

*Not official until approved by the East Lyme Board of Education on November 23, 2009*

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

**Monday, November 9, 2009**  
**Regular Meeting: 7:30 P.M.**  
**INTV Room (B101)**  
**East Lyme High School**

**Regular Meeting**

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

Board Members Absent: Beth Groeber, Tim Hagen

Administrators Present: James Lombardo (Superintendent), Wayne Sweeney (Admin Consultant for Superintendent), Karen Costello (Administrator for Program Improvement), Connie Berglund (Interim Director of Special Services), Don Meltabarger (Business/Facilities Director), Lucy Schuman (NC Principal), David Miko (HA Principal), Judy DeLeeuw (MS Principal), Laurie Zaneski (HS Assistant Principal)

**I. CALL TO ORDER - 7:30 p.m.**

**II. PLEDGE OF ALLEGIANCE – Led by Richard Steel**

**III. PUBLIC COMMENT**

1. Mike Schultz, 14 Lovers Lane, congratulated the reelected Board members and thanked all Board members for their dedication and service. He expressed budget concerns regarding 1) Article IV Section 2.8. of the ELAA Contract - payment to administrators for opting out of medical insurance; 2) public funded non-mandated programs such as Advanced Placement courses; 3) Town of Salem not being required to pay significantly more than EL for attending ELHS; 4) 100% “pay for play” not implemented; and 5) affordability of out-of-country field trips.

**IV. APPROVAL OF MINUTES**

**MOTION:** Al Littlefield moved approval of the minutes of the Board of Education Regular Meeting on October 27, 2009 as presented; Marlene Nickerson seconded.

**VOTE PRO:** Kevin Seery, Melissa Ford, Laura Greenstein, Al Littlefield, Marlene Nickerson, Richard Steel

**ABSTAIN:** Mary Broderick, Jaime Ellis

**MOTION CARRIED**

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

A. Students’ Representative – Tasmia Khan

- Band, orchestra, and vocal students will attend Eastern Regionals Music Competition on Saturday, 11/14
- *The Bloody Attack of the Evil, Demonic Giraffe Puppet* drama production continues at 7:00 p.m. on 11/13 and 11/14 at ELHS with tickets \$5.00 for students and \$10.00 for adults
- The fall sport season ends soon
- Freshmen Boys’ Soccer Team tied last game against Morgan
- Girls’ Swim Team won ECCs with states next week
- Girls’ Volleyball Team lost semi finals in ECCs, states this weekend

- Senior Class Senate is planning a holiday tag sale for December with more information to follow
  - French Honor Society will hold a soccer tournament during French Week
  - Spanish National Honor Society members continue to teach Spanish to EL elementary students
  - The Student Senate is planning a Blood Drive with more information to follow
- B. Selectmen's Representative – Pam Rowe was not present.  
 C. Building Committee Representative – Gerard Burkhardt was not present.  
 D. Other Reporters

**VI. CONSENT AGENDA - None**

**VII. DISCUSSION/ACTION ITEMS**

A. Finance/Facilities/Community

1. Discussion re: Continuation of the Memorandum of Understanding Between Creative Playschool and the East Lyme Board of Education for the 2010-2011 School Year

Dr. Lombardo explained that at this time, we do not intend to reoccupy the classroom currently used by Creative Playschool for the 2010-2011 school year. He asked for discussion regarding the possibility of continuing, in some form, the Memorandum of Agreement between Creative Playschool and the Board of Education for one additional year, with the possibility of modification depending on final budget consideration.

**MOTION:** Al Littlefield moved to authorize the Superintendent to negotiate a Memorandum of Understanding between the Creative Playschool and the Board of Education for the 2010-2011 school year; Laura Greenstein seconded.

**VOTE: UNANIMOUS**

**MOTION CARRIED**

- B. Instruction  
 C. Personnel

1. Discussion/action re: Proposed 2009-2010 Unpaid Leave of Absence Beyond a 12-Week Family Medical Leave for Margaret Gross, 1.0 Math Teacher, HS

Dr. Lombardo recommended the approval of an unpaid parenthood leave of absence for Margaret Gross from April 12, 2009 through the end of the 2009-2010 school year. With the Superintendent's recommendation and the Board's approval, the request is allowable under Article V.D.4.a. of the current ELTA contract.

