that would not really
176 be the case but thanked Ms. Boudreau for her comments.

177
178 Ms. Meg Peterson, 22 Deerwood Drive, addressed the Board and stated that she had two
179 children in the district and they had been waiting eight years to get the education they
180 deserved. She said she felt some of the things which were proposed in the budget were things
181 that were desperately needed.

182
183 Ms. Nicole Forrence, 274 Ponemah Hill Road, addressed the Board and asked what the
184 default budget was. Mr. Carvell replied the law had changed and they were unable to
185 calculate that until they knew where the proposed budget was. Ms. Forrence asked if the
186 budget did not pass what would the staffing recommendations be with a default budget.
187 Mr. Carvell replied he could not answer that. He further replied the deadline for the default
188 budget was approximately January 8th.

189
190 Ms. Forrence stated that she had a child who had a 504 Plan and asked what training the
191 general education teachers would receive. Superintendent Huizenga replied there was a full
192 day and two-day certification training programs that she had already begun to look into and
193 they would provide that training for general education teachers.

194
195 Ms. Forrence asked what that certification looked like. Superintendent Huizenga replied it
196 entailed an exploration and overview of the law as well as anything else needed to be able to
197 lead a 504 meeting effectively, assist in writing a 504 Plan, as well as oversee and ensure the
198 504 Plan was being implemented.

199
200 Ms. Forrence asked how Superintendent Huizenga came up with adding six administration
201 positions. Superintendent Huizenga replied there were not six proposed administrative
202 positions. She said the HR Generalist position was desperately needed because they were
203 very short staffed in the SAU. She further said the Assistant Superintendent position was
204 simply an expansion of the roles and responsibilities of the current Director of Curriculum. She
205 pointed out that those were the only two central office position changes and the rest of the
206 proposed positions were school-based and would interact with students and staff.

207
208 Superintendent Huizenga noted that the impact on the high school was a total of fifteen
209 sections and the core reductions was one section in world language, two sections in English,
210 two sections in math and one section in science. She said she felt the perception was it would
211 mean a reduction in opportunities for kids and they would not be able to take classes and that
212 was not the case. She further said the reductions were all due to enrollment numbers going
213 down, pointing out that they had a great deal of staff and very low class sizes. Superintendent
214 Huizenga commented that there would be no impact to Advanced Placement and Honor

215 classes.

216

217 Mr. Will Nichols, a student, addressed the Board and stated that he felt the teachers and
218 students were great at being able to change every day. He said he was the Principal's Cabinet
219 representative for the school and his job was to take any student issues to the administration
220 at the high school and in his time serving in that capacity, he had never had a student
221 complain that a teacher was unwilling to change.

222

223 Ms. Isabella Falcetti, a student, addressed the Board and stated she was a senior but had a
224 younger brother who had a 504 Plan. She said she felt the Guidance Counselors already had
225 enough to worry about without adding more responsibilities. She further said she felt the 504
226 Coordinator's position should be kept.

227

228 Mr. Angel Piedra, 147 Richfield Drive, addressed the Board and stated that he had written a
229 letter to the Board as well as to Superintendent Huizenga. He also said he was a Spanish
230 teacher and would like the Board to reconsider the reduction of that position.

231

232 Mr. David Wilson, 34 Wildflower Drive, addressed the Board and stated that he had a child
233 with special needs and was very grateful for the programs his son was able to access. He said
234 he would like to see other children have even more opportunities than he did. Mr. Wilson said
235 a change was a long time coming.

236

237 Mr. Jeff Carpenter, 35 Clark Road, addressed the Board and stated that he felt the
238 Superintendent had been there for too brief of a time to understand the community and get
239 input from the staff to be making the proposed cuts.

240

241 Ms. Sydney Kolasinski, a student, addressed the Board and asked what the four additional
242 administrators would provide the students and how they would help the students more than the
243 teachers already there. Superintendent Huizenga asked which four administrators

244 Ms. Kolasinski was referring to. Ms. Kolasinski replied any of the four administrator positions.

245

246 Superintendent Huizenga replied the Humanities Coordinator and the STEM Coordinator at the
247 high school would both be teaching positions as well as perform some administrative duties.

