

Board of Education Special Meeting 2024

Thursday, April 11, 2024 7:00 PM

BOE Special Meeting Access: BOE (4/11/24 at 7 p.m.) Web:

<https://zoom.us/j/96984448448> Dial In: (929) 205-6099 Meeting ID: 969 8444 8448, 3 Brush Hill Road, New Fairfield, CT 06812

I. CALL TO ORDER

II. PLEDGE OF ALLEGIANCE

III. INFORMATION/ACTION ITEMS

III.A. FY 25 Budget Update

III.A.1. Operating Budget

III.A.2. Capital Budget

IV. ACTION ITEMS

IV.A. Reduction in Force *(To be voted on after Executive Session.)*

V. PUBLIC COMMENT

VI. BOARD MEMBER COMMENTS

VII. EXECUTIVE SESSION FOR THE PURPOSE OF DISCUSSING REDUCTION IN FORCE

VIII. ADJOURNMENT



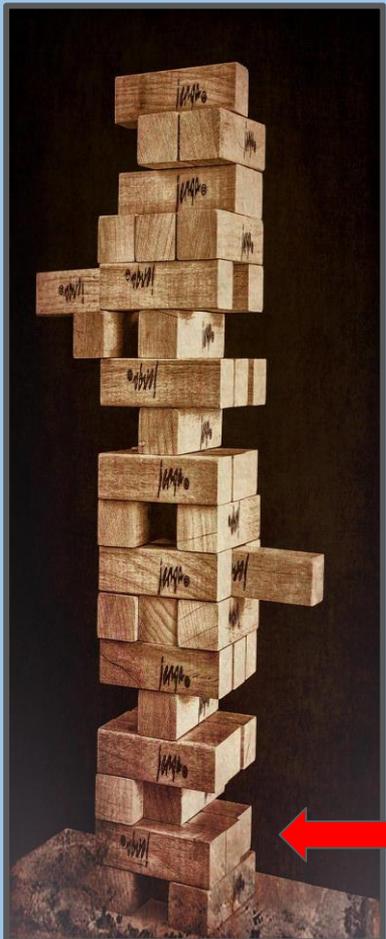
New Fairfield Board of Education Special Meeting - April 11, 2024



**Impact of \$1.0M Cut to 2024-25
BOE Operating & Capital Budgets**

Budget Actions Taken by BOF

- **BOF voted down a motion to cut \$250K from the BOE operating budget**
- **BOF approved a \$350K cut to the BOE operating budget**
- **BOF approved a \$675K cut to the BOE capital budget**
- **Total cuts equate to \$1,025,000 or approximately 2% of the BOE's budget.**



Cumulative Cuts To Operating Budget Have Cumulative Impact

Year	Board	Notes	Operating Cut
2023-24	BOF Adopted	Voter approved after 3 referendums	-\$504,100
2024-25	BOE Adopted	Reduced budget from 5.25% to 4.95%	-\$138,168
2024-25	BOF Adopted	Reduction made on 4/3/24	-\$350,000
2-Year Cumulative Reduction Total:			-\$992,268

Jenga Analogy: Cumulative reductions will dismantle education

Cumulative Impact of Cumulative Cuts

Restoring cuts to programs often takes many years, if it happens at all.

Cuts the BOE is attempting to restore with this budget

- NFMS Librarian
- NFHS School Counselor

Cuts the BOE has proudly restored in recent years

- Gifted Education
- Strings (This budget would extend instrumental program to grade 8)

Cuts that should be restored in future budgets

- Daily world language at NFMS
- Lost instructional time for NFMS Unified Arts classes

Cuts impede continuous improvement efforts & NF's next level of work

2-Year Staffing Impact

Year	Amount	Impact
2023-24	\$505K	<u>5.6 Certified Positions Eliminated</u> <ul style="list-style-type: none">• Director of Curriculum• Instructional Coach• 2 Reading Interventionists• Sunset Latin Program• Math/Business Teacher
2024-25	\$350K	<u>3.4 Certified & 2.0 Non-Certified Positions Eliminated</u> <ul style="list-style-type: none">• Loss of Jobs• Increased Class Size• Changes to Programs & Services

