

**BOARD OF EDUCATION
Darien, Connecticut**

**SPECIAL MEETING OF THE BOARD OF EDUCATION
TUESDAY, FEBRUARY 1, 2022**

**PLACE:
DARIEN HIGH SCHOOL
80 HIGH SCHOOL LANE
AUDITORIUM
7:00 P.M.**

AGENDA

1. Call to Order..... Mr. David Dineen 7:00 p.m.
2. Chairman's Remarks..... Mr. David Dineen
3. Public Hearing on 2022-2023... Mr. David Dineen
Superintendent's Proposed
Budget
4. Further Discussion and..... Dr. Alan Addley
Possible Action on Open Choice Mr. David Dineen
Program
5. Further Review of 2022-2023... Mr. David Dineen
Superintendent's Proposed
Budget and Further Discussion
on FY/23 Proposed Budget
Modifications under Consideration
6. Adjournment..... Mr. David Dineen

AA:nv

*** * The Board of Education meeting will be available to the public in person and via Zoom. All members of the community must wear masks regardless of vaccination status. Kindly adhere to social distancing in the High School Auditorium. Doors open at 6:30 p.m. for the 7:00 p.m. meeting.**

Those members of the community wishing to participate in the budget public hearing may do so at the meeting or via Zoom:

<https://darienps.zoom.us/j/92323455392>

Those members of the community wishing to view only, may do so through the Darien Youtube link: <https://www.youtube.com/channel/UCUnvyKBfbFrTWQRuoB6OZA>

In order to reduce audio interference, members of the community are requested not to simultaneously view by Youtube while participating on Zoom.

FY23 Budget
January 25 Budget Questions
BOE

1	How do we determine and measure success of the DEI initiative?	<p>Year one of work with the DEI Committee includes:</p> <ol style="list-style-type: none">1. The development of a District equity statement.2. Supporting the team in making recommendations following an equity audit.3. Establishing equity networks between the equity team and members of the community. <p>Completing an equity audit involves identifying where gaps may exist with indicators related to climate (discipline/attendance), program access (AP/Gifted/Clubs/Athletics), achievement (SBAC/SAT), and professional capacity (teacher diversity and retention). The group will prioritize most significant areas and work to understand the root cause and offer strategies for the district to shift those metrics.</p> <p>There are also plans to enhance student leadership in this area. As a result of developing students' capacity, the most tangible and desirable outcome is a reduction of undesirable incidences of hate expressed toward individuals and groups.</p> <p>Professional development of staff will support teachers' work in classrooms and learning environments where all students feel safe, welcome and ready to learn.</p>
2	Where are we along the above continuum in regards to the 30k already spent on Mr Shelton and where do we	<p>This year Mr. Shelton was contracted for \$23,000 of which \$13,000 has been spent for two in-person visits that involved professional development for staff and an initial conversation with students. The funds for the remainder of the year would support launching the DEI</p>

	believe the next 40k of budget transfer will progress against measures of success?	committee, supporting additional professional development, developing student leadership and facilitating community conversations.
3	The additional 40 k for next year's budget - does this additional spend bring us to success?	The additional expenditure would move us toward our goals. While we are talking about equity as an initiative, equity is the work that we have done and will continue to do each to challenge students and help them find success in Darien. At this time we are looking for an investment to boost the work forward.
4	If we move the 40k for next year up into this year's budget do we reach success faster? Do we get x Times the level of success?	Work related to diversity, equity and inclusion involves new learning that requires planning and reflection. Adding more to this year will not provide appropriate time for the new learning implementation and progress monitoring.
5	How has the additional hours the bursar has worked in the past been covered?	FY22 included \$6,500 for additional hours in the budget. FY21 funds were moved into the account through unused Degree Level Changes and salary savings in various accounts FY20 funds were moved from salary savings in various accounts FY19 funds were moved from salary savings in various accounts FY18 funds were moved from salary savings in various accounts FY17 funds were moved from salary savings in various accounts FY16 funds were moved from substitutes
6	Can we see historical legal fee spending broken out by Negotiations and Other Legal Fees?	Legal Fees . The current budget assumes \$40,000 for teacher negotiation legal fees.
7	What will the budget implication be if we go to an opt in/out model for devices at DHS?	There would be no budget implications. Should students not have a device they would be provided an iPad. For those

