

**EAST LYME BOARD OF EDUCATION**  
**East Lyme, Connecticut**

**East Lyme Board of Education Minutes**  
**Monday, January 24, 2011**  
**Regular Board Meeting: 7:00 p.m.**  
**Room B101 (INTV Room)**  
**East Lyme High School**

Board Members Present: Tim Hagen (Chair), Mary Broderick, Jaime Ellis, Melissa Ford,  
Laura Greenstein (Recording Secretary), Al Littlefield, Marlene Nickerson, Kevin Seery,  
Rich Steel

Board Members Excused: Beth Groeber

Administrators Present: Dr. James Lombardo (Superintendent), Brian Reas (Assistant Superintendent), Dr. Karen Costello  
(Administrator for Program Improvement), Linda Anania (FL Principal), David Miko (HA  
Principal), Judy DeLeeuw (MS Principal), Michael Susi (HS Principal), Jason Bitgood (HS Alt.  
Ed. Asst. Principal)

**I. CALL TO ORDER –7:05 p.m.**

**II. PLEDGE OF ALLEGIANCE**

**III. PUBLIC COMMENT**

1. Mike Schultz, Lovers Lane, requested that 2011-2012 budget questions and responses be made accessible to the public and posted on the district website.
2. Caroline Yapchanyk, 14 Dean Road, voiced concerns regarding the loss of instructional time in the proposed school calendar due to the number of half days off for students.
3. Denise Dinsmore, 57 Chesterfield Road, voiced concerns regarding the loss of instructional time in the proposed school calendar due to the number of days off for students.
4. Terry Ashton, 13 Spring Rock Road, voiced concerns regarding the number of parent conference days and the interruption of days off in the proposed school calendar.

**IV. APPROVAL OF MINUTES**

**MOTION:** Jaime Ellis moved approval of the minutes of the Board of Education Regular Meeting on December 20, 2010 as presented; Kevin Seery seconded.

**VOTE: UNANIMOUS**

**MOTION CARRIED**

**MOTION:** Jaime Ellis moved approval of the minutes of the Board of Education Special Meeting (BOE/Administrators' Retreat) on January 10, 2011 as presented; Al Littlefield seconded.

**VOTE PRO:** Tim Hagen, Mary Broderick, Jaime Ellis, Melissa Ford, Laura Greenstein, Al Littlefield, Marlene Nickerson,  
Rich Steel

**ABSTAIN:** Kevin Seery

**MOTION CARRIED**

**MOTION:** Jaime Ellis moved approval of the minutes of the Board of Education Special Meeting on January 19, 2011 as presented; Melissa Ford seconded.

**VOTE PRO:** Tim Hagen, Jaime Ellis, Melissa Ford, Laura Greenstein, Al Littlefield, Kevin Seery

**ABSTAIN:** Mary Broderick, Marlene Nickerson, Rich Steel

**MOTION CARRIED**

**V. SPECIAL REPORTS: STUDENTS' REPRESENTATIVES, SELECTMEN'S REPRESENTATIVE, and OTHER REPORTERS**

- A. Students' Representative – Jen Cordero and Sara Kukich were present.
- ELHS Cardboard Boat Race – NFA student's participated for the first time
  - Winter Ball - Saturday, January 29
  - Sports update
  - Last day of exams – Tuesday, January 25
  - Upcoming Fundraisers – Senior Senate Matchmaker and NHS Carnation Grams
  - Contemporary Issues students won the defense portion of the CT Law Mock Trials
  - American Legion Oratorical Competition - Friday, January 28
- B. Selectman's Representative was not present.
- C. Town Building Committee Representative – Gerard Burkhardt was not present
- D. Salem Board of Education Representative – Stephen Buck was not present.
- E. Other Reporters - None

**VI. CONSENT AGENDA**

**MOTION:** Kevin Seery moved approval of the proposed Consent Agenda (A. Proposed NC After School Activities for Winter 2010-2011; B. Proposed Donation from Judd and Mary Ellen Andres to the ELHS Football Team in the amount of \$1,500.00; C. Proposed Donation from the Pfizer Foundation Volunteer Program on Behalf of Robert Maunthe to the ELHS Swim/Dive Team in the amount of \$1,000.00; D. Proposed Donation from the Pfizer Foundation Volunteer Program on Behalf of Robert Oliver to the ELHS Boys' Basketball Team in the amount of \$1,000.00; E. Proposed Donation from Daniel and Laura Morton to the ELHS Technology Education Program in the amount of \$500.00; F. Proposed Donation from Music Feeding Music to the ELHS Music Program in the amount of \$500.00 as presented; Marlene Nickerson seconded.

