

*Tentative minutes of the **Bethel Board of Education Regular Meeting** held on **Thursday, January 10, 2008**, in Board of Education Conference Room E.*

*Attendance: Jen Larsen
Robert Daln*

*Administrative Attendance: G. Chesley, J. Jordan, T. Yonksy, P. Chapman, P. Cosentino,
B. Germinaro, K. Gombos, D. Muharem, L. Pica*

B. Kingston, Chairman, called the meeting to order at 7:30 p.m.

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**TOWN OF BETHEL
TOWN CLERK**

1. Call to Order

A. Roll Call for Quorum

*Board Members Present: Stuart Carlsen, Lawrence Craybas, Jill DeRosa,
Michael Duff, Kristine Harrison, William Kingston, Matthew Knickerbocker,
Benjamin Foulk and Robin Renner*

Board Members Absent: None

B. Pledge of Allegiance to the Flag of the United States of America

2. Bethel High Building Committee Update

Mr. Kingston welcomed the Bethel High Building Committee and turned the meeting over to Gerald Roche, Chairman, for the Bethel High building update.

Mr. Roche referred to his handout which contained responses to questions previously posed by the Board.

- 1. *Status of the phases complete to date as of August (start of school):***
Areas 3 and 4, classrooms, cafeteria and kitchen area – timeline for following construction areas. The old cafeteria, which is the Arts and Crafts area, will be “turned over” by the end of January. The old gymnasium, the lower and upper levels which will be the science labs, will be” turned over” by the 3rd or 4th week in January. Locker rooms and gym - mid February. Media Center, which is the old media center as well, will be mid-February.

The next phase to be worked on will be the “horseshoe” around the old gymnasium (the new science labs). They will be working on both floors at the same time and the whole lower level will be complete. From this point forward, sections of the building will be “taken over” on a schedule. This phase will be complete over the summer. This is the only other phase that will start this school year. The other phases will be worked on through the summer and fall, with a completion date

of 1st of next year. Talked about relocation of classroom population – Pat Cosentino and Moganti have been working with the phasing plan throughout. When school resumes in the fall, 22-24 classrooms will be back.

2. *Seating capacity of Cafeteria and Gym vs. original specification.*

Gym – bleachers, 680 seats capacity 1688 seats and floor seating 992 capacity 1688.

Cafeteria was designed for 324 pupils.

Storage area – 500 sq.ft. storage for gym.

Referendum approval: There were no significant deviations at all and no anticipated problems or changes coming forth.

The largest aspect of the alterations of the project is over. Now it is remodeling, refinishing existing classrooms. Mass demolition is over. They are on budget to date.

Athletic field to compliance – part of referendum package. Cost of that \$356,000, is in budget

Board Questions: Matt Knickerbocker asked if there were any surprises such as asbestos. Mr. Roche felt they have opened up the “lionshare” of what could be.

Mr. Knickerbocker asked when the State requires us to have the compliance issues for the athletic field time line complete – Mr. Roche answered that was next summers agenda – mostly in August.

Mr. Knickerbocker talked about his tour of the High School. His concern was for bottle necking going down to lower level leading through double doorway – into old building. Asked if that was the only way to get in – the committee felt there would not be a problem. Pat Cosentino stated that if there was a problem, they would use the current old front entrance of the building in the morning and then close that entrance after students arrive at school.

Mr. Knickerbocker asked about the visibility of new main entrance from main office. There is no visibility. You cannot see people coming and going.

At this point a question of security was brought up and Mr. Roche went on the record to say that there “was zero dollars and zero information on BOE specs for security for the facility.” Security

allowance for motion detectors and reinstalling what security was existing in building – no security cameras, buzz lock, key pads. Not in the budget, not in the specs. Mr. Roche feels this should strongly be looked at while facility is open.

Mr. Craybas asked if there was an estimate of the security cost.

Mr. Roche stated the Board needed to make that decision. Security companies can put packages together.

Mr. Burke commented that they are looking for grants through the police department. No announcements have been made so as not to disappoint anyone.

Matt Knickerbocker asked Mr. Roche if he could make a recommendation on that. Mr. Roche answered that they would bring in a security consultant. Discussions with administration have been had regarding security. Some rough systems possible, that can be added onto over the years. The “ball” on security is rolling.

