

EAST LYME BOARD OF EDUCATION
East Lyme, Connecticut

Tuesday, May 14, 2013
Regular Board Meeting: 7:00 p.m.
Room B101 (INTV Room)
East Lyme High School

REGULAR MEETING MINUTES

Board Members Present: Tim Hagen (Chair), Jaime Barr Shelburn (Secretary), Candice Carlson, Jill Carini, Al Littlefield, Marlene Nickerson, Chris Sandford, Melissa Ford (arrived 7:55 p.m.)

Board Members Absent: Carolyn Nee, Pam Rowe

Administrators Present: Dr. James Lombardo (Superintendent), Brian Reas (Assistant Superintendent for Special Services and Pupil Personnel), Dr. Karen Costello (Administrator for Program Improvement), Don Meltabarger (Finance and Facilities Director), Michael Susi (ELHS Principal), Melissa DeLoreto (NCS Principal), Linda Anania (FL Principal), Dr. David Miko (HA Principal), Dr. Judy DeLeeuw (MS Principal)

I. CALL TO ORDER – The meeting was called to order at 7:02 p.m. by Chair Tim Hagen

II. PLEDGE OF ALLEGIANCE – Led by Tim Hagen

III. PUBLIC COMMENT

1. Gil Gallant, ELTA President, expressed grave concerns regarding a health insurance carrier change and a five year obligation to Aetna. He encouraged the Board to choose “wisely” and not “cheaply” and asked why the town did not seek out a quote from the State of CT Partnership Plan.
2. Michelle Stallworth, MS teacher, 27 Village Dr, expressed concerns regarding a change in the health insurance carrier.
3. Courtney Pray, HS teacher, spoke of districts that have switched back to their insurance carrier from Aetna.
4. Attorney Dan Cunningham, 12 Morton St, spoke on the affect inadequate medical insurance and bankruptcy has on individuals and the importance of core values.
5. Dawn Rhodes, 26 North Rd, asked the Board to disclose the total cost of the three elementary facility options that have been presented.
6. Courtney Kargusang, HS teacher, expressed concerns regarding a five-year medical insurance lock-in period.
7. Holli Dupuis, MS retiring teacher, expressed Aetna concerns of poor customer service and claim denials.
8. Patricia Ference, HS teacher, spoke in strong support of the present medical insurance coverage based on past experience.
9. Diane Condon, HS teacher, 30 Darrows Ridge Rd, spoke of a specific injury and the difference in coverage between her present medical insurance and Aetna.
10. Kathleen Kuvalanka, MS teacher, 8 Morton St, voiced concerns regarding a switch in medical insurance to Aetna and asked if other options have been fully explored.
11. Marcie Cunningham, HS teacher, 12 Morton St, reviewed the contract provision regarding ELTA health care share and asked why a Board representative had not been provided. She also expressed concerns regarding Aetna’s rate stability, claim history, and administration fees and asked why no quote from CT Partnership Plan had been provided.
12. Karen Twitchell, MS teacher, cautioned the Board of insurance undercutting and asked that the CT Partnership Plan be considered.
13. Barbara Jacobsen, FL teacher, 10 Clark St, asked why the district has not sought a quote from the CT Partnership Program.

14. Jessica Garcia, HS teacher, 10 Winstead Rd, asked about why the district has not sought out the CT Partnership Program.
15. Lauren Brake, HS teacher, 196 Upper Pattagansett Rd, spoke of advantages of the CT Partnership Program.
16. Cheri Meier, HS teacher, 44 Green Cliff Dr, spoke in support of the CT Partnership Program.
17. Dave Costa, MS teacher, 69 Society Rd, stated the importance of a good health care plan and stressed that families are dependent upon it.
18. Nancy Mavrogeanes, MS teacher, 83 Hope St, spoke in support of her current plan and her positive experience with coverage.
19. Michelle Lorraine, HS teacher, spoke in support of the CT Partnership Program.
20. Nathalie Casey, HS teacher, 13 West End Ave, spoke in support of the CT Partnership Program.
21. Linda Johansen, HS teacher, expressed concerns regarding a change in health insurance carriers and the procedure in doing so. She requested the town obtain a quote from the CT Partnership Plan.
22. Bill Derry, 212 Pennsylvania Ave., thanked the Board for its commitment to students and staff. He urged the Board to gather all of the information related to the elementary facilities and not to rush into a decision regarding the Facilities Vision Committee recommendation.
23. Diane Swan, NC Teacher, 7 No. Beechwood Rd, spoke of the benefits of living in town and the advantages of neighborhood schools and posed several specific questions related to the Facilities Vision Committee's recommendation.
24. Michelle Jeff, MS teacher, 109 Lovers Lane, spoke of Aetna customer service concerns.
25. Maureen Hahn, 20 Billow Rd, expressed concerns regarding the possible relocation of the Coastal Connections program to Niantic Center School and the lack of transparency to parents.
26. Randee Siegal, 65 Old Black Point Rd, spoke of concerns regarding the possible relocation of the Coastal Connections program to Niantic Center School. She acknowledged the work of the PTA and NCS pride.
27. Pat Hesney, ELPS Secretarial Union President, voiced union concerns regarding the possible change in health insurance carriers and noted several municipalities that were dissatisfied with Aetna. She advised the Board to gather all the facts and to get other health insurance quotes.

