

The Regional School District 13 Board of Education met in regular session on Wednesday, February 8, 2017 at 7:00 PM in the Library at Coginchaug Regional High School, 135 Pickett Lane, Durham, Connecticut.

Board members present: Mr. Augur, Dr. Friedrich, Mr. Hicks, Mr. Moore, Mrs. Petrella, Mr. Renninghoff, Dr. Taylor and Mr. Yamartino.

Board members absent: Mrs. Flanagan.

Administration present: Dr. Veronesi, Superintendent of Schools, and Mr. Russell, Interim Business Manager.

Pledge of Allegiance

The Pledge of Allegiance was recited.

Administrator Welcome

Brian Falcone, principal at Coginchaug, reviewed that seniors at Coginchaug go to seven classes every two days, with an eight-period schedule. All instruction provided happens in the classroom and is provided by the teachers. The only outside opportunities for learning are through the field trips. Mr. Falcone thought that, moving forward, they need to open the doors of the high school and offer other experiences. Students are supported in their transitions at many different points through their education except for the seniors who are probably making the biggest transition of their lives when they graduate.

Mr. Falcone stated they are looking to create a career center at Coginchaug which will provide opportunities for seniors to further explore their career interests. Job shadowing and/or internships would be provided to seniors.

The goals of the career center would be to provide an authentic learning experience, prepare the students for the work force and interview expectations. Students would be required to create a portfolio, including research on the career and presenting their overall learning experience.

In order to have a program like this, a career counselor would be needed. This person would be responsible for the overall program, focusing on building career and business partnerships with local and statewide professionals that are willing to offer this opportunity to our students. Supervision of the students and the portfolio portion of the assignment would also be part of their responsibilities. Mr. Falcone stated that they have looked at other schools that offer this type of program and realize that this will take a while for this to happen.

A three-year plan has been developed, with about 15 students piloting the program. The career counselor will work on creating the business partnerships, creating the portfolio in the first half of the year and the students would pilot the program in the second semester of next year. The following year, adjustments will be made and about half of the student population would be

included in the program. The goal would be that all of the seniors have the experience in the third year.

Mr. Falcone hopes that this Career Center would help to alleviate the anxiety and stress for the seniors and help them make an informed decision on their future.

CRHS Reporters

Because of the snow, Mr. Falcone was present on behalf of the seniors.

Public Comment

Chuck Stengel, from the Durham Board of Finance, was present speaking as a citizen and not as a member of the Board of Finance. Mr. Stengel commented that the governor's budget had been released today and there were significant cuts in education cost sharing and teachers retirement contributions. Mr. Stengel had also sent a copy of a report by Don Klepper-Smith showing a decline in the population in the state. He also noted that MBR relief had been offered in the governor's budget and hoped that the Board would recognize that.

Donia Viola commented that the public was having a difficult time hearing the Board members. Dr. Veronesi explained that the mics are actually for the recording, not to project in the room, so everyone will try to speak louder. Ms. Viola felt that new programs are not warranted at this time with the state of the budget. She also commented on the results of the PSAT and SAT scores that were published in October and felt that there is definitely room for improvement in math. Ms. Viola felt that more concentration should be used for that and wondered how long it takes for the impact of the math coaches to be realized. Ms. Viola felt that the teachers could assist students after school hours. She also commented on the before- and after-school programs being proposed and felt that that would not be in the public's favor. Ms. Viola asked the Board to contain the budget within reason, keeping the academics in place and not extra items for want and not for need.

Don Gates, Skeet Club Road in Durham, commented that the team works very hard and that the budget being presented tonight is what the District needs for the future and is connected to the District's mission, core values and beliefs. Mr. Gates reviewed the District's mission and beliefs. Mr. Gates commended Dr. Veronesi, the administrators and faculty for their work in creating an authentic learning opportunity for all of the kids in the middle school and the high school when Walter Camp's funeral procession drove down Pickett Lane. Mr. Gates felt that was one of the most moving experiences he has ever experienced in his 50 years of public education.

Next Board Meeting - February 22, 2017 in the CRHS Library

Approval of Agenda

Mr. Hicks asked to add ACES and TEMS as item 12G on the agenda. Mr. Renninghoff made a motion to amend and approve the agenda. Dr. Friedrich seconded the motion.

In favor of approving the agenda as amended: Mr. Augur, Dr. Friedrich, Mr. Hicks, Mr. Moore, Mrs. Petrella, Mr. Renninghoff, Dr. Taylor and Mr. Yamartino. Motion passed.