Matt Knickerbocker complimented the committee on what he observed during his tour.

Mr. Duff added that Security would be an issue that the Board would discuss at length.

Robin Renner also stated she took a tour. Thought the building looked great. The art rooms, gym and science rooms were gorgeous. She didn't expect it to be done as much as it was. Thanked the building committee.

Stuart Carlson asked the administration to comment on the security issue. Thought a more critical issue in lower grades. Dr. Chesley stated that a grant was applied for in elementary schools. The buzz doors were eliminated from the 460 account in the 2006-2007 budget, but will be put back again this year. First round of State grant money will be applied to security in elementary schools, if we win any grants. Not yet eligible for the high school because under construction.

Mr. Kingston asked if there were any other questions. Mr. Craybas asked Pat Cosentino if there was anything she would like to see moved up. She mentioned that if there was money left over she would like new furniture for building and some more technology – furniture budget limited. Ms. Cosentino mentioned that there is no visibility from office and new building. She asked the Board to notice in the budget she asked for a security guard. She feels it's a much larger

building with same amount of staff members. Asked to keep that in the budget and then other staff could be allocated around the building. Bill Kingston thanked the building committee.

3. Approval of Minutes

A. December 6, 2007, December 20, 2007

Motion by S. Carlsen: Move to approve the minutes from the meeting of December 6, 2007

Second: Matt Knickerbocker

Motion carried Unanimously

Mr. Kingston asked if there were any corrections or revisions. Mr. Duff stated Mr. Carlsen had an addition, but it was not related to the December 6th meeting notes.

Mr. Duff asked that his report from CABE be attached to the December 20th minutes.

Motion by S. Carlsen: Move to accept the minutes from the special meeting minutes from December 20, 2008

Motion by S. Carlsen: Move to attach Mr. Duff's report from CABE to the December 20th minutes.

AYES: Lawrence Craybas, Jill DeRosa, Michael Duff, and Robin Renner

NAYS: None

Abstain: Matt Knickerbocker and Ben Foulk

Minutes are accepted as amended via attachment of Mrs. Duff's report

4. Board Recognition/A Salute to Excellence

Gary Chesley talked about donations to BHS from the Kelley family, Mr. Lutton, Save our School Group and the Skrzypczak family, as well as FOX 61. Letters have been written on behalf of the Board accepting gifts and expressing appreciation on behalf of the board for those donations. Also noted was the donation from Church Hill Classics to BHS for the mat board for Art Department.

5. Correspondence

Mr. Kingston asked that he solicit Board approval for him to write a thank you letter to the building committee for their appearance at the meeting.

Motion by S. Carlsen: Move to have Mr. Kingston write a thank you letter to the building committee for attending the January 10, 2008 Board of Education Meeting

Second: Jill DeRosa

Motion Carried Unanimously

Stuart Carlsen asked Dr. Chesley to explain letters to David Scribner and Jason Bartlett, State Representatives regarding In-School Suspension. Dr. Chesley stated at the last session out of school suspension was eliminated except in cases of severity. He feels it should be a local issue, not for legislature to make determination as to what a principal can and cannot do.

Stuart Carlsen asked if the Board would move to write a letter responding favorably to Dr. Chesley's letter in support. Stuart Carlsen asked Mr. Kingston to compose the letter.

Motion made by S. Carlson: Move to have Mr. Kingston compose a letter to the State Representatives along the lines of Gary Chesley's objecting to In-School suspension

M. Knickerbocker: Second

Motion Carried Unanimously

Letter was presented by Michael Duff from CAFE regarding Dr. Armand A. Fusco. Mr. Duff thought it rather strong and a personal attack on Dr. Fusco. Mr. Kingston stated that CAFE took exception to his belief that there is wide spread corruption and deceit in school districts. Mr. Duff feels we should not ignore this man on a recommendation from CAFE. Dr. Chesley stated that Dr. Fusco wrote an article in 2005 which the Board of Education spent several months going over making corrections to our practices. Dr. Fusco made accusations that infuriated CAFE based upon actions in New Jersey stating, "What's happening in New Jersey must be happening here."

