

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT
Regular Meeting
***Monday, November 5, 2007**
Trumbull High School
Senior Lounge
7:00 p.m.

*** Please note Change in Day/Location**

AGENDA

- I. *PRELIMINARY BUSINESS**
 - A. Personnel/TEA Grievance
 - B. Salute to the Flag
 - C. Correspondence
 - D. Comments and Questions

- II. PERSONNEL**
 - A. Personnel – Mr. Iassogna

- III. CONSENT AGENDA**
 - A. Approval/Minutes-Executive /Regular Sessions – 10/16/07

- IV. REPORTS**
 - A. Oral Reports
 - 1. Teacher Board Representative
 - 2. Student Board Representatives
 - B. FICA Alternative Retirement Program – Mr. Sirico

- V. NEW BUSINESS**
 - A. Preliminary Budget Discussion – Mr. Iassogna

- VI. OLD BUSINESS**
 - A. Approval/Curriculum Guides – Mr. Kunschaft
 - B. TECEC Playground Grant – Mr. Iassogna, Mr. Rowe

- VII. OTHER**

NOTE: *If needed, the Board may choose to hold an Executive Session upon a two thirds vote of members present and voting.

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education
Executive Session – November 5, 2007

Mr. Iassogna

Agenda Item –I-A

Personnel/TEA Grievance

The Board will address a
Personnel/TEA grievance issue in
Executive Session.

PRELIMINARY DRAFT

TRUMBULL PUBLIC SCHOOLS
Trumbull, Connecticut

Report to the Board of Education
Regular Meeting November 5, 2007

Mr. Iassogna

Agenda Item II-A

Personnel

a. Resignation – Certified

Swetckie, Mr. Francis; grade 5 teacher at Booth Hill School since September 1973, retiring effective June 30, 2008.

Recommendation:

Accept

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting – November 5, 2007

Mr. Iassogna

Agenda Item – III-A

Approval/Minutes

Regular Meeting - 10/16/07

Administrative Recommendation:

Approve the minutes of the above
noted meeting.

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT
Regular Meeting – October 16, 2007
Long Hill Administration Building
Lorraine R. Smith Assembly Room

The Trumbull Board of Education convened in the Long Hill Administration Building for a Regular Meeting.

Members present:

S. Wright, Chairperson
D. Herbst, Vice Chairperson
J. Tyborowski, Secretary
D. Cassidy, Board Member
L. King, Board Member
L. Labella, Board Member
M. Ward, Board Member

Agenda Item I – Preliminary Business

- A. Salute to the Flag - The Public Session began at 7:07 p.m. followed by a salute to the Flag.
- B. Correspondence – Joann Tyborowski, Board Secretary, noted that she had received an email from Trumbull parent Lynn Bocchino regarding the district's homework policy.
- C. Comments and Questions – Milford parent Dave Tomasco reported that thanks to Superintendent Iassogna and several other individuals, six Milford students are able to attend the Agriscience program in Trumbull this year; however, more needs to be done as the status for next year's students is still unsure. A discussion ensued.

Chairman Wright announced that Frenchtown School was chosen by the Connecticut Association of Schools as the Outstanding Elementary School Recognition Award for 2007; Student Board Representative Jameson Cherilus will be honored for his community service and student achievements at the Annual Freedom Fund Banquet sponsored by The Greater Bridgeport NAACP; Candy Perusi, Foreign Language Department Chairwoman and French Club Advisor at Trumbull High School became involved with the French Club in a Bridgeport program to provide transitory housing and assistance for veterans returning from Iraq. Volunteers and supplies would be welcomed. For more information, interested parties can call 338-0669.

Mr. Iassogna noted that in conjunction with the Connecticut Association of Boards of Education recognition of Board members throughout the State, and on behalf of the Trumbull Public Schools and the community, each Board member was presented with a pen to thank them for their commitment and dedication to the students of Trumbull.