248 Ms. Kolasinski asked why the current teachers could not do that. Superintendent Huizenga
249 replied the new positions would probably be filled with current teachers who were ready to take
250 on leadership roles. Ms. Kolasinski said she thought they should put more money into the
251 maintenance budget for the schools.

252

253 Ms. Sarah Martin, 9 Harvest Drive, addressed the Board and asked if the Speech
254 Paraprofessionals were certified. Mr. Hatfield, Director of Special Services, replied they had
255 three speech assistants and one was a certified Speech & Language Therapist Assistant. He

256 further said the other two had degrees in Communications and had experience in that area but
257 were not certified.

258
259 Ms. Elena Crawford, 91 Melendy Road, addressed the Board and stated that she was the
260 Department Coordinator for the Math Department, and they sectioned out the classes after the
261 students chose their courses for the following year. She said the students drove the
262 sectioning.

263
264 Ms. Stephanie Kokko, 41 Summer Street, addressed the Board and said that adding more
265 administration at the top did not make her comfortable because there would just be more
266 people who would not do what they were supposed to do. She asked how the co-teacher
267 team-teacher model would be taught. Superintendent Huizenga replied one of the reasons
268 she put forward the amount she did in the budget for professional development was because
269 she was a big believer in the reciprocity of accountability.

270
271 Ms. Ann Mulvey, 3 Birch Lane, addressed the Board and asked what “co-teaching” meant.
272 Mr. Hatfield replied it was typically a general education teacher and a special education
273 teacher but it could also be a special educator and a speech pathologist.

274
275 Ms. Sherry Federico, 146 Westchester Drive, addressed the Board and said she was
276 concerned about adding the 504 Plans onto what she felt were already taxed Guidance
277 Counselors.

278
279 Mr. Mike Hatfield addressed the Board and stated that his plan was to engage the help of
280 Attorney Jeanne Kincaid from Drummond Woodsum, who was the “guru” in the state for
281 Section 504 Plans, to train all of the necessary personnel including administration around 504
282 Plans.

283
284 Mr. Hatfield said he had done research around co-teaching professional development and
285 there was a workshop series in June which aligned with their end of the year professional
286 development days that was organized by the Institute on Disabilities.

287
288 Ms. Lane Pratt, 6 West Meadow Court, stated that in her experience it became problematic if
289 the special education teacher was unable to be in the classroom due to meetings or
290 conferences. She said she felt all districts should really value paraprofessionals because they
291 sometimes did not feel valued and were always the first to be cut.

292
293 Ms. Meliss Letendre, a resident, addressed the Board and asked for clarification with regard to
294 the numbers that would reduce the caseload of the 504 Plan management.

295
296 Superintendent Huizenga replied that the following year they would have 79 students at the
297 high school on 504's. She said those students ranged in level of need and intensity. She

298 further said they had four Guidance Counselors and if those 79 students were distributed
299 across four Guidance Counselors it would come to approximately 17 students per Guidance
300 Counselor. Superintendent Huizenga said there was currently only one 504 Coordinator for
301 the entire high school and there was 100 students on her caseload.

302
303 Ms. Letendre commented that she did not understand why they wanted to replace such a
304 highly qualified individual with individuals who were not experts with the medical conditions
305 that some of the children had. Superintendent Huizenga replied that a 504 Plan was a general
306 education requirement and the implementation of the accommodations within a 504 Plan was
307 the responsibility of the teachers. She said the 504 Coordinator made sure the services were
308 completed and followed through on.

309
310 Mr. Hatfield added that although the case management was going to the Guidance
311 Counselors, it would be a team approach. He said the nurse had to be involved with any
312 student that had medical issues. He further said the special education teachers and Special
313 Education Case Managers were all part of them and pointed out that children who were on
314 504's could access services under special education.

315
316 Ms. Aspy Talapa, a student, addressed the Board and stated she did not feel that just
317 because a teacher had seniority meant they were a better teacher and she would be very sad
318 if her Spanish teacher had to go.