Teri Yonsky stated some changes were implemented. Mr. Carlsen added it was an exhaustive response, not brushed aside. Board made a sincere effort to address the issue. Mr. Duff defended Mr. Fusco to focus on his intentions for a more responsible position. T. Yonsky and S. Carlson added that his view point was taken seriously.

6. Administrative/Board Member Updated

Mr. Crabas talked about a meeting he attended with Dr. Chesley, Dr. Jordan and Ms. Cosentino in Litchfield regarding a presentation on high school reform. The point of it was the movement to add an additional 24 credits to the graduating senior's requirements with expectations in English and Math.

Dr. Jordan added what was included in the presentation was that every student should have Algebra and Algebra II, two years of foreign language, special senior project for one credit, biology and chemistry, (could substitute physical science or physics for chemistry), four (4) years of English, 3 additional Carnegie units to the already mandated 21.

The thought was how are more tests students need to take going to make them perform any better than they do right now. Did they think it would improve performance, by adding more on top of what they are already doing?

Dr. Jordan stated that curriculum is controlled by the State; with this you would not have control. It would be state written tests and State curriculum. Dr. Jordan added you do not have to have the State curriculum, but you have to pass state tests. Dr. Jordan said that several people at the meeting expressed concern.

Mr. Craybas stated they are raising the bar so that kids getting out of high school will be ready for the real world. He felt that testing more aggressively was not the answer. Dr. Jordan feels that schools that are at risk will place many more kids at risk. She feels they would not be able to handle it

Mrs. DeRosa asked when they would take the tests and if they do not pass the test, do they not graduate, or go to college that they were already accepted to.

Dr. Chesley stated that CT. Business and Industry and universities are left off the hook to help. Universities are saying we are not preparing students well enough. Use the process Bethel uses to give all juniors in the State entrance exam to UCONN system, if they don't pass, senior year will be remediated – will not cost us dollars in new testing, the money saved can subsidize kids to get a start in college by paying half price tuition at a state university or community college for a course or two to get a feel what its like. Students need to have a view of the future. A survey was done and students don't see connection between high school and the future. Dr. Chesley feels the money should go into internships for these students.

Dr. Jordan said that a large percentage of black and Hispanic males are incarcerated, what in this plan addresses that. The testing will be paid for first by the state but then each district will be paying.

S. Carlsen asked if it would be implemented. Dr. Chesley felt that the cost of the Commissioner's plan would be too high to implement. Districts would have to hire new staff and expand their building sizes.

Mr. Craybas feels that work with middle school and elementary level to make improvements so that by the time they are in the high school level they have a chance. He doesn't agree with adding more test.

Dr. Chesley asked to add to the agenda under No. 9A4. Textbook Adoption. Already acted upon this in sub-committee.

<p>Motion by Matt Knickerbocker: Move to add textbook adoption 9A4. Second: Robin Renner AYES: B. Kingston, Jill DeRosa, Ben Foulk, Stuart Carlsen, R. Renner NAYS: None Motion Carried Unanimously</p>
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7. Consent Calendar

A. Health Services Report – November, December

Mr. Foulk asked for explanation of the report. Nurses are required by law to keep a record of everything that goes on in the Nurse's Office. The Board is required to take a look at it to see if there is anything out of the ordinary. It is a mandated practice. Robin Renner stated that in November there were 1065 phone calls made in the month. Linda Pica mentioned that it stated "including phone calls", it could be conversation with parents who come to pick up their children. Pat Cosentino mentioned that it was parent/teacher conference. Parents might stop by the Nurse's Office to discuss things.

Motion by B. Kingston: Move to accept the Health Report for November and December.

Second: Jill DeRosa

Motion Carried Unanimously

B. Tuition contract report

Stuart Carlsen thought amounts larger than usual. T. Yonsky explained that the amounts were by school and there might be one or more student in one school.

The amounts are the contract for the year. Linda Pica explained the contracts are what we have on the books through June.

Motion by R. Renner: Move to accept the Tuition Contract Report

Matt Knickerbocker: Second

Motion Carried Unanimously

8. Audience Participation

Pat Cosentino extended an invitation to all Board members to tour the high school. Either she or her assistant principals will guide them to give an overview of what is going on.