\$350K Budget Reduction - 4/11/24

Operating Budget		\$48,695,091		4.95%
FTE	Department	Description	Impact	Amount
	Districtwide	Pension	Reduction per pension committee	-\$8,695
	Athletics	Event Supervision	Reduction to event and site supervision	-\$6,500
	Elementary	Assistant Principal	Reduce position from 12 to 11 months	-\$13,800
0.40	Districtwide	Instructional Coach	Coaching model restructure	-\$40,000
1.00	Elementary	Fourth Grade Teacher	Increases in class size to 23.5	-\$55,000
2.00	Districtwide	General Ed. Paras	Reduces classroom support (K, Library, CC)	-\$50,000
1.00	High School	School Counselor	Reduction in mental health supports	-\$80,000
1.00	Districtwide	Enrichment	Results in restructuring of gifted / enrichment	-\$60,000
	Athletics	Freshman Sports	Elimination of freshman teams	-\$50,000
0.20	High School	Additional HS Section	Due to enrollment increase	\$16,000
Total				-\$347,995
Operating Budget		\$48,347,096		4.20%

Capital Budget Impact

BOF cut most of the BOE's 795K capital request.

❑ 600K Cut to Stadium Turf and Track

- ❑ Will not be replaced this summer**
- ❑ Risks having to shut down the field if impact tests deem it unsuitable for use**
- ❑ Athletic contests would need to be played at opponent's field**
- ❑ Budgetary impact due to increased transportation costs**

❑ 75K Cut to BOE's request for NFMS and District needs

- ❑ BOF voted to consider appropriating \$75K for BOE Capital projects at their upcoming April 24 meeting.**

2024-25 Capital Improvement Plan

Location	FY 25 Capital Requests	Amount
Districtwide	Replace Student Transportation Van	50,000
High School/ Community	Replace Stadium Turf & Track (reflects \$630,000 offset from Field Fees)	600,000
Middle School	Creation of Middle School Outdoor Recess Space	25,000
Middle School	Replace 4 Classroom Carpets	9,000
Middle School	District Storage Garage	25,000
Middle School	Create STEAM Classroom in previous SOC location	52,250
Middle School	Intercom System	33,327
Total:		\$794,577



Click link for: [Board of Education 5-Year Capital Plan](#)

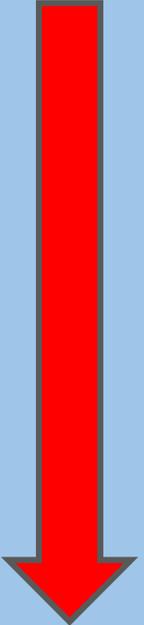
Long-term Budgetary Impact

- Capital cuts jeopardize future operating budgets
- Capital cuts set the stage for a significant increase next year
 - NFMS underground oil tank must be replaced - 465K
- The BOE developed a multi-year capital plan, but without appropriate funding in the first year of the plan, there is a cascading effect in subsequent budget years.



5-Year BOE Capital Budget Projections

Year	Amount	Description
\$675,000 cut in 2024-25 will have a domino effect on subsequent years.		
2024-25	\$794,577	Track/Turf, MS Intercom (safety), MS STEAM Room, MS Recess Space, MS Carpets, Student Van, Maintenance Garage
2025-26	\$810,000	MS Oil Underground Storage Tank, MS Pool HVAC & Dehumidification Unit, Flooring replacements, Rack Body Truck
2026-27	\$770,000	Stadium Lights & Old HS Gym HVAC Systems
2027-28	\$750,000	Replace MS Fire Alarm Systems, Replace MS Exterior Door units (25), Replace MS Window Shade Units (100), Install A/C MHHS 2nd Floor, MS Feasibility Study to Renovate as New
2028-29	\$850,000	Rebel Turf Replacement, Engineer Renovation to the Waste Water Pretreatment Plant, Replace Parking Lot and Roadway Paving





