

Board of Education Meeting  
March 4, 2014

Call to Order

Board Chair, Robert Eccles, called the meeting to order at 6:32 p.m. in the Suffield Middle School Media Center. Present: Board members Robert Eccles, Lori D'Ostuni, Jeanne Gee, Scott Schneider, George Beiter, Natalie Semyanko, Michelle Zawawi, Mary Roy, Mary Lou Sanborn; Superintendent, Karen Baldwin, and Interim Business Manager, Phil Russell.

The meeting opened with a moment of silence in remembrance of Town Clerk and State Representative Elaine O'Brien followed by the Pledge of Allegiance.

Public Comment

None

Communications

None

Approval of Minutes

Schneider moved, Semyanko seconded to approve the minutes of the February 4, 2014 Board of Education meeting as presented. The motion was approved with abstentions from Board members Roy and Sanborn.

Consent Agenda

**MOTION #14-06:** Roy moved, D'Ostuni seconded to approve the Consent Agenda. The motion passed unanimously. The following items were approved:

1. Policy #5131.81 (Use of Cell Phones) – Suspend current policy due to conflict with Electronic Use policy
2. Field Trip Request – SHS Baseball Team – Cooperstown, NY

Discussion/Action Items

- January Financial Report

Mr. Russell stated that the district is halfway through the school year but seven months through the fiscal year. The district has obligated or expended 90.8% of the 2013-2014 budget. A budget shortfall of \$19,657 is projected for year-end, as compared to a projected surplus of \$16,218 as of December 2013. The budget is volatile and this winter has accounted for some of the volatility. Overtime, higher rock salt prices, heating fuel and electricity have put a burden on the budget.

Board member Beiter asked how much of salaries were moved into the Open Choice grant from the operating budget and will some salaries be included in the Open Choice grant for the 2014-2015 budget. Superintendent Baldwin said for the 2013-2014 budget, academic support salaries totaling \$107,000 were moved into the Open Choice grant. In the 2014-2015 proposed budget, those salaries are back in the operating budget. Chair Eccles said the Board will need to discuss how to turn the \$19,000 deficit into a break-even point by the end of the fiscal year. The Superintendent said that discussion can begin at the March 18<sup>th</sup> Board meeting, recognizing that the budget is still dynamic

through April. Board member Schneider asked for a reason for the fluctuation from month-to-month. Mr. Russell said the extremely cold winter has caused a spike in heating fuel costs, an increase in electricity costs due to the boilers running longer, and the district had to pay a higher price for rock salt due to demand. The Superintendent said those fluctuations can be expected in February as well. Board member Beiter said having a comparison of the food service financial from last year's exact month to this year's exact month would be helpful. Mr. Russell said that this month's report was already prepared when it was requested at the last board meeting. Mr. Russell said the February financial report will include this comparison. There is fluctuation from month-to-month in the food services account due to the pay period schedule. Mr. Russell said he continues to analyze this account. Superintendent Baldwin said the district has received half of the health insurance payment from Sodexo, but the district may have to pay the other half. Board member Roy noted the participation rate was still 30%. Mr. Russell said the breakfast program is going well, but the lunch program is not. Board member Roy asked if the breakfast program participation/dollars could be separated from the lunch information so as not to skew the revenue numbers.

- 2014-2015 Superintendent's Budget Presentation

Superintendent Baldwin began her presentation by thanking the Budget subcommittee members for their hard work and flexibility during the budget process. She also thanked the leadership team for their hard work in formulating the budget and being present at the Board meeting. She said the school district's budget is an expression of its values. The district continues to focus on the instructional core, and the priority to advance learning for all students is reflected in this budget. She communicated that the budget process remains dynamic and fluid.

She displayed a PowerPoint presentation. The budget is organized into four domains: (1) budget context, (2) return on investment (for families and taxpayers), (3) drivers of the budget, and (4) continuous improvement initiatives. The Superintendent's budget request is a 4.77% increase in spending over last year's budget, or \$1,521,128. Board member Roy asked what percentage increase is due to contractual changes. Superintendent Baldwin referred Board members to the budget book included in their packets, which describes every spending category.