319
320 Ms. Colette O'Connor, 294 Mason Road, addressed the Board and stated that one of her
321 concerns was combining the supported classrooms with B level classes. She said although
322 she agreed with pushing the kids to the best of their capability, she did not see some of the
323 supported students being able to do B level work.

324
325 Mr. Jacob Federico, 146 Westchester Drive, addressed the Board and asked what the Board's
326 reason was for changing the 504's to the Guidance Counselors. Superintendent Huizenga
327 replied the reason was that in most schools, all over the country, 504's oversight lay within the
328 Guidance Counselors responsibilities.

329
330 Mr. John Hall, 33 West Street, addressed the Board and stated that his children had an IEP
331 and a 504 Plan, respectively, and he felt the services they received on the current programs
332 were outstanding. He said he felt shifting the responsibility of 504's to the Guidance
333 Counselors would be a mistake.

334
335 Ms. Emily Sullivan, a student, addressed the Board and asked why they were paying out
336 Mr. Bob Marquis' contract. Mr. Carvell replied that was not a question relevant to the current
337 meeting and it was also a personnel matter but the information was in his contract.

338

339 Mr. Carvell asked if there were any other members of the public who had comments or
340 questions. There was none.

341

342 **4. Reports and Presentations**

343

344 **a. Annual Report of Test Scores**

345

346 Mr. Mike Tenters, Director of Curriculum and Information, addressed the Board and stated that
347 the statewide assessment was done every year in the spring and the previous year was the
348 first year they used the new statewide assessment system and pointed out the system had
349 changed three times over the last five years. He further said last year was the first year that
350 Science was tested. He said grades three through eight were tested in the statewide
351 assessment and grade eleven was tested at the SAT level.

352

353 <u>English Language Arts:</u>	Grade 3 – 50% proficient
354	Grade 4 – 55% proficient
355	Grade 5 – 59% proficient
356	Grade 6 – 46% proficient
357	Grade 7 – 65% proficient
358	Grade 8 – 70% proficient

359

360 Mr. Tenters commented that grades three, five and six were a little bit below the state average.

361

362 Mr. Tenters said they used DIBELS at the elementary level to test how students did with
363 foundational skills and literacy. He said they were promoting additional supports at the
364 elementary level because they noticed many students coming out of kindergarten and first
365 grade with significant deficiencies in reading. He further said the data indicated there were
366 unintentional gaps and areas that needed to be addressed and he wanted to make sure the
367 resources were allocated where there was a need. He said if they could help address some of
368 the issues at the earlier levels, they would see an increase in proficiency throughout the years.

369

370 Mr. Tenters stated that they had used NWEA quite a bit and had done training on it in an
371 attempt to help staff understand what the data was saying.

372

373 Mr. Tenters commented that they did better in math in terms of the statewide assessment. He
374 further commented the only grade level which they were below the grade level was in grade
375 seven.

376

377 <u>Math:</u>	Grade 3 – 59% proficient
378	Grade 4 – 67% proficient
379	Grade 5 – 48% proficient
380	Grade 6 – 51% proficient
381	Grade 7 – 46% proficient
382	Grade 8 – 53% proficient

383

384 Mr. Tenters said he was a huge advocate for getting kids to do real-life, real-world problems to
385 apply their knowledge.

386 Mr. Tenters stated that they were currently using the Next Generation Science standards to
387 assess the students. He further stated throughout the State of New Hampshire, the results for
388 science were always very low, pointing out that only 2% of New Hampshire students would
389 reach the top level of proficiency. He said the most recent assessment of Milford's students
390 averaged about 48% proficient, which was above the state level. He also said the specific
391 areas around earth, space, science and physical science should be addressed. Mr. Tenters
392 pointed out that one of the things they were trying to do, as a district goal, was to do more
393 around STEM, STEAM and problem-based learning. He said some of the training that would
394 be provided, as well as some of the restructuring which the Superintendent had proposed,
395 would help with some of the oversight of the math and sciences pieces, in particular, at the
396 high school.

397
398 Mr. Tenters stated it was the third year in a row that all of the students took the SAT as part of
399 the statewide assessment. He further stated that the students had averaged a composite
400 score of 1,043 compared to the state average which was 1,032.