Jen Larson: Invited everyone on the Board to the parent/staff basketball game at BMS 5-8 on January 11, 2008. Mr. Muharem is playing and Pam Chapman is supporting.

9. Reports to the Board

A. Board Orientation

1. CMT Growth History

Dr. Jordan talked about the CMT Growth Chart since 1993 and that the CMT Test has changed. It's now CMT 4, with the onset of NCLB. In 2006 we tested grades 3, 4, 5, 6, 7, and 8; before it was just grades 4, 6, and 8. Dr. Jordan explained how to read the numbers, what was proficient, what were NLCB numbers and the improvement. With changes in curriculum, changes in instruction, dedication of the teachers, Bethel's number have increased. Kathy Rockwell put the chart together so we can see our growth.

Dr. Jordan stated it gives you all of the scores in Math, Reading and Writing. It shows where we stand with our DRG.

B. Kingston commented on DRG-B Bethels, 8th grade reading was above Greenwich, but in the other grades lower. Asked if there was a reason why higher in 8th grade. Dr. Chesley stated that the test would fluctuate because of the gene pool, changes in curriculum, student mobility, experience of teachers. Dr. Jordan said that Greenwich is not only the very wealthy students, but a mixed group.

L. Craybas talked about some districts doing exceptionally well at lower grade levels and some do exceptionally well at other grade levels; Avon being one district. Dr. Jordan stated that Avon is a DRG-A – wealthiest area. The impact of wealth and kids of privileged background really does impact their achievement. Dr. Jordan felt they have some very progressive things happening and traditional. Math program is not as strong as ours. Reading program is very good, so is ours. Good instruction, very homogenous population, DRG-A schools in general are higher than most of the others.

S. Carlsen stated that when CMT's scores are presented CAPT scores should be presented as well.

2. Communication

Dr. Chesley included in the Board packet examples of communication tools that have been used. He wanted the board members to see some typical material that has been sent out. Bethel also has Channel 26, emails and other means of communicating to the community. Documents are pretty typical of what goes out.

3. Survey Information

Surveys from the high school, Berry School and BMS were included.

4. Curriculum Textbook Adoption

Trigonometry – 9th Edition – replacing the old textbook. J. DeRosa stated that the sub-committee reviewed this text and would like the full board to approve it.

Consumer Math. Consumer Math is a “resurrected course.” It will help students with personal finances and get along when they get out of school. $\frac{3}{4}$ practical personal math – less emphasis on business finance but on your own personal finances.

J. DeRosa stated both books were good. The Consumer Math book was geared very much toward students having another option for math; recommending approval

B. Kingston stated the format on Consumer Math is pretty straight forward and geared toward students who might want to choose another math, so it is another option for students to take math.

B. Foulk stated that he liked that it prepared the students for life post high school.

Motion by S. Carlsen: Motion to approve the two textbooks Trigonometry and Consumer Math
Ben Foulk: Second
Motion Carried Unanimously

B. Kingston asked if there would be staffing implementation. No, it would be from the same pool of students. Instead of two academic classes, it would be one academic and one honors. S. Carlsen asked if there would be a minimum number of students. Dr. Jordan stated that the minimum should be 20.

B. Kingston asked what is the motivation to take honors vs. AP.

Dr. Jordan explained that students said they would like to not take everything AP (Physics, French.) An honors class would be terrific. Students who would take honors but wouldn't take AP, or make the course, but be able to do much more work than at the academic level. We feel there is a gap and the kids really asked for it.

Dr. Jordan asked about the gap between honors courses and English was the only class that didn't offer honors. Pam Chapman stated it was.

Jill DeRosa stated they also looked at a Woman's Study Course but would like more information at this time and referred it back to teachers and Dr. Jordan.

Motion by S. Carlsen: Move to have acceptance by the Board to approve a new high school Honors English Course
Robin Renner: Second
Motion Carried Unanimously

B. Personnel

Motion by S. Carlsen: To approve the contract of Katarzyna Bittner and one to approve the contract of Julie Foss.
M. Knickerbocker: Second
Motion Carried Unanimously

C. School Facilities

Mr. Germinaro will be requesting a meeting with the Facilities Committee to share the report on capital improvement projects and to review the 460 account

moving forward in the next month. B. Germinaro would be in touch with M. Duff in the days ahead.