She displayed a pie chart showing the expenditure categories and noted that salaries make up 65% of the budget. Benefits make up approximately 17% of the budget and is a major driver. The district employs over 400 full and part-time employees. She noted benefits do not only include health insurance but also life insurance, disability insurance, worker's compensation, unemployment compensation and other accounts outline on page 16 of the budget book. The remaining 18% is divided into professional services, purchased services, transportation and tuition services, supplies, equipment, dues and fees, and other purchased services. Board member Beiter asked which category includes the \$90,000 subsidy for food services. The Superintendent said that cost is included in the purchased services category. She noted that health benefits and electricity account for approximately half of the increase in the overall budget.

Superintendent Baldwin said it is important to realize that the shortfall situation currently experienced in 2013-2014 affects the 2014-2015 budget. Last year's approved budget included a \$200,000 shortfall in health insurance. The increase in health benefits in the 2014-2015 budget corrects that shortfall. Additionally, to close out the 2012-2013 school year, expenditures had to be transferred to the IDEA and Open Choice grants to avoid a \$300,000 deficit. As the district started the 2013-2014 school year, the year-end problems were compounded with shortfalls in the special education transportation and tuition accounts, paraprofessional account, and substitute account. As a result, a 75% spending freeze was initiated. All of these conditions impact the 2014-2015 operating budget. The Superintendent noted that the district has been operating on less than a 2% increase for the last six years. She said managing change in a tight budget is difficult and complex, there is evidence of district improvement.

The Superintendent displayed a slide showing the downward and upward pressures on the budget. The pressures to reduce the budget are the current State's economic climate, the local economic climate, the message from the Board of Finance, and the decrease in student enrollment. The pressures to increase the budget include the district's health insurance obligation, cost of electricity, education reforms and mandates, innovation and technology, and inflation. Superintendent Baldwin said resources are aligned to the priorities established in the strategic plan. Supporting the work is the context of this budget. The goal is to improve outcomes for all students, increase the level of engagement, and increase what is offered to students. The vision is to take the district's mission of preparing all children for success and transition that into the classroom.

The return on investment results in how the district is managing the change initiatives. The areas of program improvement include increased access to technology, providing full day kindergarten, changing instructional practices, establishing leadership structures that focus on learning, improved use of data, and unified theater.

Superintendent Baldwin said it is important to look at the successes the district has achieved. For example, benchmark reading scores for kindergarten students have increased, 2013 CAPT scores increased, 92% of 2013 AP test-takers achieved a score of 3 or higher. She said it is also important to look at the more intangible areas of success such as student participation in the Agri-science program and parent feedback. Board member Beiter added that Mr. Joe Blake, Suffield High School Assistant Principal, being selected by the Connecticut Association of Schools as the High School Assistant Principal of the Year is another good example of successes in the district and is a reflection on the whole district.

The ongoing efforts to mitigate costs include creating the ten-year capital improvement plan, taking advantage of State grants (i.e. the district was awarded a \$1.3 million security grant and a \$237,000 technology grant), and continuing to make strides in implementing the high deductible health savings account insurance plan.

The drivers of the budget are employee benefits and electricity. Employee benefits have increased by 16.2%, or \$622,021. Superintendent Baldwin said through the renewal process the district was able to take \$190,000 in reductions before presenting the budget to the Board, and she is hopeful to take more of a margin before the March 18<sup>th</sup> meeting.

She said the budget subcommittee will be discussing this issue at its March 11<sup>th</sup> meeting with the insurance representative.

Electricity is the other major driver of the budget. The electricity account has increased by 42.19%, or \$127,795. The district has installed capacitors at the high school to reduce costs and has negotiated a lower generation rate for the period of February 2014 through November 2014, but the district has not seen the savings expected from the energy conservation grant program (2012).

Board member Beiter asked if the Board can put health insurance out to bid. Board Chair Eccles said the Board cannot unilaterally do that because the Town and Board of Education share this service. Board Chair Eccles recommended that a contingent from the three boards meet to discuss this issue. Board member Roy added that Town employees are on the high deductible plan. Superintendent Baldwin said negotiations with the Teamsters union are beginning and a driver in those negotiations is that union members are still on the more expensive insurance plan. If negotiations are successful, savings in health insurance could be realized.

In the personnel account, overall salaries increased modestly by 1.88%. A fair and reasonable contract was negotiated this year with the SEA as well as with the administrator's group. Turnover savings of \$109,289 on four positions is assumed in this budget.