		students who are economically disadvantaged upon approval the district would purchase them a Macbook air.
8	Do our hockey players wear neck guards?	Yes, it is required by the NFHSR (National Federation of Hockey School Rules).
9	What are Norwalk's demographics?	<p>25.8% White 15.1% Black 4.6% Asian 51.5% Hispanic 3% Other</p> <p>48% Female 52% Male</p>
10	Further information on the elementary PE schedule?	We are beyond full capacity with our current section count. The additional section at Hindley next year will make scheduling impossible unless some school(s) double up their PE classes using the same gym or a common room if it is available. We are trying to avoid this situation so as to not cause inequity in PE across our elementary schools. Because itinerants travel to multiple schools in any given day due to scheduling constraints (covering the lunch and prep of the PE teacher), we are unable to maximize their FTE on paper vs. practice. The 1.0 FTE for PE assigned to each school teaches up to six sections a day. Most itinerant teachers can only teach 5 due to their travel obligations.

Memorandum

DATE: January 27, 2022

TO: Board of Education

FROM: Dr. Alan Addley, Superintendent of Schools
Richard Rudl, Director of Finance and Operations
Marge Cion, Director of Human Resources
Christopher Tranberg, Assistant Superintendent of Curriculum & Instruction
Shirley Klein, Assistant Superintendent for Special Education & Student Services

SUBJECT: Add/Cut List

We wanted to provide the Board with some additional information and clarification on a few items from the add/cut list that were suggested at the January 25th Board meeting:

1. The reduction of the 0.6 FTE Physical Education teacher would result in health class sizes of 26.
2. The request to cut curriculum supervision at DHS was for \$8,979 in order to cut the SSD Coordinator Stipend and the China Exchange Stipend. Those two stipends total \$9,402. That account includes contractual increases for the Tech Ed Coordinators stipend, release time, SST Coordinator contractual increase and a reduction of the NEAS&C stipend, which is why the amount on the add/cut list is higher than the variance within the account. The proposed cut is listed as the value of those two stipends instead. Below is the breakdown of the variance in the account:

Contractual Increases:	\$4,186
Reduction of Stipend:	\$(4,609)
SSD Coordinator	\$4,701
China Exchange	\$4,701
Total	\$8,979

3. If the department chairs are eliminated as proposed, they have the right to bump into teaching positions. As a result, we would have to reduce our projected turnover from \$(689,100) to \$(574,250) as we would reduce the assumed 30 teachers to 25 (as the five department chairs would move into 5 assumed vacant teaching positions). Also, to note, the two Special Education Department Chairs would remain in place, as they were not flagged at the Board of Education meeting during add/cut.

The BOE would also have to determine if they want the cut to be the elimination of the positions or eliminate the positions and revert to the previous curriculum monitor structure where there was release time and stipends paid. That structure would add back from the proposed cut \$153,415.

DARIEN PUBLIC SCHOOLS

4. If the parking fees are 100% credited to the BOE budget, the Board would have to determine a student activity fee or eliminate senior events.
5. The district is required if they provide athletics to students to have someone in the Administrators Union with an 092 certification (Administrators certification) and a coaching certification. If this position is eliminated the district does not have anyone who holds both certifications.
6. There was a request to eliminate 100% of the consultant line item in RC16. We want to ensure the BOE knows what makes up that line item. It includes:
 - a. Demographer
 - b. Open Choice Liaison
 - c. Weather Alert Service, used for snow days/delays
 - d. Superintendent consultants
7. The reduction to other BOE expenses would require us to no longer video tape BOE and Committee meetings.
8. The proposed reduction of 10% to the Superintendent's salary would violate term 4 section B of the Superintendent's contract.
9. The proposed elimination of the Center for School Change membership would violate term 6 section B of the Superintendent's contract.

