



CONSOLIDATED SCHOOL DISTRICT OF NEW BRITAIN

New Britain Board of Education | Special Board Meeting Minutes from January 9, 2017 New Britain Educational Administration Center

Call to Order and Roll Call

Call to Order

Mr. Nicholas Mercier, President of the Board of Education, called the meeting to order at 6:37 PM.

Board Members Present

Ms. Grisselle Aponte, Ms. Miriam Geraci, Mr. Nicholas Mercier, Ms. Nicole Rodriguez, Ms. Daisy Sanchez, Ms. Gayle Sanders-Connolly

Board Members Absent/Excused

Ms. Beloin-Saavedra, Mr. Merrill Gay, Ms. Judy Greco, Ms. Elaine Zottola

Prior to the official start of the meeting, Mr. Kevin Kane, Chief Financial Officer, presented the proposed budget for the 2017-2018 Fiscal Year. Superintendent Nancy Sarra gave a presentation in regards to how her proposed budget is structured and what the main focus points are going into the next fiscal year. Both presentations have been attached.

Public Participation

There was no public participation.

Superintendent's Budget Request for Fiscal Year 2017-2018

Ms. Rodriguez motioned to adopt the Superintendent's request for the Board of Education's 2017/2018 budget and forward the request with a letter from the Board President and Superintendent to the Mayor's Office and the Board of Finance and Taxation, per the New Britain City Charter, seconded by Ms. Sanders-Connolly. Motion carried unanimously.

The proposed budget can be found online at www.csdnb.org.

Adjournment

Ms. Sanders-Connolly motioned to adjourn at 6:44 PM, seconded by Ms. Aponte.

New Britain Board of Education

Nick Mercier – President | Nicole Rodriguez – Vice-President | Daisy Sanchez- Secretary

Grisselle Aponte | Sharon Beloin-Saavedra | Merrill Gay | Miriam Geraci | Judith Greco | Gayle Sanders-Connolly | Elaine Zottola

CONSOLIDATED SCHOOL DISTRICT OF
NEW BRITAIN

BOARD OF EDUCATION
PROPOSED 2017-2018 OPERATING BUDGET

BOARD OF EDUCATION
JANUARY 3, 2017

CSDNB PER PUPIL EXPENDITURES / RANK

Fiscal Year	Per Pupil Expenditure	State Rank
2015-2016	13,192	164 / 166
2014-2015	13,033	162 / 169
2013-2014	12,918	161 / 169
2012-2013	11,833	166 / 169
2011-2012	11,630	164 / 169

GENERAL FUND BUDGET

Requested 2017-2018		Adopted 2016-2017		Change	
Amount		Amount		\$	%
126,766,706		125,700,000		1,066,706	0.85

SUMMARY COMPARISON BY CATEGORY

	Requested 2017-2018	Adopted 2016-2017	\$ Change	% Change
Salaries	\$74,058,927	\$71,172,509	\$2,886,418	4.06%
Fringes & Insurances	14,334,574	15,182,232	-847,658	-5.58%
Purchased Prof. Services	4,056,730	3,935,530	121,200	3.08%
Purchased Contr. Services	1,847,563	1,846,463	1,100	0.06%
Purchased Other Services	26,270,067	27,282,878	-1,012,811	-3.71%
Supplies	5,408,704	5,430,622	-21,918	-0.40%
Capital Outlay	248,300	265,050	-16,750	-6.32%
Other	161,715	204,590	-42,875	-20.96%
Operating Transfer Out	380,126	380,126	0	0.00%
Total	\$126,766,706	\$125,700,000	\$1,066,706	0.85%

BUDGET HIGHLIGHTS

1. Moving positions from expired grants to local budget
2. Reorganization of technology support to provide improvements in servicing schools
3. To provide additional support to our special education population from savings realized from our reduction in outplacements