**MOTION:** Mary Broderick moved the approval of an unpaid parenthood leave of absence beyond a 12-week Family Medical Leave for ELHS 1.0 Math Teacher Margaret Gross effective on or about April 12, 2010 through the end of the 2009-2010 school year; Richard Steel seconded.

**VOTE: UNANIMOUS**

**MOTION CARRIED**

- D. Policy  
 E. Other

1. Discussion re: Presentation by Futures Education Regarding ELPS Special Education Program

On November 10, 2008, the Board contracted Futures Education to provide a clinical and educational analysis of ELPS special education programs. Dr. Michael Neiman, Senior Vice President and Dr. Dominick Vita, Senior Special Education Consultant presented the report.

**Areas of concentration include:**

- 1) the efficiency and effectiveness of related services
- 2) programs to support pre-school students with educational disabilities on the autism spectrum
- 3) a review of paraprofessional utilization
- 4) transportation

5) as currently constituted, the financial implications of the delivery system. Confidential interviews of clinicians, educators, administrators, and paraprofessionals were conducted to attain qualitative information. Over fifty Individualized Education Plans (IEPs) were reviewed. Comparative analysis and site visits at all levels were conducted.

**Primary findings include:**

Strengths

- 1) related service providers have an excellent understanding of the educational (vs. medical and clinical) model of school-based practice that is reflected in a review of their IEPs
- 2) IEPs are well written, cohesive, and educationally directed
- 3) pre-school program is extremely well run and provides the district's special- and typical students with a high level of personnel and programmatic excellence
- 4) high commitment among all special education stakeholders to provide a quality education to students
- 5) an emerging proactive intervention program

Challenges

- 1) neither the related service providers nor those overseeing paraprofessional assignments currently possess entry and exit criteria for these services
- 2) there appears to be a very liberal interpretation of, and perhaps in some cases a misunderstanding of what constitutes a Free Appropriate Public Education (FAPE) within the District among parents and those involved in the PPT process that include "borderline" educational interventions and first opinion "outside" evaluations
- 3) curtailing present and future special education costs
- 4) staying within budget with respect to transportation costs

Note: Special education identification rates and costs are higher than districts in our DRG and State averages. Special education costs in this district have risen from 18% to 23% over the last 5 years.

**Recommendations include:**

- 1) institute exit and entry criteria for all services and paraprofessional supports
- 2) have frank discussions regarding FAPE as it pertains to special education programming
- 3) centralize control for the incoming Assistant Superintendent with respect to staffing (for related services) and contractors and overseeing a secondary layer of administration to support the PPT (Pupil Placement Team) process
- 4) increase service providers' personal capacity via intensive professional development
- 5) reorganize routes, purchasing and bidding across both regular and special education transportation

In addition, clarification of procedural issues and implementation of clear and consistent entry/exit criteria among all schools will serve as tools to drive PPT determinations. A Special Education Coordinator will provide consistency in the special education process throughout the district. Parents and staff must work together to make programs more efficient while maximizing services for students. Contracted outside services should rarely be necessary given East Lyme's qualified and well-trained staff. The transition process is estimated to unfold over a possibly 3-year period by implementing various methodologies and expanding regular education intervention services.

**Task Force responsibilities:**

A task force consisting of 4 administrators, 1 school psychologist, and 3 special education teachers has been charged with analyzing the Futures Education report and providing the Superintendent with recommendations to improve both the effectiveness and the efficiency of our special education program and practices. Recommendations will be formulated by the end of this calendar year.