B. Germinaro talked about radon testing. During Christmas shutdown period we had a radon inspection for schools, except for the high school. Results came back clean. Mr. Germinaro is expecting the detailed report to come in by mid-January. Hopefully it will be in the next Board packet.

L. Craybas asked why no testing was done at the high school. B. Germinaro stated no testing at high school because of construction and the reading wouldn't be accurate.

L. Craybas asked is radon an issue that comes up under a construction site. B. Germinaro stated that radon sometimes is found in concrete, sometimes found in block rock and similar materials. A construction site could cloud a true sampling. He would like to schedule testing when project is complete.

R. Renner asked about the stoves at the high school being moved to the middle school. Pat Cosentino explained that January 25th starts semester two. The high school will start their classes at the middle school.

B. Kingston stated that the schools facility committee to meet with B. Germinaro. Mr. Duff will arrange that meeting.

D. Finance

1. Budget Transfers

A. S. Carlsen: Budget Transfers. Item number 3 - Purchase of services at middle school - \$7,495 of Instruction Supplies for an evaluation to be performed by the NELMS (New England League of Middle Schools).

L. Craybas asked about the NELMS evaluation and what is expected. Mr. Muharem stated that he and Kevin Smith, Principal – Bethel Middle School, attended a leadership academy. They visited three schools in New England that are identified as “spotlight” schools. Pam Chapman put together a survey that was sent out to parents and students, staff and support staff. All this material will be gathered for the visitation of the NELMS. BMS administration is very pleased with programs in place at the middle school. In the state of Connecticut, there are only 7 schools identified by NELMS. BMS is very proud that they will be included in this.

Pam Chapman stated the committee that comes in to do this on-site visit interviews people, reviews artifacts presented on how we run the school. BMS will obtain feedback on how we are dealing with the middle level child. In addition to becoming a “spotlight” school, it will be a learning

experience for BMS. Take information presented to them by people who are not invested in BMS and look at the data presented to them. L. Craybas asked about the issue at state level on high school achievement. Stating that 6-8 getting ready for high school and then there seems to be a falloff in achievement level. Somehow in high school not as focused, will this assessment help?

Mr. Muharem stated that BMS is working on the transition from middle school to high school and hope to bridge that gap. BMS 8th graders must be made aware of what is ahead for them. There also is a falloff from elementary level to middle school.

B. Purchase of Science Tables by the middle school - \$5,691 – transferred from Textbook and Instruction to Furniture account.

C. Use of the kilns to make pottery was producing a health problem in several schools. This replacement at the middle school is the last kiln that needs to be replaced, the cost was \$1,814.

D. Last Item – Increase in gasoline budget - \$40,000 – Director of Fiscal Affairs (T. Yonsky) and L. Pica found funds in the transportation account to cover the additional costs.

J. DeRosa asked T. Yonsky about being part of the consortium. T. Yonsky answered this year the consortium didn't lock in. She stated tried to work with the town; town buys all heating fuel. The Town never locked-in and you pay a premium if you are not in some kind of a contract. She would like to be in rotation with the town.

**Motion by R. Renner: Move the adoption of the Board approval of the budget transfers as delineated in the budget transfers October 1, 2007 through December 31, 2007 detail by object code schedule, presented by the Director of Fiscal Affairs Jill DeRosa: Second
Motion Carried Unanimously**

2. Final approval, without contingencies, for Project #009-0053CV

T. Yonsky explained that this was an old project – 1999. In 2003 approved by the board with the contingency that the town would try to review other projects, it never got up to the state. In order to get reimbursement, final approval has to be done within one year of filing the paperwork and working with the state to do that. T. Yonsky asked that the board accept it without any contingencies.