FY 22 Budget	\$106,624,199	
FY23 Superintendent's Recommended Budget	\$110,832,569	3.95%
Net Changes	\$0	
BOE Adopted Budget	\$110,832,569	3.95%

RC	Recommendation	Location	Account	Account Description	Superintendent's Recommended Budget	Potential Change	BOE Adopted Change	BOE Adopted Budget	Note	Yes or No	Change	Add'l Adjustment	Net Change	Cumulative Adjustment
1	Dennis Maroney	DHS	110134	Physical Education Teacher	\$710,934	(\$43,684)	\$0	\$710,934	Eliminate 0.6FTE Request	N	0	0	0	0
25	Dennis Maroney	DHS	82003	Health Insurance	\$14,408,490	(\$22,232)	\$0	\$14,408,490	Eliminate Health Insurance for 0.6FTE PE Teacher	N	0	0	0	0
25	Dennis Maroney	DHS	84002	Fica/Medicare	\$2,133,823	(\$633)	\$0	\$2,133,823	Payroll Taxes for 0.6FTE Request	N	0	0	0	0
1	Dave Brown	DHS	11013	Bursar/Administrative Assistant	\$135,881	(\$16,025)	\$0	\$135,881	Eliminate 0.3FTE request for Bursar	N	0	0	0	0
25	Dave Brown	DHS	84002	Fica/Medicare	\$2,133,823	(\$1,723)	\$0	\$2,133,823	Payroll Taxes for 0.3FTE request	N	0	0	0	0
1	Dave Brown	DHS	21220	Curriculum Supervision	\$41,506	(\$4,701)	\$0	\$41,506	China Exchange Stipend	N	0	0	0	0
1	Dave Brown	DHS	21220	Curriculum Supervision	\$41,506	(\$4,701)	\$0	\$41,506	SSD Coordinator Stipend	N	0	0	0	0
1	Dave Brown	DHS	102003	Other Student Activities	\$17,000	(\$7,000)	\$0	\$17,000	China Exchange	N	0	0	0	0
1	Dave Brown	DHS	21102	Assistant Principal	\$578,670	(\$192,890)	\$0	\$578,670	Reduction of 1.0 FTE Assistant Principal	N	0	0	0	0
25	Dave Brown	DHS	82003	Health Insurance	\$14,408,490	(\$26,548)	\$0	\$14,408,490	Reduction of Health Insurance for Assitant Principal	N	0	0	0	0
25	Dave Brown	DHS	84002	Fica/Medicare	\$2,133,823	(\$2,797)	\$0	\$2,133,823	Reduction of Payroll Taxes	N	0	0	0	0
1	Dave Brown	DHS	21215	Department Chairs	\$589,655	(\$589,655)	\$0	\$589,655	Eliminate Department Chairs	N	0	0	0	0
25	Dave Brown	DHS	82003	Health Insurance	\$14,408,490	(\$106,192)	\$0	\$14,408,490	Health Insurance for Department Chairs	N	0	0	0	0
25	Dave Brown	DHS	84002	Fica/Medicare	\$2,133,823	(\$8,550)	\$0	\$2,133,823	Payroll Taxes for Department Chairs	N	0	0	0	0
1	Dave Brown	DHS	21602	Campus Monitor	\$207,757	(\$38,855)	\$0	\$207,757	Eliminate 1 Campus Monitor and shift to MMS	N	0	0	0	0
25	Dave Brown	DHS	82003	Health Insurance	\$14,408,490	(\$22,514)	\$0	\$14,408,490	Health Insurance for Campus Monitor	N	0	0	0	0
25	Dave Brown	DHS	84002	Fica/Medicare	\$2,133,823	(\$2,972)	\$0	\$2,133,823	Payroll Taxes for Campus Monitor	N	0	0	0	0
1	John Sini	DHS	102007	Parking Fees	(\$11,000)	(\$14,740)	\$0	(\$11,000)	100% of Parking Revenue to BOE	N	0	0	0	0