Approval of Minutes B January 11, 2017

A motion was made, and seconded, to approve the minutes of January 11, 2017 as presented.

In favor of approving the minutes of January 11, 2017: Mr. Augur, Mr. Hicks, Mr. Moore, Mrs. Petrella, Mr. Renninghoff, Dr. Taylor and Mr. Yamartino. Dr. Friedrich abstained. Motion passed.

Presentation - 2017-2018 Regional School District 13 Budget

Dr. Veronesi stated that the information from the Governor is not reflected in the budget that is being presented tonight. Dr. Veronesi looks forward to working with the Board through the budget process. She also acknowledged the planning and visioning work of teachers, parents, administrators and Central Office staff. Projected enrollment for kindergarten next year is 85 students who will graduate in 2030. Dr. Veronesi specifically recognized Tippi Popp, the assistant to the Business Manager, and Phil Russell, the interim Business Manager.

Dr. Veronesi stated that the members of the school district operate on a foundation of the core ethical values which includes a respect for tradition, a tremendous sense of responsibility to deliver on a promise to give every student the best possible education, a deep sense of kindness as evidenced in the tribute paid to Wilda Castro and Wally Camp, demonstrate honesty in presenting a budget of integrity and demonstrate courage by coming back every day and to try harder than they did the day before.

Over the past few years, the District has taken a hard look at what's being done and are proud of the growth made to date. Looking at the work that needs to be done, student achievement is at the center. The District's greatest natural resource is the people, both in the community and in the District. It is necessary to be clear on what best practice is and that best practice will define the culture in the District. PLCs, Professional Learning Communities, are being used to define how the District meets and talks about students, learning, curriculum and data. Taking all of that into consideration, three keys areas have been identified: student achievement, well-being and engagement.

Dr. Veronesi then took a few minutes to celebrate the work that has been done in student achievement, well-being and engagement. PLCs have been integrated into the District and goals

have been aligned to school improvement plans which are aligned to teacher and administrator goals as well as student learning outcomes.

Dr. Veronesi explained that the focus on literacy and math has been changed to be much more deliberate. The District is using a Readers' Workshop model at the elementary schools and they have made sure that students who are struggling have programming to offer support in the higher grades. Coaches and interventionists, a curriculum audit and a strategic plan for improvement have been added in mathematics. Teacher leaders have been developed in special education, in ELA, math and science. Scheduling changes have been made at Strong School. Instructional strategies have been added to improve performance on SATs and PSATs with all high school teachers having the same goal. Specific protocols have been developed to identify students with dyslexia. Life skills programming has been increased and CRHS was named as a Champion Banner school in Unified Sports.

The time of students listening to lectures and doing homework has passed. Student engagement has been defined by using 21st century learning skills including communication, collaboration, critical thinking and creativity. These same skills were used to create this budget. STEM programming has taken off at the middle school and STEM experiences are sprouting in the elementary schools. Second graders are using Chromebooks to take notes and do research. Genius hour has begun at Memorial, which includes self-directed learning. Veterans from the community have been acknowledged and celebrated in our schools. A STEAM-focused pre-K program is being suggested to extend this programming to three- and four-year-olds.

In terms of well-being, the District is focused on knowing every student's name and using it, paying attention to core ethical values. A mental health summit was held and counselors and PPS staff work collaboratively to identify best practices to support transgender youth in the school setting.

The District is looking at next year and is focused on getting stronger every day. Many different aspects were looked at through the budget process which began in October. The budget submitted in December was a 7.81 percent increase over this year's budget. Dr. Veronesi and the administrative team used a recursive process to review the submissions over and over again. Between December and this evening, the team made a \$1.5 million decrease from the budget that was originally proposed for next year.

The budget that Dr. Veronesi is presenting tonight represents a 3.43 percent increase over this year's current operating budget. A few key changes to help the District grow stronger include the expansion of pre-K with a STEAM theme, a strategic plan in mathematics that includes continual revision of curriculum as well as an additional math interventionist at the elementary level. The career center at the high school would include a .4 overage for one teacher. In digital literacy it was suggested to go from two technology integrationists to just one and to use the other position to focus on mathematics. An assistant is suggested for the technology department. The continuation of the one-on-one program will mean that all students in seventh

and eighth grade will have Chromebooks. They are also suggesting a middle school intramurals program, rather than middle school athletics. As that program was looked at, including coaching stipends, buses, uniforms and equipment, it comprised approximately \$68,000 which is approximately 40 percent of the middle school budget. There will be further discussion on the intramurals topic at the next budget meeting and a comprehensive program will be reviewed at that meeting. The budget team felt that including more kids in the program would be a responsible way to meet a goal and also look at human resources as well as fiscal resources. An intramural program is estimated to cost about \$10,000.