B. Kingston asked if there was any other discussion at this point.

Motion by S. Carlsen: Move that the Board of Education accept Building Project #009-0053CV to Bethel High School code violations as complete. The purpose of this will fulfill the legal requirement to formally accept this project and permit us to get reimbursement from the state for \$44,000, see the tax schedule.
M. Knickerbocker: Second
Motion Carried Unanimously

Motion by S. Carlsen: Move that the banking records be updated to reflect the newly elected board of education officers as signatories on the appropriate bank account
M. Knickerbocker: Second
Motion Carried Unanimously

S. Carlsen stated no other motions and asked Director of Fiscal Services if the status of the 2007-2008 budgets is at least neutral, if not favorable and that the contract to present the 2008-2009 budget is on the board meeting as scheduled for January 24, 2008.

E. Policy (Referred from Committee)

1. First Reading:

- **Policy 6172.3, Equivalent Education under Parental Direction**
- **Policy 5122, Assigning Students to a Teacher and Classes in Grades K-12**
- **Regulations 5122.3, Assignment of Former Home-Schooled Students to Classes**

Reviewed by the Policy Committee and will be coming to the Board at our next meeting after the amendments are made. R. Renner asked how many students are home schooled in Bethel. Dr. Jordan said approximately 6. Mostly in elementary level.

B. Kingston requested at this time to take action on Item 10 before getting into the discussion of the Vision Statement and Board of Ed goals, asked if that would be satisfactory. Agreed.

10. Action Items

1. Public Relations Committee/Standing Committee

M. Knickerbocker asked if we have to modify the by-law. Dr. Chesley stated that there was a draft referred to the Policy Committee. L. Craybas asked if that was the document distributed at the policy meeting will be discussed at a separate meeting before bringing the amendments to policy 9132 to the February 7 Board meeting for the full Board review.

M. Knickerbocker asked to table this as he didn't read the document. There was confusion as to whether or not voting for this policy would be tonight. It was determined that the voting would be at the February 7th meeting.

B. Kinston clarified that the motion tonight was to make the Public Relations Committee a standing committee and that the policy will be adapted at the February 7th meeting. It hasn't been finalized or considered.

Motion by R. Renner: Move to make the Public Relations Committee a permanent standing committee

M. Knickerbocker: Second

Motion Carried Unanimously

2. Selection of a Saturday meeting date

Asked if there were any dates. None were determined. Decision made to have Susan Pare email all board members several dates available for Saturday and see if quorum is possible.

Meetings discussion returned to 9F – Discussion on Board of Education Goals and Vision Statements

Motion by S. Carlsen: Move to table the Board of Education Goals

B. Foulk: Second

Motion Carried Unanimously

9. Reports to the Board

F. Discussion

2. Vision Statement

Dr. Chesley said that the Vision Statement is being updated daily. Revisions have already been made, just received the Music Department's Vision. There will be beginning discussion at tonight's meeting. Dr. Chesley explained that there were several meetings to discuss what direction our schools should go and our achievement over the next three years. Each administrator gave what they thought were appropriate visions for their schools. Dr. Jordan and Dr. Chesley received all the information, formatted it, and gave them back for revisions.

R. Renner stated in reviewing Berry and Rockwell Schools Visions, she felt that the visions should have been similar since they educate the same grades with the exception of Berry. Dr. Chesley stated that each school wrote their goals individually. Each school might want to go in different directions.

J. DeRosa liked that they were different because they have different needs. Even academically, their staff and utilities are different, and what they focus on is different. There were no curriculum differences – one school may focus on something where the other school needs to focus on something else.

S. Carlsen asked Dr. Chesley about the relationship between the Vision Statement and the Goals. Dr. Chesley stated that the discussions he and Dr. Jordan have during evaluations with the administrators are the Vision Statements, asking

“Where are you”. Mr. Carlsen felt that three years of vision was a good start. The goal is to have administrators answer, “What are we going to look for?”, “What is it going to look like?”, “How are you going to know when you are there?”

Pat Cosentino stated that when you have a vision or a goal, you are working towards something and you bring everybody together. BHS has a very strong mission statement due to the NEASC visit, falls under the mission statement here “The primary purpose is to improve student achievement”. When she got together with her administrators they looked at the goals from last year, looked at document with the three areas from the Connecticut Re-design of High School, rigor, personalization and relevance and then breaking ranks for the high school (another national project on how to re-design high schools making it more meaningful for students). Determined that areas they needed to continue with and prepare the students for the real world.