3	Dave Brown	MMS	21215	Department Chairs	\$147,415	(\$147,415)	\$0	\$147,415	Eliminate Department Chairs	N	0	0	0	0
25	Dave Brown	MMS	82003	Health Insurance	\$14,408,490	\$0	\$0	\$14,408,490	Health Insurance Reflected in RC1 Reduction	N	0	0	0	0
25	Dave Brown	MMS	84002	Fica/Medicare	\$2,133,823	(\$2,138)	\$0	\$2,133,823	Payroll Taxes	N	0	0	0	0
3	Dave Brown	MMS	24011	General Teaching Supplies	\$64,046	(\$16,125)	\$0	\$64,046	Genius Hour	N	0	0	0	0
5	Dennis Maroney	HIN	510534	Physical Education Teacher	\$147,561	(\$14,561)	\$0	\$147,561	Eliminate 0.2FTE requested PE Teacher	N	0	0	0	0
25	Dennis Maroney	HIN	84002	Fica/Medicare	\$2,133,823	(\$211)	\$0	\$2,133,823	Payroll Taxes	N	0	0	0	0
5	John Sini	HIN	22002	Textbook-Replacements	\$1,317	(\$12)	\$0	\$1,317	Eliminate Open Choice at Hindley	N	0	0	0	0
5	John Sini	HIN	22003	Textbook-Consumables	\$27,818	(\$320)	\$0	\$27,818	Eliminate Open Choice at Hindley	N	0	0	0	0
5	John Sini	HIN	23002	Classroom Reference	\$527	(\$5)	\$0	\$527	Eliminate Open Choice at Hindley	N	0	0	0	0
5	John Sini	HIN	23003	Periodicals	\$263	(\$2)	\$0	\$263	Eliminate Open Choice at Hindley	N	0	0	0	0
5	John Sini	HIN	23010	Audio Visuals	\$263	(\$2)	\$0	\$263	Eliminate Open Choice at Hindley	N	0	0	0	0
5	John Sini	HIN	24011	General Teaching Supplies	\$18,701	(\$170)	\$0	\$18,701	Eliminate Open Choice at Hindley	N	0	0	0	0
15	John Sini	HIN	24011	General Teaching Supplies	\$25,596	(\$48)	\$0	\$25,596	Eliminate Open Choice at Hindley	N	0	0	0	0
5	John Sini	HIN	143007	Open Choice Revenue	(\$12,000)	\$12,000	\$0	(\$12,000)	Eliminate Open Choice at Hindley	N	0	0	0	0
7	John Sini	HOL	22002	Textbook-Replacements	\$1,365	(\$12)	\$0	\$1,365	Eliminate Open Choice at Holmes	N	0	0	0	0
7	John Sini	HOL	22003	Textbook-Consumables	\$28,730	(\$320)	\$0	\$28,730	Eliminate Open Choice at Holmes	N	0	0	0	0
7	John Sini	HOL	23002	Classroom Reference	\$546	(\$5)	\$0	\$546	Eliminate Open Choice at Holmes	N	0	0	0	0
7	John Sini	HOL	23003	Periodicals	\$273	(\$2)	\$0	\$273	Eliminate Open Choice at Holmes	N	0	0	0	0
7	John Sini	HOL	23010	Audio Visuals	\$273	(\$2)	\$0	\$273	Eliminate Open Choice at Holmes	N	0	0	0	0
7	John Sini	HOL	24011	General Teaching Supplies	\$19,383	(\$170)	\$0	\$19,383	Eliminate Open Choice at Holmes	N	0	0	0	0
15	John Sini	HOL	24011	General Teaching Supplies	\$25,596	(\$48)	\$0	\$25,596	Eliminate Open Choice at Holmes	N	0	0	0	0
7	John Sini	HOL	143007	Open Choice Revenue	(\$12,000)	\$12,000	\$0	(\$12,000)	Eliminate Open Choice at Holmes	N	0	0	0	0
8	John Sini	OX	22002	Textbook-Replacements	\$1,449	(\$12)	\$0	\$1,449	Eliminate Open Choice at Ox Ridge	N	0	0	0	0
