

Madison Public Schools
Board of Education Regular Meeting
October 17, 2017
7:30 PM
Town Campus Hammonasset Room

MEETING MINUTES

1. Call to Order / Attendance

The public meeting of the Madison Board of Education was called to order by Chair Jean Fitzgerald at 7:31 p.m. Chairman Fitzgerald led the Pledge of Allegiance.

Present: Jessica Bowler; Galen Cawley; Jean Fitzgerald; Alison Keating;; Seth Klaskin; Happy Marino; Katie Stein

Also present: Thomas Scarice, Superintendent of Schools; Gail Dahling-Hench, Assistant Superintendent for Curriculum, Instruction and Assessment; students; and community members.

2. School / Community Session - 7:30 p.m.

2.1. Recognition

2.1.1. Martha Curran

Connecticut Association of Schools Middle Level Exemplary Educator of the Year Award for 2017-2018

Superintendent Scarice introduced Martha Curran. Superintendent Scarice stated that Ms. Curran was awarded the Connecticut Association of Schools Middle Level Exemplary Award for the State of Connecticut.

Superintendent Scarice introduced Donna Schilke, Assistant Executive Director for Middle Level Services and the principal of Polson Middle School Frank Henderson.

Superintendent Scarice stated that the District has gone through incredible work with the curriculum. Martha has done great work before, during and after all of these transitions. She has shown what a true professional is. Martha is a good as I've seen over his 22 years in this profession. Martha does all of this with the greatest of humility.

Ms. Schilke stated that they had some great candidates to pick from but Ms. Curran rose to the top with her passion and energy. Ms. Curran has a real gift. In her class failure is not an option but not yet but you'll get it. Ms. Curran makes school a better place for her students. Ms. Curran is a true role model to her colleagues throughout the state.

Mr. Henderson stated his one regret is that his children did not have Ms. Curran as their teacher. Mr. Henderson stated that she truly brings magic to the classroom.

Ms. Keating made the following statement:

Good evening everyone and thank you for coming. As you know this is a business meeting and we run it as such. We do follow and have always followed Roberts's rules of order. There are two points during this meeting that you are able to speak during Public Participation and Audience Response to Information Presented. Anybody who wants to speak they can they can stand up please state your name and your address for the record and fill out a blue form. Also everyone will have three minutes to speak. If you are making a statement we will listen to your statement. If you have any questions or concerns or anything like that we ask that you submit your questions and we will follow at a later time. We won't necessarily be addressing the questions tonight, especially if they need to be investigated. Thank you.

2.2. Public Participation

Chip Walz 57 Stone Road

I truly believe teachers and programs educate not the buildings. As you consider voting to close Island Avenue School tonight, I ask that you delay the vote until a renovation and maintenance plan is fully devised, fully communicated and fully funded by the town. A two phase rebuild plan was clearly rejected. A reasonable renovation and maintenance plan would likely have a much better opportunity of success.

According to the Consulting Engineering Services report dated October 2015 and which was described by the Superintendent to me in an email, dated June 1, 2017, as, and I quote, "instrumental in the school utilization study process" clearly demonstrated that the three elementary schools need work, to the tune of \$10 million. There are not "Band-Aid" fixes. These are significant renovations and upgrades such as full replacement and heating systems at Jeffrey, major plumbing & electrical renovations at all three schools, installation of air conditioning and air quality and handling systems at all three schools including power upgrades to support such. Further, top of the line, factory built modular construction classrooms to replace all existing Jeffrey & Island modular space, with projected life spans of 50-years have been quoted at \$4 million, including all site work and removal of existing classrooms. Further the work could be done during the summers, avoiding work being conducted while children are in class.

According to conversations I had with one Board of Education Member, if we are able to renovate and properly maintain our elementary schools, the difference between closing or not Closing Island saves the town approximately \$15 million over the next 10 years. If we don't renovate and properly maintain our elementary schools, it will cost the school system between \$100 and \$120 million – irrespective of whether we close Island or not. Seems to me getting a renovation plan correct is far more important than closing Island or not.

While, a renovation and maintenance plan decided on by the Board of Education may ultimately decide to close Island, I ask the rhetorical question, wouldn't it be advisable to keep as many options on the table while preparing that plan? – as opposed to

removing potential options in the development of that renovation and maintenance and plan? And then, once that renovation and maintenance plan is fully developed, fully communication and fully funded by the town then make decisions regarding infrastructure disposition.