Dr. Veronesi reported that salaries have a gradual change which is in response to the contractual agreements made through the negotiating process. There have been savings of over \$400,000 in benefits because all but two bargaining units have changed from a PPO to high-deductible healthcare in this current year. Negotiations will begin within the next couple of months with the nurses' union and food service and custodians will be re-opened for insurance.

At the end of the budget season last year, it had been suggested that a \$200,000 cut be made in the salary line. Dr. Veronesi explained that the budget is for 100 percent of employees, but "breakage" can occur which means that someone retires in the middle of the year, someone is out on maternity or sick leave and the position is paid at a lower rate. This year, that is not being seen and it looks as though the District will be \$140,000 over budget in certified staff and underspent in noncertified staff by about \$54,000. Overall cuts have been made in the proposed salary line which equals an overall reduction in staffing of 4.1.

The insurance renewal rate at this time is coming in at 8 percent and this item is being watched very carefully. For each point that it is reduced, it is a savings of approximately \$44,000. Discussions are ongoing with ACES Collaborative who is working with some of the area districts to look at a self-funding insurance collaborative.

In Purchased Services, there are some decreases due to eliminating interns. This area also pays for coaching officials, BCBA services, outside evaluations and activities at Cuginchaug including graduation. The amount for legal fees has been reduced as there are no big negotiations this year with the teachers' union or support staff, however \$92,000 has been earmarked for potential legal fees for the disposition of Korn School. There is a slight increase in the cost of oil from \$2.02 to \$2.04/gallon and an increase in purchased services to upkeep six buildings.

Transportation costs are up about \$182,000. This includes student transportation to outside schools as well as general busing in district. In-district busing costs are up \$15,000 going into next year. The average daily rate for transportation out of the district for a child with special needs is about \$280. Included in that number is tuition for magnet schools.

As far as supplies, a lot of work was done to reduce the supplies item. Supplies are 2.22 percent of the total operating budget and a lot of work was done on that item. The supplies item was reduced by almost \$17,000. The textbooks account was also reduced by \$30,000.

Capital will be discussed at the next meeting in detail. Increases are expected in a couple of areas due to Perkins grant funding which the District will no longer receive. Dues and fees for professional organizations go up each year. State reimbursement was used to pay for the Brewster roof, but that will no longer be available.

Dr. Veronesi thanked Phil Russell for his idea to help illustrate the District's expenditures. Salaries, health insurance, transportation, noncertified staff salaries and debt service are all things outside of the District's control. Those items represent a 2.64 percent increase in expenditures. There are 405 other accounts that the budget team looked at and cut \$73,000 from.

When looking at revenue, it has decreased in all but one area. The one area that has not decreased is special education excess costs, however that reimbursement number is not usually known until May. This is a percentage of the monies spent to out-place a student. This number has gone up primarily because the District more out-placed students.

The revenue areas that have decreased include adult ed (\$500) and buildings and grounds rental will decrease because BASREP will no longer be renting Korn School. Dr. Veronesi commented that continued feedback from parents is overwhelmingly positive for the before- and after-school program and this could, in fact, be a revenue source for the District.

Interest income is down simply because the fund balance has been reduced. In-house tuition, including the MTA program at Wesleyan, is anticipated to be a loss as compared to this year. The activity fee was eliminated last year and is no longer a revenue source. The fund balance approach that has been used in the District for many years has changed in the last three to four years which is to reduce the fund balance. With that reduction in fund balance, there is a lesser balance to defray other expenses. Projecting into next year, the fund balance could conceivably be as low as \$300,000.

State receipts for building grants and building interests are in there for 2015-2016, but that has gone away and will not return. Transportation grant funding has decreased and the total revenue has decreased 16.2 percent, bringing the total for an increase in the net operating budget of 3.43.

Dr. Veronesi explained that the budget packets highlight budget increases and decreases in excess of \$5,000. Per pupil expenditures are really affected by the number of students and the number of buildings. Predictions for enrollment in 2016-2017 were 1,722 and, as of today, the enrollment is 1,722 students. The decline in enrollment has slowed slightly over a 10-year period from 25 percent to 18 percent. Looking at Brewster, an increase of a .6 Pre-K position is proposed. The kindergarten numbers are the numbers predicted from the enrollment study and

not actual numbers. There are currently 32 kindergarten students enrolled at Lyman and 43 at Brewster.

