

WATERBURY BOARD OF EDUCATION

MINUTES ~ RESCHEDULED REGULAR MEETING

Monday, November 19, 2012 at 6:30 p.m.

Waterbury Arts Magnet School, 16 South Elm Street, Waterbury, Connecticut

PRESENT: President Stango, Commissioners Brown, Harkins, Harvey, Hayes, Rodriguez, Sweeney, and Van Stone.

ABSENT: Commissioners D'Amelio and Morales.

ALSO PRESENT: Superintendent Kathleen Ouellette, Chief Academic Officer Anne Marie Cullinan, Special Advisor to Superintendent Paul Sequeira, Chief Operating Officer & Chief of Staff Paul Guidone, Director of Personnel Ron Frost, Attorney Maurice Mosley (6:49), and Education Liaison Mary Ann Marold.

1. SILENT PRAYER

President Stango called the meeting to order at 6:35 p.m. with a moment of silence.

STANGO: In our silent prayer this evening, let us remember during this Thanksgiving season, people out there who may not think they have a lot to be thankful for. Let's try to remember them and hope that they see better days in the future.

2. PLEDGE OF ALLEGIANCE TO THE FLAG

Dr. Ouellette led everyone in the Pledge of Allegiance to the Flag.

3. ROLL CALL

CLERK: Commissioner Brown.

BROWN: Present.

CLERK: Commissioner D'Amelio (absent). Commissioner Harkins.

HARKINS: Present.

CLERK: Vice President Harvey.

HARVEY: Here.

CLERK: Commissioner Hayes.

HAYES: Present.

CLERK: Commissioner Morales (absent). Commissioner Rodriguez.

RODRIGUEZ: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Van Stone.

VAN STONE: Present.

CLERK: President Stango.

STANGO: Here.

4. COMMUNICATIONS

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Brown, it was voted unanimously to receive and place on file the following communications:

1. Copy of communication dated October 26, 2012 from Civil Service certifying Ashley Baines for the position of Paraprofessional.
2. E-mail communication received November 2, 2012 from Jose Rosario regarding his daughter.
3. Copy of communication dated November 5, 2012 from Civil Service certifying Simona Carter for the position of Attendance Counselor.
4. Copy of communication dated November 9, 2012 from Civil Service certifying George Vespoli for the position of Maintainer I.

STANGO: Motion has been made and seconded. Any discussion? All in favor, opposed, motion carries.

5. APPROVAL OF MINUTES

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harkins, it was voted unanimously to approve the minutes of the Committee Meeting of October 11, 2012 and Regular Meeting of October 18, 2012.

STANGO: Motion has been made and seconded. Any discussion? All in favor, opposed, motion carries.

6. PUBLIC ADDRESSES THE BOARD

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Brown, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:38 p.m.

STANGO: Motion has been made and seconded. Seeing no public here for input we'll move on.

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to return to the regular order of business at 6:38 p.m.

STANGO: Motion is made and seconded. All in favor, opposed, motion carries.

7. SUPERINTENDENT'S ANNOUNCEMENTS

Dr. Ouellette read and distributed the following announcements:

On Wednesday, November 14th, Commissioner Stefan Pryor met at great length with me along with Mayor Neil O'Leary, Commissioner Stango, Paul Guidone, and Anne

Marie Cullinan. The discussion centered on Waterbury applying to the Commissioner's Network for the 2013-14 school year.

I attended the CUBE/CAPSS Legislative Delegate Assembly on Thursday, November 15th. I also attended the convention on Friday and Saturday, November 16th and 17th. Our Kennedy Robotics team and Waterbury Arts Magnet School chorus were showcased and were exceptional.

Also on Thursday, November 15th, the State Department of Education honored all of the district winners of the Teacher of the Year competition. Waterbury was represented by Vincent Balsamo, our 2012 Teacher of the Year. Chief Academic Officer, Anne Marie Cullinan accompanied Vincent across the Bushnell stage.

The students at Generali School raised \$1,369.11 for St. Jude's Children's Hospital donated in Kyla Coughlan's honor (six year cancer survivor and daughter of one of our teachers). The children held a math-a-thon recently, and all children who participated received a free Happy Meal certificate from the Reidville Drive McDonalds. The school staff worked at McDonalds November 14th and children were encouraged to come that evening to redeem their certificates.