Barbara Davis 97 Stone Road

Ms. Davis stated that the voting to close Island should put on hold until the new Board is elected and a current plan can be put into place. For the past few decades less and less funding has been provided to Madison. The residence of Madison would be paying more in property taxes. The vote to close Island should be posted until there is enough information for a new plan.

Art Wiley 27 Lawson Drive

With the election being 3 weeks away it should be the new Board that is able to develop their own plan. The people have spoken.

Rob Chatelain 45 Burcam

How won the Board is voting to close Island Avenue. Ms. Fitzgerald stated that this is not a Q&A and that it will be voted on later in the meeting. Mr. Chatelain asked how the public will know who voted since the minutes are very opaque and the only time it seems to show the voting is to adjourn the meeting. Ms. Fitzgerald stated that every item the Board takes action on during the Board Meeting is recorded in the minutes.

Mr. Chatelain asked that the closing of Island Avenue should be posted. It seems fishy that the same company hired to conduct the facilities study was the same company that would have been building the new school. Any Board member that is voting to close Island Avenue to close should be removed from the Board.

Alex King 10 Shorelands Drive

If Island Avenue is closing and renovations are being done to an elementary school would all of the students be able to fit into one elementary school while the other is being renovated?

Alise Ferency 47 Seaview Avenue

Please consider delaying the vote to heal the community before moving forward.

3. Board of Education Student Representatives' Report

Emily Baker and Ryan Tomicic

Emily and Ryan reported on the following:

A financial aid meeting will take place tomorrow evening at DHHS at 6:00 PM in the lunchroom.

Falls sports will be wrapping up next week.

There was a large turnout for the PSATs.

Wake-up calls continue on Fridays with the band playing during second period to rally for the sports teams.

The fall play Cheaper by the Dozen will be held November 16-18, 2017.

4. Superintendent's Report
Thomas R. Scarice

4.1. Other Matters

Enrollment Update:

There are currently 2788 students enrolled which is 23 more than anticipated. Kindergarten enrollment was higher than anticipated.

The State is still in executive order with no budget.

5. Action Item: To move item #5 to #18

MOTION: by Stein seconded by Bowler to move item #5 to #18

AYES: Bowler; Cawley; Fitzgerald; Keating; Klaskin; Marino; Stein

NAYS: None

ABSTAIN:

MOTION CARRIED: 7-0

6. Board Members' Comments

Ms. Keating made the following statement:

The time has come to make a decision about closing a school here in Madison. This was not a hasty decision. A lot of thought, hard work and dedication went into this process. This isn't easy for me and I know it isn't easy for anyone to have to make this decision. No one here wants to close a school but the fact of the matter is we are faced with a need to close a school. In closing I would like to thank everyone who has sent in an email or attended one of our meetings. I appreciate their participation. Thank you.

Atty. Klaskin made the following statement:

At long last, after many years of study and consideration, the vote is upon this Board to determine the fate of Island Avenue School. This school has served us well for many decades and has been the backdrop of many fond memories born in this town. As a Board member, it is my unenviable duty at this time to exercise my conscience on behalf of the community I love and serve, and to exercise the vote that I believe best serves that community. This is a difficult decision that does not come lightly. Some will agree with my vote, others will criticize my vote. But it is my duty to exercise that vote employing sound reason and based on all the objective data and information available to the Board.

In light of the atrocious misinformation campaign that surrounded the recent failed referendum and which has tainted this important town planning decision, I feel the need to articulate the reasoning behind my vote, which will be in favor of closing Island Avenue School.

First, although the closure of Island Avenue School was part of the plan that recently failed at referendum, that plan was one of many that all included and assumed the closure of our oldest elementary school. The Board of Education determined many years ago that declining enrollment presented an opportunity to shed unnecessary spending on propping up an antiquated school that costs a million dollars a year to keep open. Those maintenance dollars are mostly cash expenditures under our Operating Budget and such expenditures are pitted in a zero-sum game against programmatic dollars and professional development dollars and teacher salaries. While a handful of folks made some fairly preposterous claims about how a new school would jack up property taxes, one fact was lost in the wash: closing an elementary school would shift a million dollars per year to our core education spending; the spending that DOES make a difference, no matter where the program is delivered.

