



Special Meeting
Avon Board of Education
34 Simsbury Road, Avon, Connecticut

Mission Statement

Our mission is to inspire in each student a joy and passion for learning and a commitment to excellence, personal integrity, and social responsibility.

Tuesday, November 19, 2019, 7:00 pm

Avon High School, Community Room

Minutes

Attendance

Members Present: Jackie Blea, David Cavanaugh (arrived 6:42 pm), Debra Chute, Jeffrey S. Fleischman, Jason Indomenico, Houston Putnam Lowry (arrived 6:10 pm), Bogdan Oprica, Jay Spivak (arrived 6:38 pm), Laura Young (arrived 6:15 pm)

Member(s) Absent: none

Administration Present: Dr. Bridget Heston Carnemolla, Superintendent of Schools; Roberto Medic, Director of Human Resources; Heather Michaud, Director of Fiscal Affairs; Dr. Donna Nestler-Rusack, Assistant Superintendent

I. **Call to Order**

Called to order at 6:01 pm

II. **Discussion regarding 2020-2021 budget**

- Dr. Carnemolla explained the budget process and how discussion first started at the building level. Meetings were held with staff and initial numbers turned in. After many conversations, the budget that was developed showed the needs and priorities of resources.
- 2020/2021 Preliminary Budget Summary shows an approximate 7% increase. Which includes an increase of staffing due to increase in enrollment and our student service needs.
- Drivers include an increase the four FTEs that were added this school year that were not budgeted for due to increased enrollment needs; 5 paraprofessionals were also needed. These increases that were not budgeted are added into the 2020/2021 budget. Also included was an increase for the projected 1.2 million increase in insurance premiums (employer contribution) which was not projected accurately in the actuary analysis and will be phased in the next three or four years. Utilities, Contracted Services (mostly services related to students), Transportation, Tuition (primarily for outplaced tuitions), Supplies & Equipment and All Others.
- Reductions were made where possible at both the building and district level.
- Total is currently at \$3,264,064.62 or a 5.57% increase.
- Priorities are broken down according to the four Focus Areas of the Blueprint for Excellence
 - Focus Area I – Student Learning

- Library Media Specialist for MakerSpace and Enrichment programs at PGS & RBS
- Math & Business for additional math and business classes at AHS
- ELA for multi-year plan for revision of district reading and writing approaches
- Enrichment/Talented & Gifted for G&T testing for all Grade 3 students to identify students as required and continued Enrichment for All programs
- Focus Area II – Personal Growth & Relationships
 - Social Emotional Learning (SEL) to expand Second Step and SEL programming to Grades 5 and 6
- Focus Area III – Communication & Partnerships
 - Portrait of the Graduate communication with the entire community
 - Electronic Communications to streamline and enhance communications including the website, PowerSchool and eventual app.
- Focus Area IV – Systems
 - Technology for continued annual acquisition of Chromebooks
 - Talent Management for Teach CT to allow for long range talent management and recruitment
- The Board and Superintendent spoke about various priorities including staffing, including for support services; technology; testing, communication and enrichment for Gifted & Talented students; Social Emotional Learning programs; electronic communications, and talent management. The Board asked the Superintendent to present as realistic a budget as possible.

III. Adjournment

***Mr. Lowry motioned, Ms. Blea seconded to adjourn the meeting.
The Board adjourned by unanimous consent at 7:05 pm.***

Minutes prepared by Shirley Moy, Board Recording Secretary

Minutes respectfully submitted by Jeffrey S. Fleischman, Board Secretary

Jeffrey S. Fleischman, November 29, 2019

Board minutes are approved at the next regular monthly Board meeting, and any corrections to the minutes, if needed, will be made at that time.