The Wallace Band/Drum Line & Dance Team was invited to perform at the Brass Mill Center Mall on Saturday, November 17th, at 10:00 a.m. The students welcomed Santa as he arrived at the Mall.

Brass City Harvest opened an indoor farmer's market November 17th at 19 Field Street in downtown Waterbury. The Brass City Market on Field will be open Mondays through Fridays, from 9:00 a.m. to 5:00 p.m. and on Saturdays from 9:00 a.m. to 1:00 p.m. It will feature Connecticut grown products including produce, grass fed beef and poultry, dairy products and seasonal plants.

Majlinda Tili, a parent volunteer at Tinker School, and member of both the District School Community Partnership Action Team and the Title I District Parent Advisory Council, has been named a recipient of the 2012 Parental Involvement Recognition Award, given by the State Education Resource Center (SERC) and the CT Parent Information and Resource Center (CT PIRC). This award was given to individuals based upon their merits in each of the following: Active involvement in their child's/children's school and/or community; support of their local school and contributions to high quality education for all children; evidence of their ability to make a difference in their local school and/or community; and dedication and advocacy to ensure equity for all parents and their children. She and other awardees were honored at a ceremony on November 15th at the State Education Resource Center in Middletown, CT.

STANGO: Thank you, Superintendent. Does anyone have any questions for the Superintendent?

HAYES: Can we have some discussion on meeting the Commissioner? How are we having discussion on what we're going to be doing next year when we haven't even done anything yet this year? I'm just wondering how do we put the plan, if we don't know what we're doing yet, we still haven't gotten the professional development for the ILD's, we don't know where we're going with this. I know, Superintendent, you had said

this might change from year to year but if they're asking us to put in a plan for a subsequent year when we really haven't put into place what we had this year...

SUPERINTENDENT: Let me just clarify that Commissioner, if I may, this is Commissioner's Network which is the identification of Walsh Elementary School, that's separate. Unfortunately we have the Alliance, which you're absolutely right...

HAYES: That's what I was thinking about.

SUPERINTENDENT: The Focus, which was the Bucks Hill identification, and then we had the Network, remember last year we had a discussion about Walsh, perhaps moving in the way of a pre-k -12 pathways approach with Wallace and Crosby, and we did submit to the State Department with the intention of perhaps using Crosby if they were identified. So that's a whole separate application. However, you are very accurate because in speaking to the Commissioner they're looking at starting the Alliance application all over again in January, so stay tuned. But this is a separate piece to the reform package.

HAYES: Okay. So there was some discussion about how we feel about us having to put in a plan for something to follow-up on something we haven't even fully implemented yet.

SUPERINTENDENT: Well, Alliance is different, Alliance is that whole different piece with the professional development, the night school, the student support centers, the training with the . . . assessment, the accountability structure and then there are some other – literacy approach, and the Commissioner's Network is just focusing one of the schools that was identified. So it's a whole different process.

HAYES: Yea, but I think we have to have that discussion because if it's gonna be accountable when we have to ask for that money again next year, how do we ask for money if we haven't, in fact, proven that, in fact, the money we spent was worth spending?

SUPERINTENDENT: That's a very good point, and I did stress to the Commissioner as well that just because of the delay in notification of the Focus Group that certainly Waterbury Public Schools has a tremendous amount on their plate right now, and the Mayor was there as well, and I did inform him that I was very concerned about the capacity of the school district right now and really stay laser-focused in the direction we wanted to go, that I was concerned about our capacity, absolutely. And he's aware of that and he did lend, wants this to be a partnership, wants to lend any technical support, wants to lend any assistance we need in order to carry the reform efforts. He was very impressed with Waterbury's reform model under the Alliance, he said it was one of the most aggressive ones and he felt that Waterbury certainly was a great partner to work with the State Department and looked forward to future partnerships with him. He knows that though, he knows Waterbury is very open to change, he's getting that feeling, there's a lot of things happening in Waterbury, there's a lot of reform stakeholders and organizations who are reaching out to us consistently. And I had another meeting today with regards to that, saying that's all great, but I want to make sure we're all moving in the same direction. I even had that conversation with the Bridge to Success Committee today that they want to help as well but there's so much coming from different parts, different reform organizations that really want to support

Waterbury, one in particular, and I just want to make sure we're all connecting together and that nothing falls through the cracks.