Agenda Item II - Personnel

- A. Personnel – It was moved (Herbst) seconded (Cassidy) to accept the resignation of Andrea Gaetano, mathematics instructional chairperson at Hillcrest (currently on approved leave through June 30, 2008) since August 2002, resigning effective September 19, 2007. Vote: unanimous in favor.

Agenda Item III – Consent Agenda

- A. Approval/Minutes- Regular Meeting –10/2/07 – By unanimous consent of members present and voting at the October 2, 2007 meeting, the above noted minutes were approved.
- B. Approval/Financial Reports – Mr. Sirico, Business Administrator, conveyed that 92% of the budget for this school year has already been spent and that the legal and substitute accounts must be carefully monitored. Following discussion of the Financial Reports, it was moved (Tyborowski) seconded (Herbst) to approve these reports as presented. Vote: unanimous in favor.
- C. Approval/Finance Committee of the Board of Education Transfers – Finance Subcommittee of the Board of Education members Donna Cassidy and Steve Wright, as well as Business Administrator Steve Sirico met for a regular meeting on October 4. The Committee reviewed all transfers for the month of September, and three transfers - # 263, 268, and 270 meet the criteria for approval by the full Board. Following discussion, it was moved (Cassidy) seconded (Tyborowski) to approve the transfers as noted. Vote: unanimous in favor.

Agenda Item IV – Reports

- A. Continuing Education Report (2006-07) and Budget (2007-08) – Mr. Robert DeCerbo, Director of Continuation, relayed that each semester, over 500 adults participated in the Continuing Education program and over 1,000 children participated in the summer program. Mr. DeCerbo also reported that Continuing Education provides after school programs such as CMT preparation classes. Currently, a State Compliance review of the Continuing Education program is underway, and the program's new location in "M" wing has proved beneficial. It was reported that it is difficult to run the program with the monies from the State as it costs three times what is received from them. Following discussion of the proposed budget for the program, it was moved (Cassidy) seconded (King) to accept the Continuing Education Report for the year ending June 30, 2007 and the Budget Proposal for the 2007-08 school year. Vote: unanimous in favor.
- B. District Enrollment Report – Enrollment Report – Mr. Iassogna presented the official October 1 enrollment of 6,935 students for the 2007-08 school year. This number reflects a decrease of 15 students when compared to the actual number enrolled one year ago, and 42 students below projections. Mr. Iassogna noted that Mrs. Lorraine Smith, who has been responsible for our enrollment reports for the past several years, has begun working on the projections for the 2008-09 school year.
- C. Curriculum Mapping Plan – Assistant Superintendent Cialfi reviewed the district's Curriculum Mapping Plan, which completes the second phase of a two-year plan for this set of curriculum maps. A discussion ensued, and Dr. Cialfi noted that ideally this process would be immersed into the system within five years.

Agenda Item V – New Business

- A. Policies – **Rescission** – Immunizations, Policy Code: JHCC – This policy was recommended for rescission as the information contained in it is now covered under the Health Assessment policy. It was moved (Cassidy) seconded (Herbst) to approve rescission of this policy as recommended. Vote: unanimous in favor.

It was moved (Herbst) seconded (Labella) to take Agenda Item VI – A, Second Reading/Approval, Directory Information, out of order. Vote: unanimous in favor.

Agenda Item VI – Old Business (out of order)

- A. Policies – Second Reading/Approval – Directory Information, Policy Code JP – This policy was presented to the Board for a first reading at the September 4, 2007 meeting and there were no changes recommended. It was moved (Cassidy) seconded (Labella) to approve this policy as presented. Vote: unanimous in favor.