Given that the Board has long known that an elementary school closure was the only responsible course considering tax and budgetary consequences, the Board had to determine which elementary school to sacrifice for the betterment of our town. After careful study over a course of years, Island Avenue School is clearly the only logical choice, when viewed objectively, for several important reasons. Those reasons include but certainly are not limited to ones you will hear tonight ad nauseum. For example, it is the oldest of the three elementary schools and requires the most work to maintain. It is geographically close to Jeffrey Elementary, so that additional bus time will be minimized for our students. It requires a load of unseen mechanical, plumbing and electrical work and, once you open up an old school, you are likely to find asbestos and other dangerous substances that will require expensive remediation. The windows are drafty, there is less than optimal air quality, the building is situated in a location and on a foot print that cannot bear expansion and does not permit modern, secure ingress and egress of traffic. With no air conditioning, doors and windows must be propped open on even moderately hot days, rendering our security review vendor apoplectic. The library and special ed classrooms are in old temporary trailers that are way past their life expectancy. There are many other items to discuss but we have limited time. This evening, so I will spare you.

Some folks point out, rightfully, that the other two elementary schools have similar problems. That is true, of course, which is why it is a shame that the recent referendum failed. However, Island Avenue is the oldest construction, requires the most work, and would be most expensive to maintain going forward. Additionally, closing Island Avenue School has financial benefits to the town that closing either of the other schools cannot match. Specifically, the school property is marketable. Estimates from a real estate valuation expert place the potential revenue associated with selling that property AS-IS (without incurring the cost of demolition, for example) approaches \$3,000,000. Moreover, as a zoned residential area, the sale of that property would likely result in a net Grand List revenue boost of almost \$100,000 per year.

On that matter, it is astounding to me that a small group of folks with a strong anti-tax bent has vehemently opposed the closure of this school on the hidden agenda that keeping the school open will stymie the construction of a new school and thereby keep mill rates down. It is abundantly clear that closing Island Avenue School and selling the property for development is the only responsible thing to do from a tax-conscious perspective. Building a new school would be done on bonding, which would flatten out the tax impact and would be temporary in nature. Adding the closure of this school and its economic impact on the tax base and on the annual operating budget of the school district will have significant deleterious impacts on the mill rates.

So, it is ironic to me that the people fighting the closure of Island Avenue School the hardest, who raise in many cases erroneous or misleading tax consequence arguments, are taking an

incredibly short-sighted view that will actually wind up costing significantly more in taxes over time. In other words, penny wise and pound foolish. I have seen many town leadership votes go this way in my 22 years in Madison. The empty edifice of Academy School is probably the biggest symbol of this tendency in our town. And as a Board of Ed member, as a town leader, I can neither condone nor contribute to this sort of thinking.

There are many more reasons to vote to close Island Avenue School tonight. But I want to be sure to address this important one: The timing of this vote is significant for its ability to get past a difficult chapter in our town's discourse. While I have listened and learned from folks who think it would be prudent to wait, I respectfully disagree. Just like the town's indecision with the closure of Academy School, delay and foot dragging only makes things worse. We need to rip this Band-Aid off quickly so that a new, incoming Board of Ed is not saddled with this responsibility. Only once this chapter is closed, will folks overcome the emotional sting of a popular building closure and be able to focus forward on real plans to address our educational facilities needs. We have the luxury of closing Island Avenue School now, because our declining enrollment can be redistributed through redistricting.

I am confident that we will find a way forward together, as a town, with an even better plan than the one that was just voted down at referendum. But that won't happen until Island Avenue is closed. It can't because the emotions are running too hot with the building open. Folks are resisting the inexorable march of change because they can't or won't let go and allow themselves to imagine an even better future.

We have within our grasp tonight the ability to begin to bring folks together around a future vision that encompasses the entire town and not just the region south of Route 1. It would be a mistake to allow this unique opportunity to pass.

I am a Board of Education member. It is my sworn duty to stand up and do what is right for the schoolchildren of the town, and for the town itself. I have more information and data at my disposal than many folks in town have, and they trust me to get it right. I will not let the kids or the town down. I will step up and do what is necessary to achieve the broader good. It is not without a heavy heart and a healthy respect for the affinity that this town holds for this school. Yet it honors the service of Island Avenue School to say thank you, and goodbye. I will be voting this evening in favor of closing Island Avenue School and I implore my fellow Board members to do the same.