401
402 Mr. Tenters commented that the students met the benchmark in terms of college readiness for
403 ELA and math. He said 67% met the benchmark for ELA dents and 46% met the benchmark
404 for math.

405
406 Mr. Tenters said there was a new category within the SAT's entitled "Passport to Advanced
407 Math" which showed the likelihood of students who would be able to do advanced math
408 courses in college.

409
410 Mr. Tenters also commented on the Advanced Placement (AP) scores for the year. He said
411 there were 64 students at the high school who took Advanced Placement exams the prior year.
412 He further said a score of three was considered a passing grade but some colleges would
413 require a higher score. He pointed out that 75% of students scored a three or above on the AP
414 exams.

415
416 Mr. Tenters said one of the things he would like to do in terms of utilizing professional
417 development was to continue to use the NWEA data to identify areas of weakness in staff
418 training as well as to improve instruction in the classroom. He said he would also like to
419 continue to increase the use of technology to differentiate instruction, personalized learning
420 and supplemental support. He said students had been weak on problem-based learning and
421 creation of assessments on performance tasks.

422
423 Mr. Tenters said it was huge for them to continue to monitor the changes to the statewide
424 assessment and explore the use of the interim assessments. He said he also felt it was
425 important to update their curriculum maps so they had more interdisciplinary opportunities and
426 improve communication in terms of when the skills were taught to avoid redundancy. He said
427 it was also important to have data-driven dialogues as part of the ELA curriculum review and
428 finally, to continue to work on having discussions to increase the use of their expertise and
429 specialties, particularly at the earlier levels in an effort to improve services and instruction for
430 all of the students.

431

432 Mr. Tenters said many of the proposed changes in the budget were designed to help with
433 specific deficiencies they had in early literacy and mathematics but also to provide the best
434 services for the students. He said he applauded the efforts of the staff.

435
436 Mr. Carvell asked, with regard to the SAT scores, what the 14.3% of identified students was in
437 relation to the 67%. Mr. Tenters that 67% of the students met the college level benchmark and
438 14% represented the gap between special education and regular education.

439
440 Superintendent Huizenga said there were specific areas that stood out on the SAT's and
441 asked what some of those areas were and what Mr. Tenters' thoughts were on the possible
442 causes. Mr. Tenters replied the data analysis on the math, specifically probability and
443 statistics, 18% of the students were on track for college readiness. He said another area that
444 may have been an area of weakness was standard conventions, pointing out that 25% of the
445 students tested in the lowest category. He further said there were several reasons for it such
446 as multiple areas were being targeted or not being targeted or a misalignment of the
447 curriculum or perhaps something was taught at a certain level and was not reinforced.

448 449 **5. New Business**

450 451 **a. Financial Forecast**

452
453 Mr. Carvell stated that Ms. Fortson would provide hard copies of the financial forecast at the
454 next meeting but asked her to provide the Board with her summary.

455
456 Ms. Fortson stated that she reviewed the revenues which were pretty much on target, pointing
457 out the only one she was a little concerned with was Medicaid billings. She said they had only
458 received about 10% of what was projected, but it was still early.

459
460 Ms. Fortson said the other local revenue line was ahead of the projections and that was
461 because they received between approximately \$18,000 and \$20,000 as a rebate from
462 Eversource for the energy efficient air-handling units which were installed at the middle school.

463
464 Ms. Fortson reported that she was not very concerned with the expenditures although there
465 were some areas where she saw an overspending in one line item and it was underspent in
466 another item. She said one of the things she had said to the principals was that when they
467 were spending, she was okay if they wanted to overspend slightly in one line item as long as
468 they were aware that they had to underspend in another line item.

469 470 **b. Schedule Budget/Bond Hearing**

471
472 Mr. Carvell stated that the Budget/Bond Hearing was scheduled for on January 15, 2019, in
473 the Lecture Hall, Room #182.

474 475 **c. Internal Diversion Programming – School Resource Officer, Rich Addonizio**

476

477 Mr. Carvell stated that Officer Addonizio was not able to attend the meeting and would be
478 rescheduled for a date to be announced.