Agenda Item V – New Business

- B. Approval/Curriculum Guides – It was moved (Herbst) seconded (Tyborowski) to table the curriculum guides so that the Board Curriculum Guide Subcommittee has an opportunity to thoroughly review the guides and make a recommendation to the full Board. Vote: unanimous in favor.
- C. Approval/ESEA Grant – The Connecticut State Department of Education Division of Teaching, Learning and Assessment has provided a 2007-08 district Consolidated Application for ESEA Federal and State Grant Programs that includes: Title I funds in the amount of \$151,315; Title IIA funds in the amount of \$119,168; Title IID funds in the amount of \$815; Title IIA funds in the amount of \$15,983; Title IV funds in the amount of \$16,120; and Title V funds in the amount of \$6,387 for a grant total of \$309,888. It was moved (Ward) seconded (Herbst) to approve the District Consolidated Application for ESEA Federal and State Grants for 2007-08 as presented. Vote: unanimous in favor.
- D. TECEC Playground Grant – It was moved (Tyborowski) seconded (Cassidy) to table presentation of this grant as Representative Rowe was unable to attend the meeting this evening. Vote: unanimous in favor.

VI – Old Business

- B. Plant Reorganization Revisited – At the previous Board meeting, this item was tabled pending further clarification, including job descriptions and an organizational chart. It was noted that this reorganization has been discussed at the Board's table for over a year, and includes two key components: significant expansion of duties for the custodial supervisor position, including overall administrative responsibility for Plant Operations; and assuming the Town's custodial needs, which would be more efficient and productive for both the Board and Town. This proposal had been submitted six or seven years ago, with a proposal of the Town taking care of the outside of all Town and Board buildings, and the Board taking care of all the Town and Board custodial needs. Mrs. Labella requested clarification of some items that sounded similar between the facilities manager position and the supervisor of plant services position. The Superintendent noted that there were no overlap of duties and responsibilities, they were separate and distinct responsibilities, but may be involved in the same situation. For example, in an OSHA situation, the facilities manager, the supervisor of plant services and the maintenance supervisor may all be involved, but in different roles. Following further discussion, it was moved (Cassidy) seconded (Ward) to approve the Plant reorganization as noted. Vote: unanimous in favor.

Agenda Item VII – Receive & File

These items were received and filed

It was noted that due to the election, the next Board of Education meeting would take place on Monday, November 5, and would be held in the Senior Lounge at Trumbull High School.

Adjournment

Board Members gave unanimous consent to adjourn the Public Session at 8:30 p.m.

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting – November 5, 2007

Mr. Sirico

Agenda Item – IV-B

FICA Alternative
Retirement Program

It has been suggested that the Board of Education can elect to offer its part-time, seasonal and temporary employees a FICA Alternative Program. Rather than having this group of employees pay FICA taxes in which employers pay matching Social Security, this program enables the employee to contribute 7.5% on a pre-tax basis.

This program presents advantages for both the employer and the employee, and ultimately, Social Security benefits are not affected in any negative way.

Mr. Mark Powers, an expert in this field who is working with Mr. Sirico on this initiative, will be present at the meeting this evening to answer any questions you may have.

Administrative Recommendation:

Review and discuss.

FICA Alternative Retirement Program Saves You Money

Why pay FICA taxes if you don't have to? You can save 6.2% of the total matching Social Security portion for your part-time, seasonal and temporary employee's (PST) wages with a FICA Alternative Retirement Program under Internal Revenue Code 3121.

Instead of reducing the PST employee's gross wage by the mandatory after-tax, 6.2% and sending it to the federal government, you can establish a FICA Alternative Retirement Program that enables the employee to contribute 7.5% of gross wages to a FICA Alternative Retirement account on a "pre-tax" basis. The employees' take home pay does not change in any noticeable way. Their ultimate Social Security benefits are not affected in any negative way.

Here is how 6.2% equals 7.5%

	Social Security	FICA Alternative
Gross Monthly Wage	\$1,000.0	\$1,000.00
Less 7.50% pre-tax contribution	-0-	75.00
Taxable income	1,000.00	925.00
Less 15% Fed income tax	150.00	138.75
Less 5% State Income tax	50.00	46.25
Less 6.2% FICA/Social Security	62.00	- 0 -
less 1.45% Medicare tax	14.50	13.41
Net paycheck	\$ 723.50	\$ 726.59

Program Advantages for Employers

- Saves 6.2% of the matching Social Security portion of total PST payroll
- Easy implementation
- Limited payroll administration
- Web site access for payroll data transfers
- Employee brochures and annual statements

Program Advantages for Employees

Employees like the program because they know that under normal circumstances, they will not see their FICA dollars until they retire. With your help and the FICA Alternative Retirement Program, they gain more control over when and how they can use their money. Unlike Social Security, with the FICA Alternative program employee contributions and interest earnings are available:

- upon termination of employment;
- in the event of death or disability; or
- at normal retirement age.