**VOTE:** UNANIMOUS

**MOTION CARRIED**

**VII. DISCUSSION/ACTION ITEMS**

**A. Finance/Facilities/Community**

**1. Discussion re: ELPS Technology Improvement Plan Presentation**

The technology portion of the proposed 2011-2012 budget includes significant increases for hardware and networking. District Computer Systems Coordinator Robyn McKenney shared a PowerPoint presentation regarding the district's needs and the specific budgetary impact of the proposed purchases. Business Network representative Jeff Grande was present to answer questions. The proposed technology education budget seeks to 1) provide technology enhancements in accordance with the approved District Technology Plan; 2) institutionalize a systematic district-wide; 5 year equipment replacement plan; 3) provide an equitable distribution of technology resources; 4) facilitate an equitable and meaningful technology experience for all East Lyme students; and 5) continue a program of network improvements, including development of a long range plan. With the majority of computers in the district at four or more years old, justification for maintenance and upgrades continues to be a concern. The Board discussed the importance of providing continuing technology professional development for computer consultants as critical in moving the district forward and preparing students for the 21<sup>st</sup> century. Newer technologies such as I-Pads, e-readers, and tablets were discussed.

2. Discussion/action re: Consideration for the Early Retirement Incentive (Ohio Plan) for ELPS Certified Staff  
At the Board of Education Special Meeting on January 10, 2011, Dr. Lombardo was asked to research the feasibility of offering an early retirement incentive plan to qualified ELPS certified staff. Dr. Lombardo asked that the Board charge the Teacher Personnel Policy Committee to meet with him to review options.

**MOTION:** Marlene Nickerson moved that the Board of Education charge its Teacher Personnel Committee to meet with the Superintendent to review early retirement incentive plan options and to bring a recommendation forward to the Board as early as January 31, 2011; Laura Greenstein seconded.

**VOTE:** UNANIMOUS

**MOTION CARRIED**

3. Discussion re: Proposed 2011-2012 Budget Discussion

The first draft of the proposed budget is available on the district website. No questions from Board members were received by Dr. Lombardo in advance of the meeting. Board members generally agreed that a 4.7% increase is unrealistic and are concerned that projected revenue from the state may not be forthcoming, but were grateful for the opportunity to see a clear description of district needs in technology and maintenance projects. Budget priorities were discussed and questions and clarifications pertaining to individual line items were addressed. Questions and responses will be posted on the district website. Dr. Lombardo provided a line by line description of increases in salary and benefits and an explanation of services. Salary increases are approximately 2.89% and health benefits at 10%. The increases represent 3/4 of the 4.7% budget increase and are contracted or contract negotiated driven. Included in the increase are salaries no longer paid by the stimulus grant. A consortium for consolidated health benefits is actively being explored. Dr. Lombardo stated that up to a 1% reduction in supplies, etc. is possible; however, significant reductions in the budget will result in reductions in personnel. Questions should be sent to Don Meltabarger at [don.meltabarger@eastlymeschools.org](mailto:don.meltabarger@eastlymeschools.org).

4. Discussion/action re: Proposed 2011-2012 East Lyme Public School Calendar

The calendar was developed by the ELPS Calendar Committee that consisted of staff and parent representatives from East Lyme and Salem. Dr. Lombardo shared the process of the calendar development. Input from staff and community members was considered. The draft calendar mirrors the proposed "regional calendar" by providing common professional development days on October 11 and November 8; common Thanksgiving, December and April vacation weeks; and a common start of the February break. The mirror departs from the "regional calendar" by school on Veterans Day; four (4) half days for local professional development; parent conference days; and a full week for February vacation. Dr. Lombardo and building principals addressed public comment concerns related to the draft calendar. The importance of quality instructional time for students, parent conferences and professional development for all staff was stressed. Child care is presently available on half days (professional days). Additional child care opportunities will be explored for parent conference days. Action was postponed until February 2011.

B. Instruction

1. Discussion/action re: Proposed Sunday Field Trip to William and Mary Model Congress, Williamsburg, VA  
Kevin Seery moved that the Board of Education approve the ELHS Sunday field trip to William and Mary Model Congress, Williamsburg, VA on Thursday, March 17 through Sunday, March 20, 2011 as presented; Jaime Ellis seconded.

**VOTE:** UNANIMOUS

**MOTION CARRIED**

2. Discussion/action re: Proposed Two-Week Host Visit to East Lyme by Chinese High School Students - Summer 2011  
Dr. Lombardo asked the Board's permission to enter into a one-year agreement with SPRAL International of Burlington, VT to host 30 Chinese high school students for a two-week summer language-culture camp in East Lyme. The Chinese students will spend two weeks living with host families in East Lyme and Salem

learning with their American high school student hosts. A sample two-week program was shared. East Lyme will receive \$25,000 to be used to support this program or any program that supports international host programs.

**MOTION:** Al Littlefield moved to authorize the Superintendent to enter into a one-year agreement with SPRAL International of Burlington, VT to host a two-week visit to East Lyme by Chinese High School students in the summer of 2011 as presented; Jaime Ellis seconded.