479
480 **6. Old Business**

481
482 **a. 2019 – 2020 Budget Work Session**

483
484 Mr. Carvell stated after reviewing all of the information from the previously held meeting
485 regarding the budget, as well as some other feedback that he received, he proposed that the
486 budget be increased by \$56,000. He reiterated that it was only a proposal.

487
488 Mr. Carvell said he would like to add a Social Worker at the Heron Pond Elementary School
489 which meant there would be one full-time Social Worker with two Guidance Counselors at the
490 Heron Pond Elementary School and one Social Worker along with one Guidance Counselor at
491 the Jacques Memorial Elementary School. He said that would be an increase of \$87,000.

492
493 Mr. Carvell also said he would like to reinstate the World Language Program from the .63
494 which was in the proposed budget to a full-time position and explore the early Foreign
495 Language Program, as it needed to address the needs of additional specialists at Jacques. He
496 said that would be an increase of \$54,000.

497
498 Mr. Carvell stated that he would like to reinstate one math, science or English teacher
499 positions back to 1.0 for the following year and perhaps take a look at that in anticipation of
500 significant enrollment reductions at the high school in 2021.

501
502 Mr. Carvell said he agreed and heard from many people as well as the Principal at the high
503 school that people had some concerns about the added positions in the administration. He
504 further said with that, he would ask the team to go back and eliminate the 10-month Assistant
505 Principal position at the high school. Mr. Carvell commented that the Assistant Principal
506 position, along with the anticipated enrollment drop, would likely not warrant it. He further
507 commented that would save \$135,000 which could be used for the proposed reinstated
508 positions.

509
510 Mr. Carvell also recommended reinstating \$40,000 to the maintenance budget. He said they
511 invested \$3 million into a bond and he would like to see a little bit come back from the
512 proposed \$100,000 reduction.

513
514 Mr. Carvell said he also agreed with some of the discussions surrounding the number for
515 professional development and would like to reduce the request by \$25,000 which would make
516 the total for professional development at \$75,000.

517
518 Mr. Carvell stated his proposed suggestions would change the overall budget to an increase of
519 \$56,000.

520
521 Mr. Carvell asked if there were any other Board members who had questions or comments.

522
523 Ms. Siegrist stated that she agreed with all of Mr. Carvell's suggestions. She further stated

524 that she was excited to hear what the administration felt about moving a Spanish teacher to
525 the younger grades. She said she felt adding money to maintenance was also great and a
526 Social Worker was incredibly needed.

527
528 Ms. Siegrist thanked everyone for attending the meeting and said it was great to see the
529 support for the students as well as the district. She said she appreciated the comments
530 regarding how the students with IEP's and 504's were getting the services they needed from
531 the staff. She further said she had not been so lucky with her own children and she did not
532 blame anyone for not doing their job but she felt it was a problem with the system. Ms. Siegrist
533 commented that she did not feel everyone had all of the training needed and they needed to
534 provide that training.

535
536 Mr. Drew stated that he was still uncomfortable with reducing the maintenance budget at all.
537 He said it was discussed at length the previous Saturday and as Mr. Thompson had pointed
538 out, there was still another \$15 million worth of work to be done. He further said he was
539 moved by some of the comments that there was a perception that the 50 plus-year-old building
540 was falling down around people. Mr. Drew said they were addressing the issues in all of the
541 buildings but there was much more to do. He stated he would prefer level funding the
542 maintenance budget as they had the previous year.

543
544 Mr. Mannino asked Mr. Carvell to clarify the reinstatement of the Foreign Language position.
545 Mr. Carvell replied the reduction was at the high school of .63 and he would like to move the
546 rest of that time, putting the full-time position back, but also look at exploring an early Foreign
547 Language Program at Jacques and start building a broader program.

548
549 Mr. Carvell said he agreed with Mr. Drew's comments regarding level funding the maintenance
550 budget and asked Superintendent Huizenga and the leadership team to take a look at it.

551
552 Mr. Carvell stated again, these were all proposals and he received a lot more information at
553 the meeting and he needed to review his notes, pointing out there could additional moving
554 pieces to it.