Our Schools as a System



Assistant Principal Responsibilities

Includes but not limited to:

- School / Student safety responsibilities
- School climate specialist / bullying investigations
- Teacher supervision and evaluation
- Administrator - IEP / PPT meetings
- Facilitator - 504 meetings
- Multi-Tiered System of Support (MTSS) coordination
- Teacher / classroom support & response
- Scheduling - master schedule, specials schedule, lunch/recess schedules, staff duty schedules, daily classroom coverage
- Standardized testing administration - scheduling, proctor training, accommodations
- Paraprofessionals - scheduling / supervision
- Interviewing, hiring, and retention of staff
- Instructional leadership - data review, PLC facilitation, curriculum implementation
- Student behavior support / discipline
- Bus investigations and follow-up
- Family outreach / support
- Parent communication / Family school events
- District committee representation (PDEC, Crisis, etc.)



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Elementary Administrator Comparison

District - School	Grades	# of Students	# of Administrators	Students per Admin
New Fairfield - CONS / MHHS	PreK-5	963	4	241
			3	321
Sarah Noble Intermediate (New Milford)	3-5	756	3	252
Wilton - Cider Mill	3-5	770	3	257
Wilton - Miller / Driscoll	PreK-2	842	3.6	234
Brookfield - Center School	PreK-5	1100	4.0 (1 principal, 2 APs, 1 Elem Curric Director)	275
Samuel Staples (Easton)	PreK-5	605	2	303
Weston - Hurlbutt	PreK-2	473	2.0	237
Weston - Intermediate	3-5	453	2.0	227



PPTs

2022-23	# of PPTs attended by Elementary Assistant Principal	Average per Elementary Assistant Principal
CONS / MHHS (3 assistant principals)	307	102

With Reduction	# of PPTs attended by Elementary Assistant Principal	Average per Elementary Assistant Principal
CONS / MHHS (2 assistant principals)	307	153

Elementary Assistant Principals have chaired 12 PPTs/week at times during the 23-24 school year.



Educator Supervision and Evaluation

2023-24	Grades	# of Certified Staff	# of Administrators	Certified Staff per Admin
New Fairfield - CONS / MHHS	PreK-5	97	4	24

NFPS Professional Development and Evaluation system (aligned with Connecticut State Department of Education requirements) includes:

- **minimum of 3 goal / reflection meetings per teacher per year,**
- **1 review of practice conference,**
- **formal/informal classroom observations with documentation, and**
- **summative reports for all staff.**

Also, administrators are responsible for the evaluation of paraprofessionals and additional non-certified staff.



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Principal	Assistant Principal 1	Assistant Principal 2	Assistant Principal 3
<p>9:00-10:00</p> <p>Expectation Assemblies for all grade levels as a refresher on hallway, cafeteria, bus, and recess expectations.</p>	<p>9:00-10:00</p> <p>PPT meeting</p>	<p>9:00-10:00</p> <p>Academic Case Review Discussions</p> <p>(Administrators chair data review meetings with classroom teachers and interventionists to analyze and discuss plans for students receiving academic intervention to monitor progress and determine next steps.)</p>	<p>9:00-10:00</p> <p>Investigate bus issue reported at arrival.</p> <p>Unexpected coverage needs; admin collaborates with office secretary to rearrange para schedules to ensure classroom and student coverage.</p>
<p>10:00-10:45</p> <p>Instructional Walkthroughs with literacy coach</p> <p>(Instructional leadership in support of reading pilot.)</p>	<p>10:00-10:45</p> <p>Classroom observation* (non- tenured staff member)</p> <p>*Administrator postponed this observation in order to respond to student assistance call for a child in crisis. Follow-up communication to parent initiated.</p>	<p>10:00 - 10:45</p> <p>Interview</p> <p>Administrator conducts interviews with staff team for staffing vacancy.</p>	<p>10:00 -10:45</p> <p>Meet with grade-level team to review testing accommodations, schedules, and protocols for upcoming SBAC testing.</p>



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