Because of available staff and scheduling at Strong, there will be some cross-program teaching with teachers teaching in both the ID and Contemporary programs. The average class size in eighth grade Contemporary would be 20 students, seventh grade contemporary would be 19, seventh grade ID would be 18 and the eighth grade ID would be 17.

There is no proposed change in administrative staffing, but there is a reduction of 3.6 positions in certified staff. The .5 increase in Central Office is the non-union position that would be in the technology department, with the salary being approximately \$18,000. A .5 decrease in a 10-month secretarial position was also recommended as well as a .5 decrease in a support staff position, bringing the total change of a decrease in staffing to 4.1. Dr. Veronesi did mention that over the past three years, the District has decreased staff by 22 FTE's.

Elementary teacher changes reflect a reduction in kindergarten teachers, one at Brewster and one at John Lyman, and a second grade teacher; however an additional first grade teacher and an additional fifth grade teacher are needed. With reductions of 6.5, but additions (math interventionist, pre-K, technology assistant, literacy tutor), this results in an overall net reduction of 4.1 in staffing.

Dr. Veronesi asked the Board members to review their budget books and ask any questions through the shared doc. Great detail will be provided at the next several meetings.

Mr. Moore thanked Dr. Veronesi and asked if any Board members had questions. Mr. Yamartino asked for clarification of staffing levels in fifth and sixth grade, but Dr. Veronesi explained that she had been talking about Strong School. Dr. Veronesi explained that the slides were generated purely by students in the grade level divided by the number of teachers. Class sizes will actually be at the level that Dr. Veronesi reviewed with the Board due to class scheduling. She will clarify those numbers for future discussions.

Mr. Yamartino also commented that the TRB numbers from the State have come through and the early projections in Middlefield are something around \$600,000.

Communications

Mr. Moore reported that he had received a letter from Chuck Stengel about the State population and a letter from Don Mulvey, a former teacher, about the students' participation in Wally Camp's funeral. Mr. Mulvey was so impressed that he offered to come back and be a free substitute. Mr. Moore also received a very nice letter supporting the four-year-old preschool and before- and after-care program as well a letter concerned about snow removal on Pickett Lane. The District uses a sand and salt mixture where the town uses mostly salt.

Mrs. Petrella reported receiving a letter from a Middlefield resident regarding the tennis courts at Memorial School. She was hoping there could be some considerations to repair those tennis courts.

Business Manager's Report

Phil Russell explained that he has been in the District for only seven days and has spent most of his time reviewing the budget and a little bit of time on salaries and benefits. He reiterated that certified salaries were over by \$140,000 and noncertified salaries were under by \$54,000. Out of the \$200,000 that was cut, about \$86,000 was actually saved.

Mr. Russell explained that he has worked in six different districts for 35 years and then has been an interim in four different districts since that time. The largest district he worked in was Hartford Public Schools and the smallest was in Clinton which is similar to District 13. He currently works for LEARN one day a week and is trying to get out of a small consulting position in Ridgefield. He is hoping to be in the District 13 most of the time in a few weeks.

Mr. Russell felt that, besides the salaries, he doesn't see how to make up the difference, but they will be working to try to balance this budget. He expects a shortfall in ECS on the revenue side, but will hopefully see some small revenues increases. Mr. Russell hopes to be able to give a much fuller report in two weeks.

Mr. Moore thanked Mr. Russell for his help and commented that the District is advertising for a full-time business manager.

Superintendent's Report

Dr. Veronesi commented that her report for this meeting was the budget.

Committee Reports

A. Policy Committee - January 17, 2017

Mr. Hicks reported that the committee spent a great deal of time on non-Board members being on Board subcommittees and will be looking at a draft of that after the attorneys review it. Dr. Veronesi will look into the regulations regarding the use and disclosure of criminal justice information policy. Amy Emory will look at the report of suspected abuse or neglect policy to be sure everything is up to date. Dr. Veronesi will also review the social media policy with the administrative team. The next Policy Committee meeting is yet to be scheduled. Mr. Hicks hopes to have some draft policies for the Board to review soon.

B. Educational Resources Committee - January 18, 2017

Mr. Moore reported that Dr. Veronesi had reviewed the budget process and there was a short discussion on the needs for data management. The five-year capital plan was also reviewed and a number of discrepancies were found. A new report has been produced, but Mr. Moore did not think it has been distributed yet. Mr. Moore hopes to have that information available for the capital budget meeting in two weeks.