Thank you.

Ms. Stein made the following statement:

A perception endorsed by recent commentary is that the BOE is being hasty or dismissive in its approach to the issue of closing IAS. Quite the opposite is true. I can assure you that for the 9 of us it is a topic that has taken years of study and discussion. The real consequences of such a decision were weighed carefully. This vote for me, and I think for all 9 of us, does not come quickly or lightly. I make this decision and at the same time recognize that some jobs will be lost or reassigned, grades and schools will be shuffled, and there will be disruption and hurt feelings.

However emotional I may feel, the best decisions must be based on facts. Here are some of the facts that helped me arrive at this decision. Our district has lost over a million dollars in state educational funding. Taking a school offline will help alleviate some of the stress of that loss and help with reconfiguration. Our school enrollment is on the decline with little hope for

reversing this trend based on the current state of economics in Connecticut. Our school buildings are in need of serious repair. So, why Island Avenue? Because, its footprint, its ability to hold fewer students coupled with its state of disrepair and the geography of Madison, make it the logical choice for contraction.

It gives me no joy to support this. As I said before, lives will be affected negatively by this decision. People I know and care about will be upset. Difficult as that will be, I am confident in this decision because I know it will allow us to move forward with necessary repairs in the remaining schools and create the best possible learning environment for our kids—both in terms of physical plant and educational initiatives. That is why I am voting in favor of closing IAS.

Finally, please understand that once this decision is made, our job is not done. The board of education and the district will continue to work, plan and prepare for the road ahead. We remain committed to ensuring equity between both elementary schools by sustaining necessary maintenance projects, while also delivering the highest quality instructional program with equitable staffing in all of the district's schools. It is my sincere hope that our community will remain engaged to help us to do just that. Thank you.

7. Board Committees / Liaison Updates (Ref. Bylaw #9450)

7.1. Planning Committee

Members: Jessica Bowler, Chair; Galen Cawley, Alison Keating

Ms. Bowler reported the following:

1 - Biotechnology Course – Sarah Sandora the Science Curriculum Lead came to talk to us about a new course she is proposing for next year – a Biotechnology Course. Two Hand teachers went to Farmington to see their course and classroom in person. This class would help students get a sense of what scientists really do, with precise instruments, etc. This would be a Level 1 course with a Bio pre-requisite for 11th and 12th graders and 2 trimesters in length.

The start-up costs would be \$17,583 and the consumable supplies would be approximately \$2032 annually but the money would be used in lieu of textbooks.

In next year's budget we will see this in Gail's instructional supplies line item. We will budget for one set-up and section and evaluate it for the following year(s).

2 – Standardized Testing Report –

Gail is handing out the results for the board members to review. Please review this on your own time and let Gail and Tom know if you have any questions.

A few points I wanted to cover –

SATs had a 98% participation rate last year
Hand students scored high for both our DRG and the State for both LA and Math

AP exam scores were high for Hand as well with 84% scoring with a 3 or better.

There is also a SBAC, CMT and CAPT participation review for you to look at in the packet.

3 – DHHS program of studies –

Daniel Hand High School

2018-19 Program of Studies Summary of Changes

- BOE Policy #6146 Graduation Requirements language change and PE credit requirement from 1.25 to 1.00
- Pilot Independent Project course no longer a “Pilot”
- **C.T.E. Department**
 - Remove the following Courses:
 - Keyboarding/Word Processing
 - Dynamic Web Page Development
 - Marketing II
 - Introduction to Fashion
 - Retail Fashion and Merchandising
 - Work Experience with Children
 - Hospitality and Tourism
 - Advanced Materials Processing
 - Advanced Construction Systems
 - Alternative Energy Technology
 - Advanced Power and Energy Technology
 - Individual and Family Development UConn ECE
 - Level 1-contracting no longer allowed
- **English**
 - Remove Exploring Literacy Course
 - Level Change:
 - Writing for Career and College
 - Bible as Literature
 - Revised course description:
 - Race, Literature, and Culture
- **Math**
 - Add Elective “Pilot” Course:
 - Computer Science Application Development
- **Science**
 - Add Biotechnology Elective
 - Course Description Revisions:
 - Biology Honors
 - General Biology
- **Social Studies**
 - Remove following courses:
 - Global Studies II
 - Introduction to Human Rights UConn ECE