8	John Sini	OX	22003	Textbook-Consumables	\$30,429	(\$320)	\$0	\$30,429	Eliminate Open Choice at Ox Ridge	N	0	0	0	0
8	John Sini	OX	23002	Classroom Reference	\$580	(\$5)	\$0	\$580	Eliminate Open Choice at Ox Ridge	N	0	0	0	0
8	John Sini	OX	23003	Periodicals	\$290	(\$2)	\$0	\$290	Eliminate Open Choice at Ox Ridge	N	0	0	0	0
8	John Sini	OX	23010	Audio Visuals	\$290	(\$2)	\$0	\$290	Eliminate Open Choice at Ox Ridge	N	0	0	0	0
8	John Sini	OX	24011	General Teaching Supplies	\$20,576	(\$170)	\$0	\$20,576	Eliminate Open Choice at Ox Ridge	N	0	0	0	0
15	John Sini	OX	24011	General Teaching Supplies	\$25,596	(\$48)	\$0	\$25,596	Eliminate Open Choice at Ox Ridge	N	0	0	0	0
8	John Sini	OX	143007	Open Choice Revenue	(\$12,000)	\$12,000	\$0	(\$12,000)	Eliminate Open Choice at Ox Ridge	N	0	0	0	0
10	John Sini	TOK	22002	Textbook-Replacements	\$1,230	(\$12)	\$0	\$1,230	Eliminate Open Choice at Tokeneke	N	0	0	0	0
10	John Sini	TOK	22003	Textbook-Consumables	\$25,704	(\$320)	\$0	\$25,704	Eliminate Open Choice at Tokeneke	N	0	0	0	0
10	John Sini	TOK	23002	Classroom Reference	\$492	(\$5)	\$0	\$492	Eliminate Open Choice at Tokeneke	N	0	0	0	0
10	John Sini	TOK	23003	Periodicals	\$246	(\$2)	\$0	\$246	Eliminate Open Choice at Tokeneke	N	0	0	0	0
10	John Sini	TOK	23010	Audio Visuals	\$246	(\$2)	\$0	\$246	Eliminate Open Choice at Tokeneke	N	0	0	0	0
10	John Sini	TOK	24011	General Teaching Supplies	\$17,466	(\$170)	\$0	\$17,466	Eliminate Open Choice at Tokeneke	N	0	0	0	0
15	John Sini	TOK	24011	General Teaching Supplies	\$25,596	(\$48)	\$0	\$25,596	Eliminate Open Choice at Tokeneke	N	0	0	0	0
10	John Sini	TOK	143007	Open Choice Revenue	(\$12,000)	\$12,000	\$0	(\$12,000)	Eliminate Open Choice at Tokeneke	N	0	0	0	0
11	Dave Brown	Athletics	21201	Director of Athletics	\$191,960	(\$191,960)	\$0	\$191,960	Eliminate Director of Athletics	N	0	0	0	0
25	Dave Brown	Athletics	82003	Health Insurance	\$14,408,490	(\$26,548)	\$0	\$14,408,490	Eliminate Benefits for Director of Athletics	N	0	0	0	0
25	Dave Brown	Athletics	84002	Fica/Medicare	\$2,133,823	(\$2,783)	\$0	\$2,133,823	Eliminate Payroll Taxes	N	0	0	0	0
12	Dennis Maroney	Maint	71001	Groundskeeper	\$481,270	(\$75,795)	\$0	\$481,270	Eliminate Request for additional groundskeeper	N	0	0	0	0
25	Dennis Maroney	Maint	82003	Health Insurance	\$14,408,490	(\$22,232)	\$0	\$14,408,490	Eliminate Benefits for additional groundskeeper	N	0	0	0	0
25	Dennis Maroney	Maint	84002	Fica/Medicare	\$2,133,823	(\$5,798)	\$0	\$2,133,823	Eliminate Payroll Taxes	N	0	0	0	0
13	Julie Best	Music	65005	Uniforms	\$0	\$8,307	\$0	\$0	Add Music Uniforms	N	0	0	0	0
15	Dave Brown	Tech	13035	Software Maintenance	\$953,716	\$109,350	\$0	\$953,716	Add OpenGov	N	0	0	0	0