555
556 Mr. Carvell asked Superintendent Huizenga how many special education paraprofessional
557 positions were proposed to be cut. Superintendent Huizenga replied it was 12.5. Mr. Carvell
558 asked if that number indicated 12.5 people. Superintendent Huizenga replied there were 12.5
559 FTE's proposed to be reduced, three of them were through attrition and four were general
560 education associates. Mr. Carvell clarified that would leave a 5.5 reduction in special
561 education. Superintendent Huizenga replied that was correct. Mr. Carvell asked how many
562 paraprofessionals there were in the district. Superintendent Huizenga replied they currently
563 had 93.

564
565 Mr. Carvell commented that the Board would review the proposed budget again at the next
566 meeting.

567
568

569 **b. Policy Proposal (Exhibit is attached to meeting agenda)**

570

571 **1. Policy #4065 Family Medical Leave (Second Reading)**

572

573 Mr. Carvell asked if there were any members of the Board who had questions or comments.
574 There was none.

575

576 Mr. Willette made a motion to approve the second reading of Policy #4065, Family Medical
577 Leave. Mr. Mannino seconded the motion.

578

579 **VOTE: 5-0**
580 **MOTION CARRIED**

581

582 **7. Public Comments – Budget**

583

584 Mr. Paul Dargie, Prospect Street, addressed the Board and stated there were a couple of
585 errors on page 47 of the proposed budget, Elementary Class Size Projections for 2019 – 2020.
586 He said the kindergarten forecast was 138 and the grade one forecast was 162.
587 Superintendent Huizenga replied the numbers that were in the proposed budget were
588 deliberate, as the administration did not agree with the projections which were provided, mainly
589 because of the new full-day kindergarten program.

590

591 Mr. Dargie stated there were seven teachers for grades four and five and he felt they only
592 needed six teachers in each grade. Superintendent Huizenga replied that she disagreed that
593 high classroom sizes at the elementary school level were appropriate and that had not
594 achieved the best results for kids over the last few years.

595

596 Ms. Jen Ball, 23 Shady Lane, addressed the Board and stated she appreciated the fact that
597 the Board was willing to reinstate some pieces within the budget. She requested the Board to
598 think about reducing the 504 Coordinator position as well as the paraprofessional positions.

599 Ms. Ball also said she was a little concerned with why they were looking at bringing foreign
600 languages to the lower grades because based on the DIBELS scores, the students had a hard
601 time reading English.

602 Ms. Brenda Walker, Route 13 South, addressed the Board and stated that she too applauded
603 having foreign languages at the elementary level but that would mean hiring a new language
604 teacher when there were multiple children in first, second, third and fourth grades that could
605 not even tie their own shoes. She said cutting four grade level aides to implement a first grade
606 language teacher might not be where their priorities should be.

607 Ms. Morghan Stevens, a resident, addressed the Board and stated that she graduated from
608 Milford High School in 2015 and she was concerned that a math and science teacher was

609 proposed to be cut at the high school. She said that would make it difficult for students to grow
610 and prosper if their resources were taken away.

611 Ms. Susan Smith, 136 Anna Drive, addressed the Board as a taxpayer, but noted she was also
612 a member of the Budget Advisory Committee for the School Board. She said in her
613 experience if there was a proposed increase to the budget people would not vote for it and
614 would vote for the contingency budget. She further said her assumption was that part of the
615 reason the proposed budget was below the current year budget was so that would not happen
616 and they would get a budget which would include some needed changes.

617 Mr. Carvell replied the Board did not give any direction to the Superintendent regarding the
618 budget. He said the Board wanted the Superintendent to work with the leadership team and
619 build a budget from zero. He further said he was a little taken back when he initially saw the
620 proposed budget was \$93,000 less than the current budget. Mr. Carvell stated that he did not
621 feel like they were building anything to meet a number but to build something to make the
622 program work and to enhance it.

623 Ms. Smith commented that she hoped everyone would support a budget that would actually
624 pass.

625 Mr. Carvell commented that he found the numbers he was looking for earlier and the new
626 budget proposal was for \$41,977,308, which was \$42,366 less than the current budget.