- **World Language**
 - Revised courses descriptions to BOE approved courses:
 - Latin 3 Honors
 - Advanced Placement Latin 4
 - French 2
 - Advanced Placement French 5
 - Spanish 1
 - Spanish 2
 - Spanish 4
 - Spanish 4 Honors
 - Spanish 5
 - Mandarin Chinese 2
 - Mandarin Chinese 3
 - New course descriptions to BOE approved courses:
 - French 3
 - French 4 Honors
 - Spanish 6 Cinema and Conversation

The changes as outlined were anticipated due to new curriculum offerings we have approved over the last year and slight changes we have made to the credit requirements. Given the minor changes that were made I am going to ask that we vote to approve this tonight so that it can go to print.

Make a motion to add to approve the DHHS program of studies to the agenda this evening.

4 – DHHS Solar Project –

Two weeks ago I had stated that this project was on hold. Since that meeting Bill McMinn has been able to negotiate the price down from \$125,000 to \$47,500 for our part. Given this we are now going to move forward with this plan IF the selectman approves this on Monday night at their meeting. The plan would be to put a roof cap plus panels on the top of the DHHS roof over the cafetorium this plan would need to be completed by 4/1. The cap sheet comes with a 20 year warranty and the panels we would then own. We have money for this in our planned and cycled maintenance fund. This is a 30 year deal for energy savings and a cost container to our capital infrastructure. Bill McMinn will let me know how the vote goes Monday night and I will pass it on to the full board.

7.2. Personnel Committee

Members: John Dean, Chair, Alison Keating, Happy Marino

No report was given.

7.3. Policy Committee

Members: Katie Stein Chair; Seth Klaskin, Matt Keller

No report was given.

7.4. Finance Committee

Members: Alison Keating, Chair; Alison Keating, Jessica Bowler, Happy Marino

The 2018-2019 Budget Calendar was adopted at the Finance Committee meeting earlier this evening.

The Finance Committee meeting discussed the 2018-2019 Budget Assumptions draft at their committee meeting earlier this evening.

7.5. LEARN Liaison

Katie Stein

No report was given. The next meeting is scheduled for next Thursday.

8. Audience Response to Information Presented (Ref. Bylaw #9540.10)

No comments were made.

9. Action item: To add a donation to the consent agenda.

MOTION: by Bowler seconded by Stein add a donation to the consent agenda.

AYES: Bowler; Cawley; Fitzgerald; Keating; Klaskin; Marino; Stein

NAYS: None

ABSTAIN:

MOTION CARRIED: 7-0

9.1. Bills Payable: \$386,951.43 2017-2018 Budget

9.2. Line Transfers: \$ 82,992.68

9.3. Donation: \$17,000 from VIBE supporters for costumes for performances by students in the Show Choir.

9.4. Donation: \$6,300 from VIBE supporters for riser legs for Show Choir rehearsals and performances.

9.5. Donation: \$5,800 from VIBE supporters to provide financial assistance to students in Vibe who need help towards the Nashville trip.

Atty Klaskin thanked the VIBE Supporters for their generous donations.

Ms. Stein also thanked the VIBE Supporters. This donation is due to the wonderfully generous donation of VIBE Supporters Organization which many may not know is a nonprofit 501C3 organization that raises money through community support (with no strings) that allows our nationally recognized show choir, VIBE, do what they do so well. We thank them for this donation with our gratitude.

MOTION: by Keating seconded by Stein to approve the Consent Agenda.

AYES: Bowler; Cawley; Fitzgerald; Keating; Klaskin; Marino; Stein

NAYS: None

ABSTAIN:

MOTION CARRIED: 7-0

10. Action Item: Minutes of the October 3, 2017 Board of Education Meeting (Ref. Bylaw #9540.9)

MOTION: by Klaskin seconded by Stein to approve the minutes of the October 3, 2017 Board of Education Meeting.

AYES: Bowler; Cawley; Keating; Klaskin; Marino; Stein

NAYS: None

ABSTAIN: Fitzgerald

MOTION CARRIED: 6-0

Atty. Klaskin noted that all actions items are voted on during the Board Meetings and recorded in the minutes.