IV. APPROVAL OF MINUTES

MOTION: Al Littlefield moved approval of minutes of the Board of Education April 23, 2013 Regular Meeting, as amended (on page 4875 remove under "VOTE PRO" Melissa Ford's name); Jill Carini seconded.

VOTE PRO: Tim Hagen (Chair), Jaime Barr Shelburn (Secretary), Candice Carlson, Jill Carini, Al Littlefield, Marlene Nickerson

ABSTAIN: Melissa Ford, Chris Sandford

MOTION CARRIED

V. SPECIAL REPORTS

- A. Students' Representative
- B. Selectmen's Representative – First Selectman Paul Formica
 - Health insurance
 - The state plan quote was \$250,000 higher than Aetna with reserve concerns
 - Aetna is equal to or better than other plans
 - Quotes secured from Cigna, Anthem, CT Care, Aetna
 - Town Referendum, Thursday, 5/23/13, Community Center
- C. Salem Board of Education Representative – George Jackson
 - The ELHS presentation made to the Salem Board of Education was appreciated, and a recommendation will be made to proceed with a cooperative agreement with ELHS.
- D. Town Building Committee Representative
- E. Other Reporters

VI. CONSENT AGENDA

MOTION: Marlene Nickerson moved to approve the Consent Agenda as presented (A. Proposed Donation from the Thomas L. Neilan & Sons, Inc. Funeral Home to the ELHS Girls Lacrosse Team in the Amount of \$500.00 and B. Proposed Donation from Dominion to ELHS Model Congress in the Amount of \$600.00); Jill Carini seconded.

VOTE: UNANIMOUS

MOTION CARRIED

Item VII.A.3. Discussion re: ELPS Facilities Vision Task Force's Recommendation was moved to VII.A.1. with no objection.

VII. DISCUSSION/ACTION ITEMS

A. Finance/Facilities/Community

1. Discussion re: Presentation on East Lyme High School to the Salem Board of Education on May 6, 2013

Dr. Lombardo and HS Principal Michael Susi updated the Board on the high school presentation made to the Salem Board of Education on May 6, 2013. Discussions have begun on the 20-year East Lyme and Salem High School Cooperative Agreement that expires on June 30, 2019.

2. Discussion re: Update on District Actions Regarding School Security

Dr. Lombardo continued to update the Board on district actions regarding school security. The approved capital plan includes \$104,000 for school security upgrades this summer. The administrative team is working with Director of Security Chris Olsen to review the district's safety and security plan and to finalize the 2013-2014 training program for staff.

3. Discussion re: ELPS Facilities Vision Task Force's Recommendation

Architect Brian Solywoda of Kaestle Boos, Inc. and Ken Biega of O&G Industries took the Board through the top two(2) recommendations of the ELPS Facilities Vision Task Force for addressing the elementary school facility issues:

Option #1 - The committee's preferred option is to renovate Flanders and Lillie B. Haynes "as new" and take Niantic Center School "offline." The net cost to taxpayers is the least of the three options at an estimated \$39,657,296 million, after state reimbursement of 42.5%. The general fund savings of this option is estimated at \$550,000 per year due to some reduction in maintenance costs and staffing needs, as well as reduced utility and heating costs.

Option #2 - Discontinue the use of all three elementary schools, and build a new "elementary school complex" on either the Haynes or Flanders site. The net cost to taxpayers is slightly higher than option #1 at \$49.3 million, after state reimbursement of 32.5% (reimbursement percentage is lower than option #1).