HAYES: I just, I know in our discussions we wanted to make sure as we go through this first year that you might think that you want to make some changes and if we have to make a commitment in early next year without us even knowing or having an opportunity to work with a full breath of what you changed, we don't want to continue something that we didn't necessarily, I hope there's some flexibility when we put our plan forward.

SUPERINTENDENT: And I believe the Commissioner did share that. I'm not sure about the timelines but flexible in how we can work out some of the details. He was very open to that.

HAYES: Thank you.

STANGO: Also, Superintendent, I think the Commissioner stated more than two times that he is there to support Waterbury and to give us whatever we need. Not talking about money, necessarily. He's supporting Waterbury and that's positive news.

8. PRESIDENT'S COMMENTS

Last Thursday, I had the honor of representing the Board at the Wilby High School Advanced Placement Scholars Award Ceremony – Project Opening Doors. Guests and scholars were treated to an excellent breakfast prepared by the Wilby Culinary Arts students. This was followed by the ceremony where over 50 students received awards for successful completion in AP courses such as English, Calculus, Physics, History, Spanish Language, Studio Arts, and Statistics.

On Friday, I attended the Maloney Student Council Induction Ceremony. An enthusiastic group of students took an oath of office and they were inducted to their student council. These boys and girls are ready to begin having governing input into their school. The Mayor and I were invited back so that they may inform us of their ideas and also, I think, perhaps to tell us what we are doing wrong. They were quite a dynamic group of kids.

On Friday and Saturday I was proud to be part of the delegation attending the CABE Convention in Groton, Connecticut. Commissioners Brown, Sweeney, and Van Stone also attended along with the Superintendent and our new ILD Ms. Johnson was also present. The Convention was a busy time filled with speakers and presentations. A few high points were presentations that I attended, we all attended various different ones, sometimes together, sometimes separately, but the ones I attended were on Effective Agendas for Board of Education; Board of Education Organization; and Governance Councils. I got many ideas and recommendations on the mechanics of Board meetings which I will bring forward at a later date. One of the keynote speakers spoke about Malala Yousufzai, the 14 year old Pakistani girl in the news who championed education for girls and, as you recall, she was shot for her views. It sends home the message to us here in America and in Connecticut and in Waterbury where education is a right of every child – boys, girls, handicap, disadvantaged, poor, rich, or middle. We are fortunate for this right and we must be thankful that we have it, especially at this Thanksgiving time of year.

Regarding Thanksgiving, I would like to take a minute to thank the parents and guardians of Waterbury for sharing and trusting us with your most prized possessions, and I am thankful for that. I would like also to thank our teachers and our Superintendent and our administrators for cultivating a spirit of innovation and inspiration in all of our schools and I am thankful for that. And finally, I am thankful for you Board members who give you so much of your time and your talents for our students in Waterbury and I thank you all for that.

Does anyone wish to remove anything from the Consent Calendar?

President Stango proceeded to read the Consent Calendar list, items 9.1 through 9.9.

9. CONSENT CALENDAR

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Hayes, it was voted unanimously to approve the Consent Calendar, items 9.1 through 9.9 as listed:

- 9.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of the Carrington Pre-k through 8 School Districting Plan, as attached.
- 9.2 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of the Board of Education's 2013 Meeting Schedule, as attached.
- 9.3 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of a Professional Services Agreement with The Connecticut Center for School Change to provide district transformation for teaching and learning improvement/professional development.
- 9.4 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the ED 042/Phase 5 for the Carrington Pre-k through 8 School Project (State Project #151-0275N), as attached.
- 9.5 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Nancy Silva, Chase School, and 16 chaperones to take 125 students to Sturbridge, MA on November 14, 2012 to visit Old Sturbridge Village.
- 9.6 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Meghan Griffin, WAMS, and one chaperone to take 20 students to New York, NY on November 30, 2012 to visit the Metropolitan Museum and Radio City Music Hall.
- 9.7 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Scott Serafine, WAMS, and one chaperone, to take 20 students to New York, NY on November 30, 2012 to visit NBC Studios and Radio City Music Hall.
- 9.8 With the approval of the Committee on School Facilities & Grounds, the Superintendent of Schools recommends approval of the use of school facilities by school organizations and/or City departments, as listed.