MOVING POSITIONS FROM EXPIRED GRANTS TO LOCAL BUDGET

Expired Grants	School / Depart.	Position	Salary	Total Benefits	Total Cost
SIG	Slade	Asst. Principal	\$133,061	\$1,929	\$134,990
SIG	Pulaski	Asst. Principal	128,087	23,479	151,566
Comm. Network	DiLoreto	Dean	53,072	29,216	82,288
Safe School	Acad.	Safe School Mgr.	57,187	15,984	73,171
Safe School	Acad.	Instructional Coach	65,602	22,516	88,118
Safe School	Acad.	Instructional Coach	91,793	22,896	114,689
Total Costs			\$528,802	\$116,020	\$644,822

REORGANIZATION OF TECHNOLOGY SUPPORT TO SCHOOLS

School / Depart.	Position	FTE	Salary	Total Benefits	Total Cost
All Elem.	Computer Para	-10.0	\$-295,306	\$-219,994	\$-515,300
MIS	Computer Syst. Specialist	+ 2.0	127,628	51,976	179,604
MIS	Computer Repair Specialist	+ 2.0	102,064	48,818	150,882
MIS	Chromebook Software Management				50,000
District Wide	15 Lead Teacher Stipends @ \$2,927 each		43,905	5,427	49,332
Total Reduction		- 6.0			\$-85,482

USE OF PUPIL SERVICES SAVINGS ON THE REDUCTION OF OUTSIDE PLACEMENTS

School / Depart.	Position	FTE	Salary	Total Benefits	Total Cost
ELC	SE Teacher (Preschool – Inclusion)	1.0	\$63,814	\$17,808	\$81,622
ELC	SE Teacher (Presch. – Self Contained)	1.0	63,814	17,808	81,622
ELC	Para (Preschool Inclusion)	2.0	48,786	43,032	91,818
ELC	Para (Preschool – Self Contained)	3.0	73,179	64,548	137,727
Slade	SE Teacher (KEY)	1.0	63,814	17,808	81,622
NBHS	SE Teacher	2.0	127,628	35,616	163,244
PS	Speech Pathologist	1.0	52,832	17,649	70,481
PS	Speech Pathologist – Bilingual	1.0	87,012	18,145	105,157
PS	Para	5.0	121,965	107,580	229,545
PS	Outplacement Reductions				-1,000,000
Total Net Costs		17.0			\$-42,838

DRAFT

BUDGET CHANGES

TOP INCREASES OR DECREASES

Description	Amount	
Salaries	\$2,886,418	<ul style="list-style-type: none"> • \$1,576,291 Base Budget Increase • \$ 702,844 PS use of outplacement savings • \$ 528,802 movement from grants to local • \$ 100,190 new 1.50 FTE CSA/NBHS • \$ -21,709 reorg. of technology support
Tuition – Magnet/VOAG	267,951	Projected 10% Increase over current year projected
HSA Contribution	261,800	All employees under High Deductible Health Coverage
Gasoline	-100,000	Based on usage and pricing
Tuition – Outplacement	-1,000,000	Reduction in students outplaced
Health Insurance	-1,229,034	<ul style="list-style-type: none"> • Assumes 10% increase • Use of \$3,293,004 Fund Balance from Self Insurance Fund
All Other	-20,429	
Total Budget Increase	\$1,066,706	DRAFT

POSITION SUMMARY CHANGES

Union	Additions	Reductions	Net Changes
871	8.50	0.00	8.50
1186	4.00	0.00	4.00
2407	10.00	10.00	0.00
Total	22.50	10.00	12.50