The committee also talked about the field house and the need for an RFP. The committee thought that that would go to referendum in parallel to the budget. Financing through a bond would not hit the debt service until 2018-2019. Two options will be looked at, including a field house with a bathroom and the other a modular bathroom as a separate item.

C. Student Achievement Committee - January 23, 2017

Mrs. Flanagan was watching the meeting remotely and Mr. Moore offered to give her report. Noelle Durkin presented a discussion on how teachers are dealing with data management. Mrs. Durkin is also a math coach at Brewster and she also reviewed that. The committee also talked about the various test results and benchmarking for the various programs for PSAT, strategic plan for math, a STEM update and Reader's Workshop. Dr. Taylor and Mr. Augur have proposed a new way to look at actual scores and the distribution of grades.

D. Utilization Committee - January 26, 2017

Mr. Moore reported that three different options were presented on school renovations. One option included K-5 at Brewster and Memorial, eliminating John Lyman School, with a 6-8 at Strong. Another proposal included K-6 at Brewster and Memorial, plus pre-K at Brewster. A third option was to build a new school, housing K-5 at the Korn School location. Costs range from about \$32 million to \$42 million.

Dr. Friedrich commented that the committee had visited Chatfield Elementary (K-5) in Seymour which was a building that had merged two schools and included reconstruction and a new portion. Dr. Friedrich felt that the building was quite beautiful and the per square foot investment was actually in line with the estimates that the District had received. Dr. Friedrich also commented that the architects involved really need to know the business of education. The Seymour school had an enclosed courtyard which was used as a playground for little ones. The classrooms were remarkably quiet, due to good materials in the walls and ceiling but also because of carpet which is close to artificial turf that is sound-absorbing. They had discussion about the front office layout. Dr. Veronesi noted that they had asked the principal about how teachers were teaching and students were learning and interacting with this layout and he talked about how that change had been markedly good. Dr. Friedrich also commented that it's not just the room, but what you put in it and the days are gone when it's acceptable to have chairs lined up with the teacher standing in front talking.

Mr. Moore also stated that Mr. Renninghoff had raised several points to look at what minor changes could be made to not go to renovate-as-new. The local share of this would go from \$29 million to \$31 million, with the total going from \$48 to \$52 million for renovate-as-new.

Mr. Moore also reported that they had an executive session to discuss Korn School with the Town of Durham. A proposal had been received and was discussed on January 28, 2017.

E. Board Retreat - January 28, 2017

Dr. Veronesi reported that she had her mid-year review in executive session and thanked the Board for coming together on a Saturday morning. Dr. Veronesi found the conversation to be very productive and enlightening.

Roles and responsibilities of the Board were also discussed at the retreat and the budget process was reviewed.

F. Utilization Committee - January 28, 2017

Mr. Moore reported that the committee met in executive session to discuss the proposal from the Town of Durham on Korn School and developed some options for a counterproposal which is still being worked on.

G. ACES and TEMS

Mr. Hicks reported that the steering committee for TEMS met last Wednesday and a budget was presented. There are some big issues that will need to be resolved over the next month. The proposed budget is \$11.6 million which is a \$1.3 million increase over the prior year. Cuts were proposed totaling \$630,817, bringing the budget down from 13.09 percent to 6.96 percent.

ACES traditionally had funded any shortfalls in the magnet school, but ACES also has budget issues this year and will not be doing that anymore. The steering committee is going to look at ways to make up the \$350,000 shortfall. Mr. Hicks felt that most of it will be passed on to the partner districts, but the impact will be very little to District 13 as there are only three students at the school. ACES will take over the custodial management for a savings of about \$248,000 and will begin to invoice the partner districts for special education.

Mr. Hicks felt that it was going to be a 3.55 percent increase if they are able to get the other line items down. Teacher layoffs may have to happen, but he will report on that further in March.

Mr. Hicks explained that Region 13 is a partner with Thomas Edison Middle School in Meriden and has input in the budget, programs and policies. The voting is weighted and District 13 has a very small vote. By state mandate, districts are required to pay the tuition for students attending

magnet schools however transportation is reimbursed. The District can still send students to the school if they were no longer a partner, but would not be reimbursed for transportation.