- 9.9 With the approval of the Committee on School Facilities & Grounds, the Superintendent of Schools recommends approval of the use of school facilities by outside organizations and/or waiver requests, as listed.

STANGO: Motion has been made and seconded. All in favor, opposed, motion carries.

10. ITEMS REMOVED FROM CONSENT

There were no items removed from the Consent Calendar.

11. COMMITTEE ON GRIEVANCES

- 11.1 Upon a motion by Commissioner Harkins and duly seconded by Commissioner Sweeney, it was voted unanimously to approve that WTA Grievance 11-12-33, heard by the Committee on November 8, 2012, be denied.**

STANGO: Motion has been made and seconded. Any discussion.

BROWN: Can you just tell us a little bit about what it was?

HARKINS: Grievance 11-12-33, there's backup in your packet, it has to do with a transfer from one grade level to another grade level in the same school. Both 11-12-33 and 34 are identical grievances.

STANGO: All in favor, opposed, abstentions – motion carries.

- 11.2 Upon a motion by Commissioner Harkins and duly seconded by Commissioner Van Stone, it was voted unanimously to approve that WTA Grievance 11-12-34, heard by the Committee on November 8, 2012, be denied.**

STANGO: Motion has been made and seconded. Any discussion?

HAYES: Just under discussion, I think Commissioner Harkins mentioned, this is the same . . . giving the principal he authority to make a reassignment within the school.

STANGO: Any further discussion? All in favor, opposed, abstention – motion carries.

- 11.3 Upon a motion by Commissioner Harkins and duly seconded by Commissioner Van stone, it was voted unanimously to approve that WTA Grievance 12-13-03, heard by the Committee on November 8, 2012, be referred back to the Superintendent Level.**

STANGO: Motion has been made and seconded. Any discussion?

HAYES: I just want to make it clear that we are not in violation of any timelines. We've had reassurances from Mr. Frost that there has been discussion that the WTA won't give us a problem with this going back. We were somewhat concerned that sending it back to a previous level, we need to make sure that they concurred with otherwise the timeline would go past. But the other issue is that we had a step in this grievance we had one of our administrators make a decision that was in defiance, if you will, of an order given by Central Office, so it put us in a tough spot. So, hopefully it gets resolved and these type of issues don't come up in front of us again because this was upheld at

the Principal level. Well, it wasn't denied at the Principal level, it was upheld and claimed that the grievant should have been paid when a directive was given that those positions couldn't be paid for. So, there's sort of a bigger issue but we wanted to make sure this gets resolved so it doesn't come in front of us again.

STANGO: Thank you Commissioner Hayes. Any other further discussion? All in favor, opposed, abstentions – motion carries.

12. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Hayes and duly seconded by Commissioner Harvey, it was voted unanimously to receive and place on file Superintendent's Notification to the Board, items 12.1 through 12.6, as listed:

12.1 Athletic appointments effective immediately:

Palermo, Stephen – Co-ed Volleyball Coordinator/Coach, Duggan.
Phelan, Kyle – Co-ed Volleyball Coordinator/Coach, Gilmartin.

12.2 Grant funded appointments effective immediately:

Levi, Elaine – Pre-k Classroom Assistant, 10 months/35 hours per week, salary and benefits according to the SEIU Agreement, funded by School Readiness Grant.
Strang, Jacqueline – Substitute Pre-k Classroom Assistant, ECEP, \$9.95 per hour, non-union/no benefits, funded by Title I.

12.3 Extended School Hours (ESH) Program Appointments, salary according to individual's contract:

| SCHOOL | NAME | ASSIGNMENT |
|------------------|------------------|--------------------|
| <i>Wilson</i> | Stephanie Wright | Psychologist |
| | Donna Orsetta | Clerical |
| <i>Hopeville</i> | Sue Ascencao | Clerical |
| <i>Sprague</i> | Kelly Walsh | Teacher |
| <i>Regan</i> | Patty Poulter | Aide |
| <i>Reed</i> | Doreen Lopez | Substitute Teacher |

12.4 Teacher transfers:

| Teacher | From | To | Effective |
|------------------|--------------------------------|--------------------------------|-----------|
| Diana Gavrilis | WSMS/5 days | Wilby/5 days | 1/2/2013 |
| Jessica Giorgi | WSMS/2.5 days NEMS/2.5 days | WSMS/5 days | 1/2/2013 |
| Stephanie Borowy | Wilby/5 days | WSMS/2.5 days NEMS/2.5 days | 1/2/2013 |

12.5 Leave of absence requests:

DiFronzo, Cathy – Crosby High School English, requesting an unpaid childrearing leave of absence from November 15, 2012 thr. January 18, 2013.