Contributions to FICA Alternative accounts are invested in a group annuity contract which provides guaranteed interest and principal.

Your employees deserve control over their hard earned retirement dollars.

Help them maximize the use of their benefits with a FICA Alternative Retirement Program.

Potential Employer Savings

Annual PST Payroll	Employer Savings
\$25,000	\$1,550
\$75,000	\$4,650
\$150,000	\$9,300
\$250,000	\$15,500
\$750,000	\$46,500
\$1,500,000	\$93,000
\$2,500,000	\$155,000
\$5,000,000	\$310,000

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting – November 5, 2007

Mr. Iassogna

Agenda Item – V-A

Preliminary Budget Discussion

Prior to the district's presentation of the 2008-09 budget request to the Board of Education, the Superintendent will conduct a preliminary discussion with the Board on potential areas of focus which was culled from input received from educational staff, parents, students and community. The Superintendent will also seek Board input as to any additional areas they believe should be incorporated into the budget request.

Administrative Recommendation:

Discuss.

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CT

Report to the Board of Education
Regular Meeting – November 5, 2007

Mr. Kunschaft, Mrs. Spillane, Mrs. Perusi

Agenda Item – VI-A

Approval – Curriculum Guides

Attached for your approval are two English Curriculum Guides, and three World Languages Curriculum Guides to be used at Trumbull High School. These guides have been reviewed by the Board's Curriculum Subcommittee of Mrs. Herbst and Mr. Wright.

Contemporary Literature – This Grade 12 - 300 level course offers students the opportunity to read the novels and short stories of current writers. Students will see how contemporary writers use their literature to reveal and address current issues.

Literature of Peace, Protest and Tolerance – The quest for peace in life and literature is the focus of this Grade 12 - 300 level course. The internal and external struggle for peace, as well as valid protests against the lack of it, will be considered in a variety of novels, essays, poems and songs.

French II – This course continues to develop the four basic skills in an attempt to focus on spontaneity in communicating ideas to others and responding to conversation stimuli. The student will have ample opportunity for self-expression through vocabulary presentations and situation dialogues. The grammatical foundation will be strengthened to expand language usage. The cultural aspect will continue to be stressed through slides, videos, language laboratory activities, computer materials and French Club.

Spanish II – The primary goal of this course is to have students develop linguistic proficiency and cultural sensitivity. The students will broaden their communication skills while simultaneously deepening their appreciation for Hispanic cultures. The grammatical foundation will be strengthened to expand language usage.

Italian IV, IV Honors – These courses are designed to improve and enhance communication skills. Daily life situations are portrayed to reinforce command of the language. Authentic reading selections from Italian magazines and newspapers included and added to those in the text will allow students to form cultural references and compare and contrast parallel cultures. The honors level will read one novel or play and use it as the theme for discussion and written expression.

Recommendation:

Approve the following curriculum guides:

Contemporary Literature
Literature of Peace, Protest and Tolerance
French II
Spanish II
Italian IV, IV Honors

**TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CT**

Report to the Board of Education
Regular Meeting – November 5, 2007

Mr. Iassogna
Mr. Rowe

Agenda Item – VI-B

TECEC Playground Grant

Through contingency funding from the Governor's office, State Representative T.R. Rowe procured a grant in the amount of \$10,000 to augment the playground equipment at the Trumbull Early Childhood Education Center (TECEC).

Mr. Rowe will be here this evening to give further information on this grant.

Recommendation:

Discuss.