15	Dave Brown	Tech	21201	Director of Instructional Technology	\$191,960	(\$191,960)	\$0	\$191,960	Eliminate Director of Instructional Technology	N	0	0	0	0
25	Dave Brown	Tech	82003	Health Insurance	\$14,408,490	(\$26,548)	\$0	\$14,408,490	Eliminate Benefits for Director of Instructional Tech	N	0	0	0	0
25	Dave Brown	Tech	84002	Fica/Medicare	\$2,133,823	(\$2,783)	\$0	\$2,133,823	Eliminate Payroll Taxes	N	0	0	0	0
15	Dennis Maroney	Tech	11044	Technology Support	\$859,414	(\$75,000)	\$0	\$859,414	Eliminate Requested Technician 1.0 FTE	N	0	0	0	0
25	Dennis Maroney	Tech	82003	Health Insurance	\$14,408,490	(\$22,232)	\$0	\$14,408,490	Eliminate Benefits for Requested Technician	N	0	0	0	0
25	Dennis Maroney	Tech	84002	Fica/Medicare	\$2,133,823	(\$5,738)	\$0	\$2,133,823	Eliminate Payroll Taxes	N	0	0	0	0
16	Dave Brown	Admin	12001	Consultant Services	\$28,500	(\$10,000)	\$0	\$28,500	Eliminate demographer	N	0	0	0	0
16	Dave Brown	Admin	12001	Consultant Services	\$28,500	(\$10,000)	\$0	\$28,500	Eliminate Open Choice Liasion	N	0	0	0	0
16	Dave Brown	Admin	12001	Consultant Services	\$28,500	(\$2,500)	\$0	\$28,500	Eliminate Weather Service	N	0	0	0	0
16	Dave Brown	Admin	12001	Consultant Services	\$28,500	(\$6,000)	\$0	\$28,500	Eliminate Superintendent Discretionary Consultants	N	0	0	0	0
16	Dave Brown	Admin	13003	Other Board Expenses	\$27,500	(\$18,300)	\$0	\$27,500	Eliminate funds to tape BOE meetings	N	0	0	0	0
16	Dave Brown	Admin	11001	Superintendent	\$317,350	(\$31,735)	\$0	\$317,350	10% reduction to Superintendent salary	N	0	0	0	0
16	Tara Wurn	Admin	25026	Dues, Memberships	\$46,719	(\$5,119)	\$0	\$46,719	Eliminate Dues for Center for School Change	N	0	0	0	0
16	Tara Ochman	Admin	12004	Legal Fees	\$200,000	\$50,000	\$0	\$200,000	Increase Legal Fees	N	0	0	0	0
18	John Sini	Pers	31000	Budget Control	\$218,421	(\$72,807)	\$0	\$218,421	Eliminate 1 Budget Control	N	0	0	0	0
19	John Sini	Cur	12001	Consultant Services	\$93,000	(\$20,000)	\$0	\$93,000	Reduce Consultant Services in Curriculum	N	0	0	0	0
19	Dennis Maroney	Cur	12001	Consultant Services	\$93,000	(\$45,000)	\$0	\$93,000	Eliminate DEI consultant services	N	0	0	0	0
19	Dave Brown	Cur	25003	Professional Development	\$126,925	(\$24,000)	\$0	\$126,925	Eliminate Equitable Instructional Practices PD	N	0	0	0	0
26	Sara Parent	ELP	143003	ELP Tuition	(\$350,655)	(\$3,395)	\$0	(\$350,655)	Increase Tuition by 4% instead of 3%	N	0	0	0	0
							\$0	\$0		N	0	0	0	0
Total Recommended Changes (\$1,971,675)											\$0	\$0	\$0	

CAPITAL														
Capital	Dennis Maroney	Central Office	Eliminate HVAC Replacement	\$155,000	(\$155,000)	\$0	\$155,000	Eliminate HVAC project central office	N	0	0	0	0	0