One of the continuous improvement priorities is increasing access to technology. For example, students will be assessed in the Smarter Balanced Assessment starting in 2014-2015 and there is need to create authentic learning experiences to engage students. The 2014-2015 budget supports the roll-out of the 1:1 digital learning at the high school through the Technology grant, and the request of \$190,000 in the Choice grant to support SBAC in 2014-2015, the addition of 704 Chromebooks, and the roll-out of 1:1 digital learning at the middle school in 2015. Board member Sanborn asked if these initiatives are within the policy framework. Superintendent Baldwin answered in the affirmative and added it allows the district to come in at 4.77%. Board member Sanborn asked if there will be professional development provided to teachers to learn how to incorporate the technology in the classroom. The Superintendent said that meetings have begun with the Business and Science departments to discuss the change and identify teachers willing to experiment with the Chromebooks. Board member Sanborn inquired if only students are receiving Chromebooks and not teachers. Superintendent Baldwin said teachers are using laptops, which are the tested, more functional device for the teachers' needs. Board member Sanborn asked where the break-out for these devices was in the budget. The Superintendent said the laptops are already part of the district's inventory; they are just being redeployed to the high school teachers. She added that iPads are being redeployed to Spaulding because the teachers use iPads in their instruction. The Superintendent displayed a slide illustrating the investment in technology in the district over the last five years. There is a 380% increase in the number of devices during this time period, which does not include the Chromebooks. Board member Sanborn asked if students will be using Chromebooks before the end of this school year. The Superintendent said the 5<sup>th</sup> grade is piloting the use of Chromebooks and a presentation to the Board is scheduled for April. Board member Beiter inquired as to why there was a significant increase in the textbook accounts when the district is investing in technology. Superintendent Baldwin

explained that the increase is not due to the purchase of textbooks but for leveled reading materials for classrooms to support readers at all levels and for workbooks. She said the Board will need to work on transitioning towards a full digital environment in the future.

The Superintendent said the Middle School Continuous Improvement initiative is another component to the district's overall continuous improvement plan. She said a steering committee was established at the middle school consisting of administrators, teachers, and parents to look at increasing instructional time in core content areas and provide more viable and developmentally appropriate experiences in Unified Arts. She said the work is just beginning and there is much work to do. The administration proposes adding a double-block of ELA in 8<sup>th</sup> grade. These two initiatives would require the addition of 2 FTE staff, but would have a neutral impact to the budget because of creating efficiencies in the schedule, teachers returning from leave and current vacancies in math and reading labs. Feedback from parents over concerns about study halls, advisory and Quest have contributed to creating this new schedule. Changes in the middle school will impact other schools as well. For example, exposing students to both French and Spanish in 6<sup>th</sup> grade, will allow students to make an informed choice in 7<sup>th</sup> grade and will lead to the evaluation of world language in grades 3-5 and at the high school level as well. It was stated there are questions to be discussed. Board member D'Ostuni said these are discussions the Board should have and inquired as to when those discussions would occur. The Superintendent agreed. Board member Sanborn inquired as to how the budget impact is neutral with four additional teaching positions created in this model. The Superintendent said there is no increase to the operating budget because there are currently two vacant positions and a teacher returning from leave. Board member Sanborn asked if those two vacant positions were taken out of the budget. The Superintendent explained the salaries remained in the budget.

Improving Quality Tier I instruction is another priority to the continuous improvement plan. The Superintendent said Quality Tier I instruction is not just intervention to support struggling students but also to challenge students. This model is richer than the existing model and develops capacity of teachers. Non-certified staffing levels in Academic Support remain the same for the 2014-2015 budget. The overall model of Tier I/II/III is to align the interventions, creating a more robust model to develop the capacity of teachers to challenge students, and collect and analyze data to improve instruction. The model of intervention and support examines existing staff and creates a Reading Leader and Literacy Specialists positions to help collect data, work with students, and deploy staff across the system. These positions are budget neutral because they can be filled with existing staff. On the math side of the model, Instructional Specialists and Interventionist positions will assist teachers, resulting in a 1.0 FTE increase to the Open Choice budget. Board member Zawawi asked since these roles are re-cast what were these staff members doing previously. The Superintendent said they are reading consultants working in buildings and support the current model and servicing students. Superintendent Baldwin added there are draft job descriptions that were reviewed by the Personnel subcommittee. Board member Zawawi asked if these positions will be filled with internal candidates. The Superintendent said the positions will be posted internally first. Board member Zawawi asked if they are not filled internally, will the effect still be budget neutral. The Superintendent replied that it will still be budget neutral. Board member Gee said this model was attached to the budget without fully going through subcommittees, which makes it difficult for Board members to make meaning of these