**VIII. ADMINISTRATION REPORTS**

- A. Superintendent of Schools – Dr. James Lombardo
1. 2010-2011 Budget Goals were reviewed:
    - Ensure that our students and staff work and learn in a safe and health environment
    - Ensure that our students are engaged and challenged to achieve a personal vision of success
    - Ensure that our students are supported by the Best Leadership Practices
    - Ensure that each child is supported by caring adults

Note: Administrators will meet later this week to review programmatic goals to fulfill
  2. HS mold cleaning project has been completed and bids for dehumidifiers have been received
- B. Business Manager - Mr. Don Meltabarger – No report
- C. Other

**IX. COMMITTEE REPORTS**

- A. Budget Committee – A committee meeting will be held next week.
- B. Community Relations Committee
- C. Policy Committee – A committee meeting will be held prior to the next Board meeting.
- D. Personnel Policy Committee
- E. Long Range Planning Committee
- F. Buildings & Grounds Committee – Report from Chair Jaime Ellis re: FL playground equipment
- G. Elementary/Middle School Enhancement Committee
- H. Substance Abuse Ad Hoc Committee
- I. School Calendar Ad Hoc Committee
- J. East Lyme Aquatic and Fitness Center Committee
- K. Early Childhood Ad Hoc Committee
- L. Other Committee Reports

**X. COMMUNICATIONS**

- A. ELHS Viking Saga, Edition 5, Volume XLIV, dated October 30, 2009
- B. ELPS Professional Development Day Brochure for November 3, 2009
- C. 2008-2009 ELPS Strategic School Profile

**XI. NOTICES**

- A. Notice of the following 2009/2010 staffing changes:
1. Appointments: None
  2. Resignations: None
  3. Student teachers:
    - ECSU student teacher Paul Murphy with Health/PE Teacher Jack Biggs, HS, 1/25/10 – 3/26/10
- B. Notice of the following out of state field trips:
1. ELHS students to Newburgh, NY on Monday, November 16, 2009 to tour the Orange County Choppers Shop
  2. ELHS students to Providence, RI on Monday, December 7, 2009 to attend the All-Latin Carol Sing sponsored by Brown University
  3. ELMS students to Sturbridge, MA on Wednesday, April 28, 2010 to visit Old Sturbridge Village

**XII. BOARD COMMENTS/FUTURE AGENDA ITEMS**

- A. Board Comments
- On behalf of the Board, Kevin Seery thanked Alisa Bradley for her interest as candidate to the Board of Education.
  - The HS boiler analysis will be brought forward to the Board of Selectmen next week.
  - Student representatives will be invited to the CABA Conference in November.

## B. Future Agenda Items

- Flanders Playground – November 23, 2009
- ELPS 2008-2009 Strategic School Profile – November 23, 2009
- BOE Special Meeting on Tuesday, November 17, 2009 at 6:30 p.m. to interview NCS principal finalists at CO
- BOE Special Meeting on Monday, November 30, 2009 at 7:00 p.m. – Board Retreat at CO

**MOTION:** Mary Broderick moved to appoint Melissa Ford as delegate to the CABA Assembly as a voting member on the Board's behalf; Al Littlefield seconded.

**VOTE:** UNANIMOUS

**MOTION CARRIED**

**XIII. PUBLIC COMMENT**

1. Karen Rak, 27 Black Point Road, appreciated the Futures presentation and requested the full report be made available to the public.
2. Mike Schultz, 14 Lovers Lane, asked how field trips are financed and raised concerns about several budget issues.
3. Alisa Bradley, 105 Bayview, requested the Futures Task Force provide periodic updates at Board meetings. Regarding special education, she asked how often students are exited from the program and whether we are examining how preschool program practices can be used to enhance other programs.

A short break took place at 9:20 p.m.

**XIV. EXECUTIVE SESSION**

Board Members Present: Kevin Seery, Mary Broderick, Jaime Ellis, Melissa Ford, Laura Greenstein, Al Littlefield, Marlene Nickerson, Richard Steel

**MOTION:** Jaime Ellis moved to enter into executive session at 9:27 p.m., and to include Superintendent of Schools Dr. James Lombardo, for the purpose of personnel issues and collective bargaining discussion; Rich Steel seconded.

**VOTE:** Unanimous

**MOTION CARRIED**

Exited executive session at 9:53 p.m.

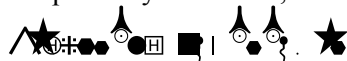
**XV. ADJOURNMENT**

**MOTION:** Al Littlefield moved to adjourn the meeting at 9:53 p.m.; Jaime Ellis seconded.

**VOTE:** Unanimous

**MOTION CARRIED**

Respectfully submitted,



Elizabeth Groeber, Secretary  
East Lyme Board of Education