12.6 Resignations:

Fleischer, Laurie – Special Education Teacher, CHS, effective 11/06/12.
Hlavacek, Elaine – Interim Special Education Supervisor, eff. 11/9/12.
Levi, Elaine – Basic Skills Teacher, Reed School, effective 11/20/12.

STANGO: Motion is made and seconded. All in favor, opposed, motion carries. Item number 13, Unfinished Business from a Preceding Meeting Only. Item number 14 – Other Unfinished, New, and Miscellaneous Business. Vice President Harvey.

HARVEY: Thank you. I'll be as quick as possible. First, there was, the Mayor issued an Executive Order placing the City on a hiring freeze. Subsequent to that, there were guidelines that were sent via email and I'm gonna request that that be put on our Workshop Agenda just so that the public is aware of how we are abiding by the Executive Order just in case there is some publicity as far as hiring because I know I sat through a long interview session today, so that the public is aware of what guidelines we are following. So, I'm gonna ask that that be put on the agenda at our next Workshop.

Second, regarding Bucks Hill, I was waiting to hear a little bit more about what the discussion was with the Commissioner and we were talking about this at the last Workshop and we cut the discussion because we had to go to a Special Meeting. But my question is this, what is the game plan, and you don't have to answer this right now, maybe at a Workshop, but what is the game plan for the Bucks Hill students that were redistricted to the Reed School? Are we going to be proactive or are we going to wait for a test and then determine their outcome? So, I'd like to know exactly what the game plan is for the Bucks Hill students who, if you wish to address that, who were redistricted to the Reed School?

CULLINAN: We actually are looking at all of them right now. Some went to Reed School, some went to other schools and we actually had no way to really track them, we're doing it by hand. So we have identified the majority of them. The Focus Plan does not require us to follow those students. However, we felt that we need to do our due diligence with those students knowing that they're part of an identified sub-group that did not make the achievement that is required. So our ILD's are looking at it holistically. As to what we put in place, good teaching strategies at Bucks Hill specific to the Focus Plan will also transcend into our other schools where the students are.

HARVEY: Very good. Thank you, Mrs. Cullinan. All right, two other things. Veterans – we just celebrated Veterans' Day and there are a lot of districts that were, decided to have school and Waterbury we had the day off and, personally, I don't feel we do enough to commemorate our Veterans in our district and I would like to see, since we have almost a year to plan this, a little bit more that we do in regards to Veterans. I know we have the day off, I know that's something we have to negotiate contractually, etc., but I think we need to do a little bit more to commemorate what our Veterans have done and their sacrifices made for our freedom.

Lastly, I want to thank the parents, we just had an Election Day on November 6, I was at the polls all day and I was happy to see that the parents brought their kids along so that they can see democracy in action. I did take the opportunity to talk to some of the kids and ask them if they had homework – some did, some didn't. So I got the names of those schools and the teachers, etc., and the principals. But, nonetheless, I was very pleased to see that parents wanted to bring their kids so the kids would be engaged in the process. So, I commend the parents for that and I hope that they will continue to do that. Thank you.

STANGO: Commissioner Brown.

BROWN: I would request some information about the salary scale for the, I'm referring to the, it seems there's a disparity between the Pre-k Classroom Assistant, 10 months, 35 hours per week, salary and benefits according to the SEIU Agreement, funded by School Readiness Grant and what seems like a lower per hour salary rate for the Title I. Just a clarification – is that our choice is it mandated, it seems like they're both doing the same work or if I'm not understanding. So I'd just like a clarification about the salary scale for these types of positions.

STANGO: Commissioner Van Stone.