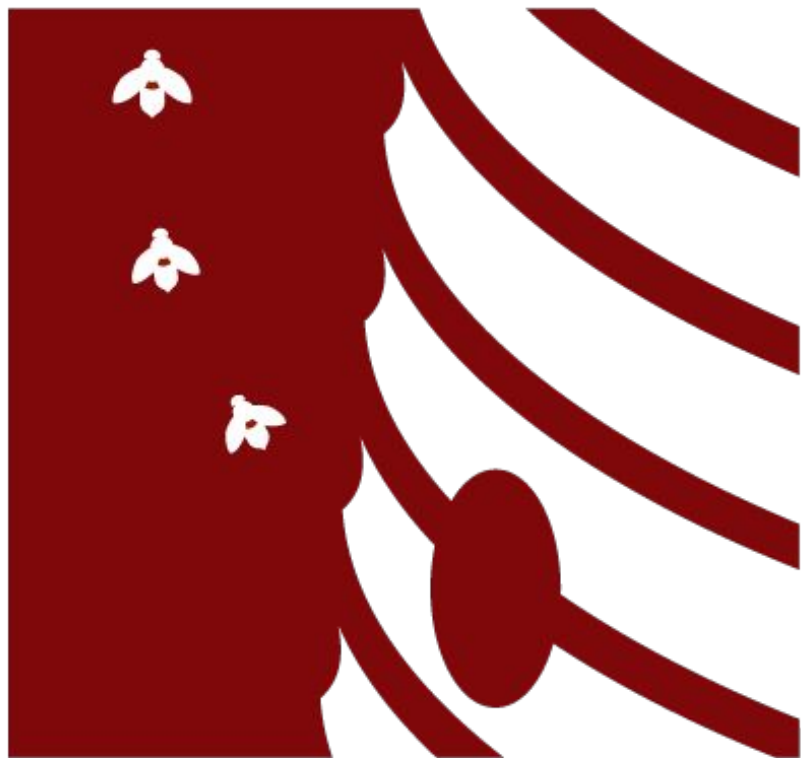
871 POSITION CHANGES

Location	Position	FTE	Explanation
ELC (Presch.)	SE Teacher - Inclusion	1.0	PS Outplacement Savings
ELC (Presch.)	SE Teacher – Self Contained	1.0	“ “
Slade (Key)	SE Teacher	1.0	“
NBHS	SE Teacher	2.0	“
NBHS	Business Teacher	0.5	New Position
CSA	English Teacher	1.0	New Position
PS	Speech Pathologist	1.0	PS Outplacement Savings
PS	Speech Path. Bilingual	1.0	“ “
Total		8.5	

THIS POINT FORWARD

The District will:

1. On an ongoing basis review all object code budgets to identify any additional reductions.
2. Budget assumes a 10% increase in health cost premiums. Final Rates are provided on or around May 1st. Every 1% reduction in rates provides a savings of \$133,072
3. Budget for all known retirements at step 1 unless position is in a shortage area



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— OF —
NEW BRITAIN**

CONTEXT

- Local funding is limited and the need to assess all current positions in support of our vision continues
- The task is to re-imagine and re-purpose existing positions to support the Goals and Strategic Action steps across all departments
- Budget calls for a 0.85 percent increase, or just over \$1 million

CABINET STRATEGIC ACTION STEP #1

Assessing current needs of all students and current programs in the district and developing a plan to re-purpose positions/programs to enhance current programming districtwide to better serve all students

- To include all schools and departments at Central Office
- Build adult capacity at all levels
- Core Program focus on social emotional/habits of mind as a means to improve whole child development (including improved academic & social emotional outcomes) and increase **student engagement**

DEPARTMENT OF ACADEMICS & PARTNERSHIP

- Research and develop a student report card across all grade levels to include whole child development. The rollout of this will be September 2018.
- Elementary Schools – Grades K & 1: Professional Development and coaching of developmentally appropriate practices and intentional play. To accomplish this, we will absorb two D.A.P. coaches over to local funds.
- Elementary Schools – Grades 3 & 4 – Professional Development and external consultants (Clark Consulting) around high impact instructional strategy.
- Middle Schools – Grades 6-8: Continued coaching support in ELA, Math, SSP Advisory Time
- NBHS – Repurposing Freshman Academy to support better continuum of services.