Costs have been updated to include demolition costs. The Board will continue to discuss the committee's recommendation and will set a planning calendar for next steps. Dr. Lombardo stated that since state reimbursement is based on the highest projected enrollment over the next eight years, and projections are the district enrollment will decrease, now could be the least expensive time to begin building.

Board members had questions concerning what a single school complex school would feel like, discussed concerns of how to phase the students in, the loss of roughly \$57,000 a year in rental fees from LEARN and how they were feeling about the loss of their space, and of having roughly 900 students additional being bussed into a residential neighborhood and the traffic problems that come with that. The Board was also told by the architects that the new structures would have a 50 year life expectancy with proper maintenance along with a 20 year roof and warranties on equipment.

4. Discussion/action re: Proposed CSDE FY 13-14 Healthy Food Certification Statement (ED-099)
ELPS has elected not to participate in the program because the \$.10 cents per lunch received from the State would not be sufficient funds to offset the revenue loss. The election remains the same as FY 12-13.

MOTION: Chris Sandford moved to approve the proposed CSDE FY 13-14 Healthy Food Certification Statement (ED-099) as presented (electing not to participate in the program); Marlene Nickerson seconded.

VOTE: UNANIMOUS

MOTION CARRIED

5. Discussion re: Update on May 8 East Lyme Youth Summit
Dr. Lombardo updated the Board on the Second East Lyme Youth Summit that was held on May 8, 2013 at the East Lyme Town Hall. The summit was well attended by community members that serve in some capacity related to drug and alcohol concerns with our children. Updates were provided regarding the successes and changes in policy and practice that have been initiated in the last year, and future projects and programs were identified. A third summit is planned for September and will engage parents and the community.

B. Instruction

1. Discussion re: Proposed ELPS Teacher and Principal Evaluation and Development Plans
Dr. Lombardo discussed with the Board the Proposed ELPS Teacher and Principal Evaluation and Development Plans were submitted on May 2, 2013, and a June 7 response is expected from the CSDE.

C. Personnel

D. Policy

1. Discussion/action re: Second Reading of EL BOE Policy 0521 – Mission/Goals/Objectives – Nondiscrimination - New

MOTION: Chris Sandford moved to adopt EL BOE Policy 0521 Mission-Goals-Objectives/Nondiscrimination as presented; Al Littlefield seconded.

VOTE: UNANIMOUS

MOTION CARRIED

2. Discussion/action re: Second Reading of EL BOE Policy 4112.5 Personnel – Certified/Non-Certified/Volunteers – Security Check – Fingerprinting - Revision

MOTION: Al Littlefield moved to adopt the revision of EL BOE Policy 4112.5 Personnel – Certified/Non-Certified/Volunteers – Security Check – Fingerprinting – Revision as presented; Candice Carlson seconded.

VOTE: UNANIMOUS

MOTION CARRIED

3. Discussion/action re: Second Reading of EL BOE Policy 5131.6 – Students – Alcohol, Drugs and Tobacco – Revision

MOTION: Marlene Nickerson moved to adopt the revision of EL BOE Policy 5131.6 – Students – Alcohol, Drugs and Tobacco as presented; Al Littlefield seconded.

VOTE: UNANIMOUS

MOTION CARRIED

4. Discussion/action re: Second Reading of EL BOE Policy 5144.1 – Students – Use of Physical Force – New

MOTION: Melissa Ford moved to adopt EL BOE Policy 5144.1 – Students – Use of Physical Force as presented; Al Littlefield seconded.

VOTE: UNANIMOUS

MOTION CARRIED

5. Discussion/action re: Second Reading of EL BOE Policy 5151 – Students – Child Identification – New

MOTION: Melissa DeLoreto moved to adopt EL BOE Policy 5151 – Students – Child Identification as presented; Marlene Nickerson seconded.

VOTE: UNANIMOUS

MOTION CARRIED

6. Discussion/action re: Second Reading of EL BOE Policy 6171 – Instruction – Special Education – Revision

MOTION: Melissa Ford moved to adopt the revision of EL BOE Policy 6171 – Instruction – Special Education as presented; Al Littlefield seconded.