VAN STONE: Thank you Mr. President, through you. I just wanted to touch on a little bit about the CAFE Conference. I had a very enlightening time up there; I had the opportunity to take a couple of workshops – two on negotiations, which is something we're going to be coming into. Just as importantly, something kind of Commissioner Hayes had touched on, I was able to take one on Alliance Districts and sat down with a couple of representatives from the State and asked many of those same questions. I frankly had asked them to move the application schedule a little bit towards the beginning of the year so we didn't find ourselves in the same predicament where we're approving a budget with our fingers crossed and hoping that they accept our application again for this year and we don't leave ourselves in a lurch. And, I said at the same time, I understand if I get my wish and you do move it forward what metrics are you going to be using to decide if our year-one accomplished anything? And their answer was that they're not looking long-term, they're looking for what they were calling "leading indicators". So if our year-one application we say we're gonna hire four ILD's and this person and that person and it's our hope that they do these things, as long as we took that first step and made those hires and showed that we were kind of having good faith in what our application was, that is how they were going to be making a decision going year two, three, four. So it gave me a little bit of ease too because I was relatively concerned with what grading scale they were going to use if they gave us, at the end of the days it could be 45 days by the time we get our letter in, get going, when we're submitting the next application. So that was their answer that you don't have to fulfill the dream yet but you have to at least take kind of the first steps down towards your goal. So, just to talk on that subject a little bit.

And lastly, the only other thing that I really took away from the Convention was I had no idea what a great dancer President Stango is. You really impressed them that night on the dance floor and I must say you did Waterbury proud showing the rhythm that you have sir. Thank you very much.

STANGO: You're letting too many secrets out of the bag Commissioner Van Stone. Any further discussion? Commissioner Hayes.

HAYES: Again, with regard to this freeze, I'm wondering just what impact this is gonna have on us, the additional 4.4 million dollars, is that in play, is that separate money? How does that work?

GUIDONE: I'll provide a general update at the Workshop as described but a simple answer to your question is that we determined that grants are exempt from the freeze. I have, however, instructed all our grant managers to pay special attention to discretionary items in their budget such as conference travel, overtime, and other things and recognize that the rest of the City is gonna attempt to get along as best they can. However, they would need to reprogram any of those monies. Our goal is to have all

those grant monies expended within the grant period. It's generally a work in progress. We have our first meeting with the Citywide Committee functioning similar as the Oversight Board has, on Wednesday to go over some of our hiring plans on the General Fund side but at this point there's no effect on the Alliance Grant, the other ILD position, the Math Supervisor, and other grant positions.

HAYES: Just a suggestion, it might not be a bad idea, like tonight we approved, and something I've already asked questions, why are we spending \$175,000 to train people we are paying 150 and 200 thousand dollars for that we at least put in the motion that this is being paid out of a grant, cause when we have this hiring freeze and there's gonna be stories about how we're hiring people, I think when we make the motion we should say how it's being paid – whether it's General Fund just so if the question is asked we have an answer for it prior to it being asked.

GUIDONE: There are going to be, we are going to be recommending to fill various General Fund positions with the approval of this particular Committee. For example, the Kennedy High School Principal, Career Academy Principal, so we are going to take, on behalf of the Department, requests for that to the Committee and then, obviously, assuming that that's approved, which I believe in the case I described that they will, then we're gonna proceed with our hiring.

HAYES: Those were already in our budget, to pay for those salaries, so I thought that that would be the right thing to do. But the other question is if you see what the goal is, it says it's simple, a surplus in this year's operating budget that can be carried forward, and we're already in a \$500,000 hole this year, so we're looking to not just figure out the 500 but we're being asked to go beyond that and create a surplus for the subsequent year. So, I don't know whether we're gonna have to do some Finance Committee stuff or some closer work on that because already we're in the hole for the 500 and we're being asked to create a surplus, not just meet the \$500,000 shortfall that we're currently facing. So, I don't know if there's something we should do prior to this going too far along because we will fall short of that goal, as far as I'm concerned, unless we come up with some pretty creative ideas because I think we used them all up and like I said, a half of a million in the whole now, there's an expectation that we're gonna make further savings beyond the \$500,000. I think we need to discuss that before it gets too close to the end of the school year and we get ourselves in a bad situation.

ADJOURNMENT

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to adjourn at 7:10 p.m. into Executive Session for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee. The Executive Session ended at 7:23 p.m. with no votes taken.

Present: President Stango, Commissioners Brown, Harkins, Harvey, Hayes, Morales, Rodriguez, Sweeney, and Van Stone, Dr. Ouellette, Dr. Sequeira, Mr. Guidone, Mr. Frost, and Attorney Mosley.

ATTEST: _____
Carrie A. Swain, Clerk
Board of Education