PURSUING EXCELLENCE ONE STUDENT AT A TIME



DEPARTMENT OF TALENT DEVELOPMENT

- Facilitate the Professional Development Evaluation Committee's work on revising the current IDrive Teacher Evaluation tool to better meet the needs of all teachers and administrators
- SLO for teachers for both social emotional and academic

INCREASING STAFF ENGAGEMENT

- Decreasing staff absences by 10%
- Monitor building level rewards and recognition
- Provide targeted professional development opportunities for all members of the organization
- Communicate and adhere to CSDNB Service Excellence Standards (Integrity, Respect Professionalism, Communication, Teamwork, Accountability)
- Establish talent pipeline for paraeducators, deans toward degree in education
- Establish and support talent pipeline for NBHS students to enter college program for education

PURSUING EXCELLENCE ONE STUDENT AT A TIME

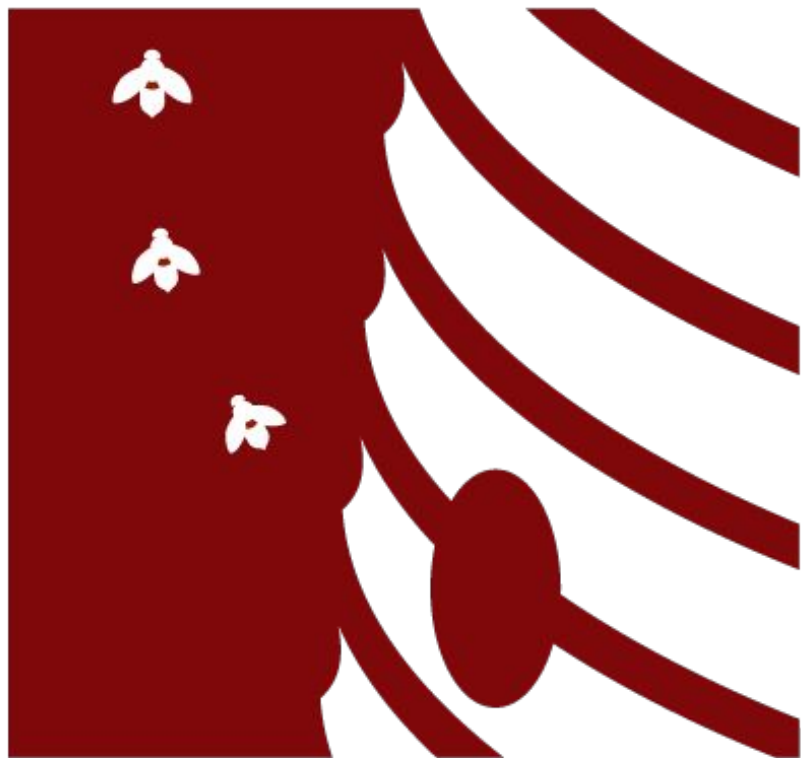


INCREASING FAMILY & COMMUNITY ENGAGEMENT

- Assess current functioning of family resource centers, research and develop successful models across state. Develop proposed FRC restructure.
- Strengthen & maintain partnership with Community Health Center - providing additional Licensed social worker at each building
- Establish & strengthen partnership with Klingberg Centers
- Strengthen partnership with local university: Early Learning Center vision and pipeline of first year teachers
- Strengthen partnerships with local businesses to increase number of students placed in paid internships

CABINET STRATEGIC ACTION STEP #2

- Assessing current procedures/processes or lack of and revision/creation to eliminate unnecessary spending. This is done in the following ways:
- Re-Structuring MIS Department to better serve the needs of our staff and students (saves \$90,000)
- School-Wide scheduling support for all building administrators to maximize human capital & time
- Decrease overtime spending and extra earnings related to the following: teacher/para absences, 1186 absences, stipend positions
- RFP for transportation - decrease in overall transportation spending to absorb cost of living in future
- Needs assessment for staffing at New Britain High School
- Other initiatives such as monthly building update regarding staffing for all staff and monthly cabinet reports regarding students with special education services



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