changes. She stated she had a level of discomfort with lack of fidelity to standard board practice of taking such initiatives thoroughly through the subcommittee process and that none of the three subcommittees working on the model have yet reported out to the BOE as a whole. Board member Zawawi said for coaches and specialists to work well with teachers, they need time to learn how to work in this new model. Superintendent Baldwin said there are opportunities for teachers to collaborate in this new model. Board member Zawawi asked how department heads at the high school fit into this model. Superintendent Baldwin said the department head model that is in place through collective bargaining does not have a decreased teaching load and does not ensure a coaching model. Board member Sanborn asked for clarification in the roles of math interventionists and instructional specialists. The Superintendent said interventionists will provide direct math support to students in Tier II and Tier III, develop benchmark assessments with the Supervisor, and be involved in data collection. They will also be working with coaches and teachers, and reporting and suggesting revisions to work in that area. Board member Sanborn asked if all seven positions will be coming from classroom teachers. The Superintendent replied that these positions will be coming from across the district. Board member Sanborn said if the positions are budget neutral they must be filled from within the district. The Superintendent explained the dollars are budget neutral. Board member Sanborn asked what the outlook was for Open Choice next year. The Superintendent said the State has requested Suffield to add 20 additional seats but that we currently are taking ten seats in grades K - 2. The district will usually only take older grades if it is a sibling situation. The appendix in the budget book includes the projected federal and state grants. Ten seats qualify the district at a 4% reimbursement rate, or \$8,000 per student. The Superintendent indicated she was currently considering 10 seats at the Elementary level. Board member Roy said the Board should assume 10 not 20 seats because the district may not receive 20 students. The Superintendent said CREC will be providing numbers and an update on the lottery status. Board member Eccles said Appendix A in the back of the budget book is an important resource of information for the community. These grants are not part of the budget, so the Board is not asking the Town for any of these costs. He suggested having a contingency plan in place in case the district Open Choice number is lower than assumed. Board member Zawawi asked if the Board votes on the number of Open Choice seats. The Superintendent said the Board has not done so in the past. Superintendent Baldwin added the district wants all students to be successful, and it is important to have the proper supports and structures in place to lead to success.

Board member Beiter said in comparing budget over budget, there is currently a \$675,000 surplus in salaries. Board member Beiter asked if the money paid on salaries next year will change the \$675,000 figure. The Superintendent said the 2013-2014 salary surplus is due to the hiring freeze and internal transfers. In 2014-2015 there are 23 FTE at McAlister and 22 FTE at Spaulding; the same staffing level as 2013-2014. Board member Zawawi said the complaint she has heard from the community is that the district is too "supervisor-heavy". The community needs to hear that creating these positions will have direct impact to the students in the classroom. Superintendent Baldwin said these are not supervisory or administrative positions. They are master teachers working directly with students and teachers in a collaborative environment. Board member Gee stated they are teachers working with other teachers, not teachers working with students. She said there should have been more complete and inclusive conversations around this

model not attached to the pressure of a budget. Board member Semyanko said she is unsure what the role of the ELA and math supervisors are. Board member Eccles said the budget workshop scheduled next week is an opportunity to address these issues.

Superintendent Baldwin said this budget supports all learners by adding positions on the Open Choice grant that is not related to academic intervention and support model, but to support students with social/emotional skills. Adding a 1.0 FTE Intensive School Counselor for grades 6-12, will address disengaged middle and high school students and allow for intervention. This counselor will also work with students to develop and focus on goals and assist with future planning. The grant would also provide for a Positive Behavior Support Specialist for K-2. Board member Sanborn asked if there are job descriptions for these positions. The Superintendent said job descriptions were presented to the Human Resources and Personnel subcommittee last month and are available. Board member Zawawi said these positions will help support a positive school climate and improve safety. Board member Gee said these positions will be difficult to articulate to the Board of Finance. Board member Roy said she was hoping to have a broader plan in the future, but this was a good start.