11. Action Item: The Board of Education votes to close Island Avenue Elementary School. We will charge our Superintendent to finalize the re-configuration and re-districting plan with a target date of fall 2019.

MOTION: by Bowler seconded by Marino for The Board of Education to vote to close Island Avenue Elementary School. We will charge our Superintendent to finalize the re-configuration and re-districting plan with a target date of fall 2019.

AYES: Bowler; Cawley; Fitzgerald; Keating; Klaskin; Marino; Stein

NAYS: None

ABSTAIN:

MOTION CARRIED: 7-0

12. Action Item: To add action item to approve the Program of Studies

MOTION: by Bowler seconded by Stein to add action item to approve the Program of Studies.
AYES: Bowler; Cawley; Fitzgerald; Keating; Klaskin; Marino; Stein
NAYS: None
ABSTAIN:
MOTION CARRIED: 7-0

13. Action Item: To approve the Program of Studies

MOTION: by Planning to approve the Program of Studies.
AYES: Bowler; Cawley; Fitzgerald; Keating; Klaskin; Marino; Stein
NAYS: None
ABSTAIN:
MOTION CARRIED: 7-0

14. Action Item: To adopt the Brown Math Enrichment course.

MOTION: by Bowler seconded by Klaskin to adopt the Brown Enrichment course.
AYES: Bowler; Cawley; Fitzgerald; Keating; Klaskin; Marino; Stein
NAYS: None
ABSTAIN:
MOTION CARRIED: 7-0

15. Action Item; To adopt the Philosophy and Grade 9 Global Studies Course

MOTION: by Stein seconded by Keating to adopt the Philosophy and Grade 9 Global Studies Course.
AYES: Bowler; Cawley; Fitzgerald; Keating; Klaskin; Marino; Stein
NAYS: None
ABSTAIN:
MOTION CARRIED: 7-0

16. Action Item; To adopt the Race, Literature and Culture Course.

MOTION: by Stein seconded by Marino to adopt the Race, Literature and Culture Course.
AYES: Bowler; Cawley; Fitzgerald; Keating; Klaskin; Marino; Stein
NAYS: None
ABSTAIN:
MOTION CARRIED: 7-0

17. Action Item: Discuss and take action on approving 457 and 401(a) Defined Contribution Plan participation agreements.

The action item for the approval of the 457 and 401(a) Defined Contribution Plan participation agreements is because of the following:

- 1) Town of Madison has an established defined contribution pension plan for their new employees to replace the defined benefit pension plan;
- 2) The Board of Education negotiated in the new NAGE (cafeteria) contract, effective July 1, 2017, that all new pension eligible employees will no longer be able to participate in the Town of Madison defined benefit pension plan but will participate in the new defined contribution pension plan;
- 3) In order to allow the Board of Education employees to participate in the Town's established defined contribution pension plan there needs to be the participation agreement executed by the Board;
- 4) The Board of Selectmen will be acting upon revisions in their plan documents as well to include the participation of education employees;
- 5) These documents will allow the Board of Education to negotiate the replacement of the defined benefit pension plan with the defined contribution pension plan for future contract negotiations (i.e. MAESS) and not required any further revision to the plan documents;
- 6) These documents were prepared by the pension consultant in collaboration with the Director of Finance and Town Director of Human Resources

MOTION: by Stein seconded by Marino to take action on approving 457 and 401(a) Defined Contribution Plan participation agreements.

AYES: Bowler; Cawley; Fitzgerald; Keating; Klaskin; Marino; Stein

NAYS: None

MOTION CARRIED: 7-0

18. Board of Education Member Recognition
Jean Fitzgerald, John Dean, Matt Keller

Ms. Keating made the following statement:

We would like to take this opportunity to thank Jean, John and Matt for the years of collective service that they have provided to Madison Public Schools. Their hard work has positively affected all of our students here in Madison. The Madison community can never thank you enough for all you have given up in order to be part of this board.

Words can't describe their commitment to the Madison Public Schools. Your leadership Jean, Johns' highly anticipated return and Matt's commitment to step into an open seat when we needed is commendable. They poured their heart and soul into this board and the students and the town of Madison is better off because of their dedication. Matt's last meeting was on October 3rd and many kind words were said while he was there. Tonight we would like to thank two other members who will be leaving the BOE. Although John Dean is not here tonight we still want to acknowledge and thank him for his service. We will begin with Jean Fitzgerald sharing some kind words about John then Jessica Bowler will be thanking Jean Fitzgerald.