VOTE: UNANIMOUS

MOTION CARRIED

E. Other

VIII. ADMINISTRATION REPORTS

A. Superintendent of Schools – Dr. James Lombardo

- EL Athletic Complex track will be lined before 5/28
- A letter was sent to NCS parents and staff inviting them to one of the following information and discussion sessions regarding the possible relocation of the Coastal Connections program to vacant rooms on the second floor of NCS:

NCS Teachers	Monday, May 20	3:40 p.m.	NCS Library
NCS Parents	Monday, May 20	6:00 p.m.	NCS Library

Dr. Lombardo will bring forth a recommendation to the Board on May 28.

B. Assistant Superintendent of Schools – Brian Reas

- The ELPS Stars of 2013 Recognition Ceremony will be held on Monday, June 3, 2013, 6:00 p.m., Gerald M. Mistretta Commons, ELHS

C. Business/Facilities Director – Mr. Don Meltabarger had no report.

IX. COMMITTEE REPORTS

A. AAA Committee

B. FFO Committee

C. Policy Review Committee

X. COMMUNICATIONS

A. EL Aquatic and Fitness Center Committee Minutes of 4/29/13

XI. NOTICES

A. Notice of the following staffing changes:

1. Appointments

- Ermine Ciaston, .25 After School Aide, NC, 4/10/13
- Adam Hill, Co-Director for Extended School Year Program, 7/2 – 8/9/13
- Mark Westkott, Co-Director for Extended School Year Program, 7/2-8/9/13

2. Reassignments

3. Increases/Decreases

- Jessica Paczowski, increase from .4 to .7 Before/After School Aide, FL, 4/8/13

4. Resignations

- Shelby Birch, .25 After School Aide, NC, 4/17/13
- Alina Britchi, 1.0 Science Teacher, HS, 6/30/13

- Paula Page, .2 Program Coordinator for Creative Playschool, 6/30/13
 - Jessica Paczowski, .25 After School Aide, NC, 4/8/13
5. Supplemental Appointments (2012-2013 SY):
- Elizabeth Simons, Men's Crew Assistant Coach, HS *

*Not a member of the ELPS professional staff

XII. Notice of the following out of state field trips:

1. ELHS students to Boston, MA on Friday, May 3, 2013 to visit Boston University
2. ELHS students to NYC, NY on Monday, May 6, 2013 to tour Chelsea Market
3. ELHS students to NYC, NY on Wednesday, May 15, 2013 to visit the Fashion Institute of Technology
4. ELHS students to Salem, MA on Thursday, May 23, 2013 to tour historical sites
5. ELMS students to Newport, RI on Tuesday, June 11, 2013 to tour the Marble House

XIII. BOARD COMMENTS/FUTURE AGENDA ITEMS

A. Board Comments

1. Jaime Barr Shelburn will submit questions regarding field trips to Dr. Lombardo
2. Chris Sandford asked Tim Hagen to confirm that pool regulations align with the district athletic advertising policy

B. Future Agenda Items

1. BOE Retreat – June 3 (Immediately following ELPS Stars Recognition Ceremony)
2. ASAP Presentation – Jaime Barr Shelburn
3. Exit interview process for administrators
4. Extra-curricular club presentations – requested by Melissa Ford
5. Discussion re: Redistricting – Al Littlefield
6. Board Liaison to Schools – Carolyn Nee

XIV. PUBLIC COMMENT

1. Linda Johansen, HS teacher, looks forward to getting answers to teachers regarding health insurance
2. Marcie Cunningham, HS teacher, 12 Morton St, appreciates the commitment to collect additional data comparisons on like products and actual costs to include stop loss insurance.
3. Bill Derry, 212 Pennsylvania Ave, spoke of the value of small schools and asked the Board to do what is best for children.

The Board took a short break at 10:10 p.m.

XV. EXECUTIVE SESSION

MOTION: Al Littlefield moved to enter into Executive Session at 10:13 p.m. and to include the Superintendent and Assistant Superintendent to discuss personnel matters, pending litigation and negotiations; Jill Carini seconded.

VOTE: UNANIMOUS

MOTION CARRIED

The Board exited Executive Session at 10:42 p.m.

XVI. ADJOURNMENT

MOTION: Al Littlefield moved to adjourn the meeting at 10:52 p.m.; Chris Sandford seconded.

UNANIMOUS

MOTION CARRIED

Respectfully Submitted,
Jaime Barr Shelburn
 Jaime Barr Shelburn
 Secretary, East Lyme Board of Education