Superintendent Baldwin reviewed the next steps in the budget process. She said there will be continued dialog around the budget and continuous improvement initiatives at the upcoming budget workshop, that administration will continue to review the budget, and continue discussions about the district's needs and funding levels. On April 7, 2014 the Board of Finance will review the school's budget. April 30, 2014 will be the public hearing on the entire budget, and May 14, 2014 will be the Town meeting. Board member Schneider asked if the Board of Education will have to vote on the budget at the next meeting. The Superintendent answered in the affirmative. The budget needs to be sent to the Board of Finance by March 31, 2014. Board member Beiter asked when the audit on the lunch program would be taking place. The Superintendent said the audit starts March 11<sup>th</sup>. She added the Request for Proposal (RFP) was approved by the State last week and was issued today. Board member Gee asked if the Board is bound by the same RFP rules as when the district went out to bid for a new bus company. The Superintendent said the requirement is the same; the lowest responsible qualified bidder must be selected. She added there are very specific parameters included in this RFP, so there should be less of an impact than with the bus company RFP.

Superintendent Baldwin concluded her presentation by emphasizing that this process is dynamic and fluid. Much work has been done on the budget and is reflective of the district's strategic plan. The budget is ambitious but focused on desired learning outcomes for all students to prepare them for college and careers. She encouraged Board members to contact her or the Chair with any questions. Board member Beiter thanked the Superintendent and the subcommittee for all their hard work in developing the budget. Board member Eccles reiterated the Superintendents offer to have Board members reach out to them with questions.

Board member Sanborn asked if there was any thought to piloting the intervention model in the higher grades. The Superintendent said data shows success at the K-2 level. The idea is to add coaches at the grade 3 level and build the model from there and that the concept of piloting the program has not been discussed. Board member Sanborn said she had concerns because these initiatives did not come to the Board through subcommittees.

- Adoption of 2014-2015 School Calendar

**MOTION #14-07:** Roy moved, Semyanko seconded to adopt the proposed 2014-2015 school calendar. The Superintendent said the calendar in Board members' packets is similar to the one presented at the last Board meeting on February 4<sup>th</sup>. Board members had questions relative to the high school's June exam schedule as to why there were 5 days scheduled as compared to 4 days in January. She said the high school principal said the extra day was to allow for a make-up day if needed. There was also a question about the spring sports schedule, which begins in mid-March. In the interim we also received more finalized calendars from neighboring districts. In receiving input from parents and representatives from the SEA, it was preferable to be aligned with more districts in the area, so the April vacation has been moved to April 13, 2015 through April 17, 2015. Board member D'Ostuni stated she raised the issue at the last meeting and feels that there are approximately 20% of students at the high school who play spring sports who cannot take a spring vacation, along with those who have siblings in other district schools who do not get a spring vacation. She stated it is not fair to families and that if the vacation was the week of Good Friday, it would effect spring practices but not games. She also commented this is not the first year she has made the comment and that we seem to try to have it when other districts have their breaks for Agriscience and outside schools our kids attend. Board member Gee inquired as to whether Election Day should be a day off since it is a gubernatorial election year. She believed the district closes on gubernatorial and presidential election years. Board member Gee made an amendment to approve the calendar with the exception to close schools on Election Day and add Veteran's Day as a school day. Board member Zawawi seconded the motion. Board member Beiter asked if there were contractual restrictions to holding school on Veteran's Day. The Superintendent said not with the SEA but with the support staff. She said the timing for changing the calendar is challenging at this point. Board member Zawawi said there was a similar discussion at the last meeting and it was decided a calendar committee should be formed. The Superintendent agreed that a calendar committee should be established to examine these issues, but she said adding Veteran's Day as a school day for 2014-2015 is premature. The Superintendent said Election Day could be captured in June by extending the last day of school one day. Board member Gee withdrew her motion and Board member Zawawi withdrew her second. Board member Roy motioned to direct the Superintendent to verify whether schools need to be closed for Election Day, and if obligated to close extend the last day of school to June 16, 2015. Board member Gee seconded the motion and all members voted in favor. The motion passed unanimously. Board member Zawawi noted there were many days off in November and this was a disruption to student learning. Board member Gee said the calendar committee could discuss that issue. Board member D'Ostuni said every year the Board has to wait to set graduation date until April but if there are 185 student days, the graduation date can be set before April as long as seniors came to school after graduation, and maybe we should look at this in the future. Motion #14-07 was voted on and approved unanimously.