Mr. Cawley made the following statements:

Jean Fitzgerald:

I can't speak highly enough of Jean Fitzgerald. At heart, she is a gifted teacher who leads by example, a graceful writer who clarifies difficult situations, and a truly concerned citizen who has made innumerable contributions to Madison. I know this description might sound like a cross between a marriage proposal and a eulogy, but it's really a statement of fact motivated by gratitude! Jean, good luck on the Board of Finance.

John Dean:

To me, John Dean exemplifies wisdom and integrity, with a dash of understated wit. To quote Yogi Berra, you can observe a lot by just watching. I've learned a lot from John, and am honored to have gotten to know him.

Matt Keller:

Matt has been a superb colleague on the Board, and I am sorry to lose his invaluable perspective. Our loss is XPrize's gain.

Ms. Stein made the following statement:

It has been said that:

"A true leader has the confidence to stand alone. The courage to make tough decisions, and the compassion to listen to the needs of others. He does not set out to be a leader, but becomes one by the quality of his actions and the integrity of his intent" (Douglas MacArthur)

Jean and John, you have both shown true leadership. I am grateful for the opportunity to have worked beside you and learned from you. I hope our paths will continue to cross and I wish you nothing but the best.

Ms. Bowler made the following statement:

When I think about you Jean, the words that come to mind are – leader, balanced, fair, committed, hard-working, honest, inspiring, respected, role model – I also am lucky enough now to call you my friend.

You have given the last 8 years to the Madison Public School System and we are all so thankful for your time and service. You have seen a lot of changes in your years and you have been an amazing role model and leader during all of them. I will never be able to express fully my gratitude for all that you have taught me and all of your patience when I was the newbie on the board, for your friendship and for being such an amazing leader to each and every one of us during the good times and through the tough times. You will be greatly missed by all and you are leaving very big shoes for the new chair to fill. We wish you well in every aspect of your life and as you hopefully embark on a new chapter of public service on the Board of Finance.

Thank you for your time, devotion, commitment and most of all your friendship.

Atty. Klaskin made the following comments:

Jean, you and I have had our moments but we always came together to do what was best for the students.

Superintendent Scarice

Superintendent Scarice stated that their job is a passion working with children. Jean started as a kindergarten teacher and is now a University professor. Jean treats her position on the Board like a full time job. Superintendent Scarice stated that Jean realizes that all decisions that are made are consequential. Superintendent Scarice expressed his deepest gratitude for the hard work and time Jean has given to Madison Public Schools.

Ms. Marino made the following comments:

Ms. Marino thanked Jean for her thoughtful and tremendous amount of work she has put in to the Board. She stated that she is grateful to Jean for always being available to the Board and the people of the District.

Ms. Fitzgerald made the following comments:

Ms. Fitzgerald thanked everyone for their kind words. This has been an incredible experience. She stated that it has been a privilege to contribute to the future of the students of the District. Ms. Fitzgerald stated that from the bottom of her heart she is grateful to be part of a wonderful group of people.

19. Old Business

Ms. Marino stated that it was brought to her attention that comments made in the April 18, 2017 Minutes that say they were stated by her were not hers. Ms. Marino's correct statement will be noted at the November 14, 2017 BOE meeting.

20. Future Agenda Items

No future agenda items were discussed.

21. Meetings / Dates of Importance (see attached) October/November/December 2017

22. Action Item: To enter into executive session to discuss personnel, pending litigation, strategy and deployment of security practices.

MOTION: by Bowler seconded by Klaskin to enter into executive session to discuss personnel, pending litigation, strategy and deployment of security practices at 8:30 PM.

AYES: Bowler; Cawley; Fitzgerald; Keating; Klaskin; Marino; Stein

NAYS: None

ABSTAIN:

MOTION CARRIED: 7-0

23. Adjournment

MOTION: Klaskin seconded by Stein to adjourn the meeting at 8:50 p.m.

AYES: Bowler; Cawley; Fitzgerald; Keating; Klaskin; Marino; Stein

NAYS: None

ABSTAIN:

MOTION CARRIED: 7-0

Approved at the 11/14/17 BOE meeting.

LF