New Business**A. Field Trip Request - CRHS**

Dr. Veronesi explained that this is the Costa Rica Service Program which provides students an opportunity to see and use their Spanish skills while helping by volunteering at Sea Turtle Conservation Center and the importance of eco-tourism while learning about the eco-system as well as the economic and political development of the country. The cost of this trip is paid directly by the students. This trip will be during the break in April, 2018.

Mr. Renninghoff made a motion, seconded by Dr. Friedrich, to approve the Costa Rica field trip request. Mr. Hicks would like to amend the motion to make it absolutely clear that the parents and students understand that permission for the trip can be withdrawn at any time due to actions by Homeland Security or other authorities. Mr. Renninghoff and Dr. Friedrich were okay with the amendment.

In favor of approving the field trip to Costa Rica as amended: Mr. Augur, Dr. Friedrich, Mr. Hicks, Mr. Moore, Mrs. Petrella, Mr. Renninghoff, Dr. Taylor and Mr. Yamartino. Motion passed.

B. Revised 2017-2018 District Calendar

Dr. Veronesi explained that she had neglected to mention a .5 cut in the Music Department and did not want anyone to think that she had intentionally not mentioned it. There are currently eight members in the Music Department and the budget is suggesting a reduction of .5 with no significant change to the music experience.

Dr. Veronesi reviewed that one of the discussion points about the calendar at the last meeting had been a concern about a loss of instruction time with the proposed loss of 22 hours over the course of the year. They had been trying to not have different release times, but they have now decided to follow the same schedule as is currently in place for early release days that are not for professional learning.

Mr. Renninghoff made a motion, seconded by Mr. Hicks, to amend the 2017-2018 District Calendar as proposed.

In favor of approving the 2017-2018 District Calendar as amended: Mr. Augur, Dr. Friedrich, Mr. Hicks, Mr. Moore, Mrs. Petrella, Mr. Renninghoff, Dr. Taylor and Mr. Yamartino. Motion passed.

Mr. Moore commented on the concerts that have been held since the Board's last meeting and stated that they were incredible. He encouraged all of the Board members to attend any concerts they can.

Public Comment

Chuck Stengel asked if the District was going to absorb the mid-year ECS cuts and Dr. Veronesi stated that it appears that the District has to do that.

Donia Viola thanked the Board for the information, but her mind is baffled that a new K-6 school was even brought to the table when a school was closed and there is talk of closing another one. Ms. Viola suggested that the Board not even propose these projects and felt that the budget increases are getting out of control and it is time to pull the reins in. Ms. Viola asked if the Board voted on keeping Principal Brough on while moving Debbie Stone into his position. Ms. Viola did not understand why the taxpayers would fund two principals and felt that it was downright wrong. She also mentioned the \$630,000 that District 13 would not have to repay to the State with the closing of Korn School and stated that she verified that was done through a law and the State would not be looking to recover that money. Ms. Viola did not feel that the contracts and negotiations hog-tied the District and that the District can reject it and go to arbitration.

Mr. Renninghoff clarified that unamortized balance from the Korn School building project done in 2004 and stated that the District is only off the hook if it is put to some other public use. That does not apply if the District were to demolish the building or sell it to a private party. Section 311 of the special act that gives the District that power also refers to the Town of Durham, rather than District 13, but we have been told by the lawyers that it is probably okay. The District will talk to the legislators to have the act amended.

Oanh Stephan spoke about fiscal responsibility and stated that she felt that harsh pain every day with four kids and a very limited income. However, she does feel very strongly that we cannot compromise the primary responsibility to the kids by worrying about the bottom line. She felt it was important to retain the talent and cut all the frills of the budget, but not in the way of the loss of talent. She asked the Board to focus on the kids, not the bottom line.

Anticipated Executive Session

Mr. Hicks made a motion, seconded by Dr. Friedrich, to move into executive session to discuss a real estate transaction and a confidential student matter and invited Dr. Veronesi to participate.

In favor of moving into executive session: Mr. Augur, Dr. Friedrich, Mr. Hicks, Mr. Moore, Mrs. Petrella, Mr. Renninghoff, Dr. Taylor and Mr. Yamartino. Motion passed.

Adjournment

Dr. Friedrich made a motion to adjourn, seconded by Mr. Renninghoff.

In favor of adjourning the meeting: Mr. Augur, Dr. Friedrich, Mr. Hicks, Mr. Moore, Mrs. Petrella, Mr. Renninghoff, Dr. Taylor and Mr. Yamartino. Motion passed. The meeting was adjourned at 9:55 PM.

Respectfully submitted,

Debi Waz

Debi Waz
Alwaz First