**VOTE:** **UNANIMOUS**

**MOTION CARRIED**

C. Personnel

D. Policy

1. Discussion/action re: Second Reading of Board of Education Regulation 5139.1 Students – Bullying  
The new regulation has been reviewed by the administrative staff and the AAA Committee. The first reading was conducted by the Board on December 20, 2010, and no further changes have been made. Concerns regarding labeling and distinguishing between bad behavior and bullying were voiced. For clarification purposes, Dr. Lombardo will issue a one page description of the policy.

**MOTION:** Mary Broderick moved the adoption of Board of Education Regulation 5131.9 Students – Bullying as presented; Al Littlefield seconded.

**VOTE PRO:** Tim Hagen, Mary Broderick, Melissa Ford, Laura Greenstein, Al Littlefield, Kevin Seery, Rich Steel

**ABSTAIN:** Jaime Ellis

**VOTE CON:** Marlene Nickerson

**MOTION CARRIED 7:1:1**

#### **VIII. ADMINISTRATION REPORTS**

- A. Superintendent of Schools – Dr. James Lombardo
  - Review of recent snow days
- B. Assistant Superintendent for Special Education and Pupil Personnel – Mr. Brian Reas
  - Discussed improvements in transitioning students from between grade levels and schools and the CWE possible role in transitions.
  - Special Education Steering Committee will meet to discuss summer programs
  - Commended Assistant Principal Jason Biggood for his work in the Alternative Education Program
- C. Business/Facilities Director – Mr. Don Melabarger had no report.

**IX. COMMITTEE REPORTS - None**

#### **X. COMMUNICATIONS**

- A. EL Aquatics and Fitness Center Foundation, Inc. Minutes of 1/4/11

#### **XI. NOTICES**

- A. Notice of the following 2010/2011 staffing changes:
  1. Appointments
    - Rafael Aviles, 1.0 Custodian, HS, 12/16/10
    - Linda Brown, .5 After School Aide, MS, 12/20/10
    - Judy Donato, 1.0 Language Arts Long Term Substitute Teacher, MS, 12/16/10
    - Lindsay Lowers, 1.0 Temporary Custodian, MS, beginning 12/21/10 - TBD
    - Patricia Sullivan, .4 School Aide, HA, 1/3/11

2. Increases (FTE)/Reassignments
    - Leigh Reagan from .5 to 1.0 Custodian, FL, 1/3/11
    - Nina Bazinet from 1.0 Instructional Aide 1:1, DW @ HS to 1.0 Teaching Assistant, HS, 1/24/11
  3. Retirements
    - Carol Day, 1.0 Library Media Specialist, HA 6/30/11
    - Kathy Cietanno, 1.0 Library Media Specialist, MS, 6/30/11
    - Alice Pembrook, 1.0 Social Studies Teacher, HS, 6/30/11
  4. Resignations
    - Christine Holdridge, 1.0 Special Education, MS, 1/18/11
    - Jerome Maher, 1.0 Instructional Aide, HS, 1/28/11
    - Melanie Sandoval, 1.0 Family and Consumer Sciences, HS, 1/21/11
  5. Supplemental Appointments (2010-2011)
    - Ron Alaimo, Team Leader – Sea Hawks, MS
  6. Student Teaching Assignments
    - Hartt School Student Edward Grace with MS Music Teacher Nancy Rigdon from 1/18-3/4/11
- B. Notice of the following out of state field trips/athletic competitions
1. ELHS students to Wachusett Mountain, Princeton, MA on Friday, January 7, Saturday, January 8 and March 5, 2011
  2. ELHS students to Madison Square Garden, NYC, NY on Friday, April 8, 2011

## XII. BOARD COMMENTS/FUTURE AGENDA ITEMS

- A. Board Comments
- B. Future Agenda Items
1. Alternative Education Program Presentation – 1/31/11
  2. Proposed ELPS Calendar - Feb
  3. Feasibility Study Presentation – 2/7/11

## XIII. PUBLIC COMMENT

1. Mike Schultz, Lovers Lane, asked if students are allowed to bring and use personal computers and use the school network in doing so. He requested the feasibility study be presented prior to the Public Hearing on Monday, January 31 and that budget questions and responses be made available to the public via the district website. He suggested a public tour of the ELPS facilities be scheduled. He stressed the importance of researching a health insurance consortium for consolidated services and the importance of parent involvement in their child's life.
2. Karen Rak, 27 Black Point Road, encouraged the Board to research long term technology goals and explore cost saving opportunities offered by the Virtual Learning Academy and to consider a fee structure for all extra curricular activities, with a sliding fee for those in need. She also encouraged parents to understand that learning takes place in many different ways.

## XIV. ADJOURNMENT

**MOTION:** Al Littlefield moved to adjourn the meeting at 10:32 p.m.; Jaime Ellis seconded.

**VOTE:** UNANIMOUS

**MOTION CARRIED**

Respectfully Submitted,  
*Laura Greenstein*  
 Laura Greenstein, Acting Secretary  
 East Lyme Board of Education