#### Reports to the Board

- Superintendent's Report

- Update on Large Animal Facility and Fire Pump

The Superintendent said work continues on the fire pump at the large animal facility.

The contractors are completing the punch list of items to be completed at the large

animal facility. The fire pump is on schedule, and the target date for completion is early to mid-April. Board member Eccles asked if a temporary Certificate of Occupancy will be issued soon for the large animal facility. The Superintendent said there is still roof work to be done, and there is concern over the quality of work done in repairing the foundation cracks. It is difficult to know when a temporary CO may be issued. The Superintendent said progress is slow and sporadic at best.

- Chair's Report

- The Chair said he received a copy of the Open Choice seat request letter from the State. He said the State is projecting a 20% increase in the Open Choice population in response to the Sheff case.
- The Chair discussed the message the Board should convey regarding the budget. He said total spending over the last few years has been approximately 2% each year. The grants do not impact the budget and that should be emphasized. Total education spending on the taxpayers has been remarkably consistent over the past four or five years. Sources of income from areas like grants are not keeping pace with the rate of educational spending, and that should be communicated to the community. Board member Gee suggested the Chair and Board member Schneider create that information graphically to clearly communicate it to the Board of Finance and the community.

### Subcommittees Reports

- Policy Subcommittee

Board member Sanborn said Policy #5141.221 – Pediculosis; Policy/Regulation #6141.321 – BYOT/Responsible Use; Regulation #4118.5 & #4218.5 – Computer Responsible Use (cert./non-cert.) are being put on a 30-day read. A subcommittee meeting was held prior to the Board meeting tonight. The committee has made revisions to the home-schooling policy and it will be on the March 18<sup>th</sup> Board agenda. The committee also discussed the SEED documents and will be on the March 18<sup>th</sup> Board agenda for approval. The approved plan needs to be sent to the State by March 30, 2014. The Superintendent said the model is complex and is anchored in standards of student growth and performance. The district was granted an extension to January 2014 from the original response date of November 2013. We heard from Mark Janick on the model in January and approval was cancelled at a meeting in February. With the combination of meetings being cancelled and the State changing the flexibility model, the subcommittee had to revisit the issue. She said adopting SEED is one action and adopting the flexibility options is a separate action. Board member Sanborn said this model is a work in progress but will serve as a baseline.

- Budget Subcommittee

Board member Schneider said the committee has held several meetings and thanked the Superintendent and her staff. He said the process has been difficult and involved a lot of work for everyone involved. He said representatives from the Board of Finance and Board of Selectmen attended the last meeting. The committee has focused on keeping communication open with Town officials, so there should be no surprises when the Board of Finance receives the school's budget. He said next week's workshop will be a good avenue to work out details. Board member Sanborn asked if the committee had a sense

of how the Board of Finance felt about the budget. Board member Eccles said they believe it is high.

- **Facilities Subcommittee**  
Board member Beiter said the committee met with representative from Powerpoint and CL&P to discuss why the district has not seen the savings expected from the project. He said electricity costs have increased over 42% and has greatly impacted the budget. He said he was disappointed and not satisfied with the explanation given by Powerpoint and CL&P. He said one positive is the generation rate has been reduced for February 2014 through November 2014. Another meeting will be scheduled in April to revisit this issue.
- **Student Programs and Services Subcommittee**  
Board member D'Ostuni said the committee met on February 10<sup>th</sup> where several staff members attended to give examples of work being done in the Tier I/II/III model. Board member Gee had requested specific examples of how intervention would look in each grade level, giving comparisons of the new model versus the old model from a student's point of view. The committee also discussed appropriate materials in the classroom and reviewed a letter going home to parents regarding materials. Superintendent Baldwin said these issues overlap with the Policy subcommittee and there may be a need to develop a policy framework. Board member D'Ostuni thanked the teachers who presented at the meeting.

#### Future Business

- Substitute Service Budget Study and Kelly Services Data – March 2014
- Gender Gap Writing/SRBI
- PALS Program – 2013/2014 student data and parent survey results – June 2014
- Learning Management System status – March/April 2014
- Report on technology integration and BYOT in the district
- Credit recovery – June 2014
- Presentation of Full Day Kindergarten
- Update on leveling in 6<sup>th</sup> grade

Beiter moved, Roy seconded to adjourn the meeting at 8:45 p.m.

Respectfully submitted,

Lori D'Ostuni  
Secretary