627 Ms. Nicole Forrence, addressed the Board and asked if it was correct that the proposal was to
628 add world language to the kids that had the most significant needs. Superintendent Huizenga
629 replied that she had the opportunity and privilege to work in urban districts that had dual
630 language emersion programs and early world language programs and research indicated that
631 foreign language instruction actually enhanced the acquisition of other languages, including
632 the English language.

633
634 Superintendent Huizenga said there were significant needs at the early grades levels, but
635 there was also the reality that even though they had added a significant amount of staff at
636 Jacques, they were still understaffed in terms of their specials and running their schedule.

637
638 Ms. Forrence asked if they planned to check everyone's credentials to make sure they could
639 co-teach when the staff was reallocated. Superintendent Huizenga replied they had already
640 begun that process.

641
642 Ms. Carla Boudreau, 9 Windsor Drive, commented that she had heard a lot from
643 Superintendent Huizenga and Mr. Carvell but wanted to hear from the other Board members
644 as well.

645
646

647 Mr. Willette stated that he was a very fiscally conservative person and he enjoyed receiving a
648 budget from the administration that the Board did not have to say take this back and cut
649 \$1 million from it, which they had done every year for the past sixteen years. He said he
650 believed the administration looked at the district's needs and went from needs to the budget.
651 He further said he felt they should spend money on maintaining the buildings. Mr. Willette
652 commented that he was a little bit leery of reducing classroom personnel and adding office
653 personnel. He further commented that he felt the budget was well thought out and well done.
654

655 Mr. Drew said although there was a lot of change proposed, he liked the proposed budget in
656 general but he was still absorbing it. He said he agreed it was well thought out and he felt the
657 public comments were very important but they still had a little way to go.
658

659 Mr. Mannino stated that he liked the new format very much. He further stated there was no
660 question that the data supported change and in his opinion, they should not wait. He
661 commented that he was concerned about the 504 piece of it, the stories that he heard were
662 compelling and he too had a child who needed special education so he definitely understood.
663 He said it was a lot of information to digest, but it was not unlike prior budget years and it was
664 very nice to have direct and honest community input.
665

666 Ms. Siegrist commented that shortly after her children began school in the district she joined
667 the Budget Committee because she saw a huge increase in their taxes and she heard outcries
668 from so many people. She said she was very excited when former Superintendent Marquis
669 introduced Competency-Based Learning because it looked like a great opportunity but she
670 never saw anything come from it. Ms. Siegrist said when they hired Dr. Huizenga, she went
671 into the community, she did a survey, went through the district with a fine-toothed comb and
672 gathered every piece of data she could and discovered that while the community felt the
673 School District was doing well in certain areas, in reality, there were huge gaps. Ms. Siegrist
674 stated that it was the first time that she knew of in the district's history that they had been
675 shown a full program and how it would be implemented.
676

677 Ms. Siegrist stated that she was very excited to see the new programming implemented. She
678 further stated that the proposal was the most incredible one the community had ever received
679 and to pick apart one or two pieces and only focus on those few pieces was a bit unfair to the
680 entirety of the content which was being proposed.
681

682 Ms. Siegrist said that having one person in charge of 104 504 Plans was not tenable. She said
683 maybe some students were getting what they needed but the rest of the students were not.
684 She also said she did not like the fact that people had to wait a week or more just to get a
685 schedule looked at by a Guidance Counselor, she noted she was not sure if that was due to
686 the overloading of the Guidance Counselors or a poor way which their workload was handled
687 or managed.

688 Ms. Siegrist commented that many of the proposed suggestions were indicative of the
689 research that had come out and even though it was different, she said she felt they needed to
690 give it a chance. She further commented she did not see the administration as downward
691 facing and telling people what to do but as being the people who were empowering them to do
692 the best they could.

693
694 Ms. Paula Durand, addressed the Board as a taxpayer and asked what the tax rate impact
695 would be. Mr. Carvell replied he did not know off hand but it was in the proposal.

696
697 Ms. Jennifer Erdody, 14 Johnson Street, addressed the Board as a teacher in the district. She
698 said she was hired in 2007 – 2008 at .63 and was told in her interview that her position would
699 be made full time; however, she was still part-time. She further said it was unrealistic to
700 reduce a position to .63 and still expect the same educational experience for the students.

701
702 Ms. Suzanne Schedin, a taxpayer, addressed the Board and asked if the funds for the
703 reallocation of the staff at the administrative level would come from a grant. Superintendent
704 Huizenga asked which positions Ms. Schedin was referring to. Ms. Schedin replied they were
705 the subsidized administration and coaching positions. Superintendent Huizenga replied that
706 part of the proposed Assistant Superintendent position would be paid out of Title I.

707
708 Ms. Schedin asked if the positions were not grant funded, would they go back into the regular
709 budget which would make the budget go up or if it meant the positions would be gone.
710 Superintendent Huizenga replied every Title I grant needed administration. She said the goal
711 was not to have that administrative piece go into the general fund budget nor was it the goal to
712 see the reduction of services under Title I.

713
714 Ms. Schedin said there were a lot of proposed changes in the budget and asked if there was
715 an implementation plan in place if it passed. Superintendent Huizenga said they had already
716 begun work on the implementation plan.

717
718 Ms. Helene Bureau, 504 Coordinator at the Heron Pond Elementary School, addressed the
719 Board and stated that she brought expertise to the position that a Guidance Counselor may not
720 have. She said it was more about what they brought to the position and the support they
721 brought to the students altogether and not just a job title.

722
723 Mr. Carvell thanked everyone for the comments and said it was a partnered approach.

724
725 Mr. Carvell stated Mr. Bill Cooper had informed them that the barn was in an unsafe manner.

726
727 Mr. Drew commented that the barn, which currently stored a lot of their equipment, was in an
728 unsafe state. He further commented the best option was to have the barn taken down or at the

729 very least, get another opinion as to whether or not it could be saved. He said Mr. Cooper had
730 received some preliminary quotes and it was fairly expensive. He said it was not something
731 they could leave the way it was.

732
733 Mr. Mannino commented that he felt perhaps the barn should be fenced off and the perimeter
734 secured. Mr. Carvell replied they should move the equipment out of the barn and if the
735 evaluation proved it was unsafe then they needed to get some temporary fencing up and block
736 it off.

737

738 **8. Housekeeping Items**

739

740 **a. Approval of Meeting Minutes from November 5, 2018**
741 **(Exhibit attached to meeting agenda)**

742

743 Mr. Drew made a motion to approve the meeting minutes from the November 5, 2018,
744 meeting. Mr. Mannino seconded the motion.

745

746 **VOTE: 5-0**
747 **MOTION CARRIED**

748

749 **b. Approval of the Manifests: 13, 1056, 1057, 1058, 1059, 1060, 1061 & 1062**

750

751 Mr. Willette made a motion to approve the manifests. Mr. Carvel seconded the motion.

752

753 **VOTE: 5-0**
754 **MOTION CARRIED**

755

756 **c. Approval of Treasurer's Report – August 2018 and September 2018**

757

758 Mr. Drew made a motion to approve the Treasurer's Report of August 2018 and September
759 2018, respectively. Mr. Mannino seconded the motion.

760

761 **VOTE: 5-0**
762 **MOTION CARRIED**

763

764 **9. Public Comments**

765

766 Unidentified Speaker, addressed the Board and asked if it was possible to put out a bid to see
767 if someone wanted to purchase the barn and have it taken down and put up elsewhere. He
768 said it may help offset the cost. Mr. Carvell replied they could certainly research that.

769

770

771

772

773 **8. Adjournment**

774

775 Mr. Willette made a motion to adjourn the meeting. Mr. Mannino seconded the motion.

776

777 **VOTE: 5 – 0**

778 **MOTION CARRIED**

779

780 The meeting was declared adjourned at 10:23 p.m.

781

782

783

784

785

786 _____
School Board Chair

_____ Date of Approval

787

788

789

790

791 Recording Secretary: Trish Gedziun