Dr. Chesley stated that T. Yonsky and B. Germinaro are both actively involved in this, whereas in the past they were not. Went to other district wide programs such as Music, P.E., Art, Athletic Program at high school, Technology program and TV Station. It shows the board what administrators and teachers are thinking. It helps at budget time, shows why money might be needed in certain areas, and where there are priorities.

T. Yonsky stated it was an innovative strategy to do with the Board. All were asked to reflect where we believe we are going. It is such a great time because of the addition of the new board members. You know what they are thinking and having visions and goals on what they want accomplished.

Dr. Chesley talked about an article he sent to the board on “legacy.” What is it you want to leave behind, not something to think about the day after announcing retirement? What are you working toward? Board members should have the same approach. This is where Board members and administration jointly believe where we should be going and what can we achieve.

Linda Pica stated that is was a very important to have it as living document that you review and revise. It makes you think of other things. Then as the district grows and evolves to go back and say, “Where am I going down the road?”

L. Craybas thought that this document was not just for this audience, administration and board members. He feels it needs to be in simpler form when taken to parents, taxpayers. Then mentioned what R. Renner stated earlier about Berry and Rockwell Schools having differences. Mr. Craybas felt there should be similar core values and similar core visions in both elementary statements.

Dr. Chesley and Dr. Jordan stated again that it is the first draft.

L. Pica spoke about Mr. Craybas' statement about the different audiences. Stating further that for some you need to be more concise and be clear and briefer, but for all involved the details need to be flushed out because they are important. Different levels it could look like a more expansive version, but still be aligned – different purposes for different audiences.

L. Craybas' point was to word it according to the audience.

M. Knickerbocker stated he was impressed by the draft. Complimented administrators and staff. Mr. Knickerbocker talked about his years as a Board member. He sees the changes from then to now. He feels all the changes have vastly improved the quality of the instruction in the town. Talked about how long it took to get ROTC in the budget. He thought it was an impressive document when you look at the changes since 1998. The Boards have changed, but what they have in common is that have focused on improving the quality of the schools. He commended Dr. Chesley and the staff and principals have done a great job, and that voters of Bethel have supported the budget to allow this to happen.

L. Craybas made a final recommendation, reprioritize the order or some areas. Primary goal is educating our students, lead off with that and be careful what is second. Dr. Chesley stated the order was priority, but in the order it was presented to him.

B. Kingstson stated that the Board will get together several times and discuss Board Goals. Dr. Chesley and Dr. Jordan are working on the visions together and not ready to share.

R. Renner commented that she found the surveys very interesting. Amazed at some of the responses from kids versus what parents perceived. When she goes over the statements she will try to tie the two together. Thanked Kathy Gombos for Johnson's visions. She feels that the two should go hand-in-hand based on what people are saying about school and what administration is saying about the school.

P. Cosentino commented on NEASC survey. The kids are saying a lot of negative things about the school. That is related to the building, the kids are not happy with the building. Last year, P. Cosentino's first year as principal, she stated she really enforced rules and they weren't happy about that either. Somebody reading the NEASC survey without knowing the background would think that they hate it there. No IPOD's, no bellies hanging out, detentions for being late – they don't like it.

Mr. Duff talked about the vision of BHS athletic program. He mentioned the statement, "We will play to win each game." He asked on the JV level, does each member of the team get equal playing time, or are some students bench warmers,

some, players. P. Cosentino answered that when you are at the high school level, you do play each game to win. If you are in a competitive match, and the high school has a chance to win, the best players will be in whether they are freshman, JV, juniors. Mr. Duff was specifically referring to the JV, stating they are "training ground for varsity". P. Cosentino stated that the coaches try to make sure that everyone does get chance to play. Mr. Duff was concerned about the student's learning how to be a team member or work with other people. P. Cosentino stated she met with coaches and Dr. Chesley to make an effort to improve all students. "Athletics is important to a school", says P. Cosentino. Dr. Chesley said there was a meeting with the President and the Executive Board of the all Sports Booster Club, five (5) parents about the visions. There was a 1-1/2 hour discussion about it.

L. Craybas commented on that most kids have been through the excellent sports programs from soccer, baseball and football and they get the opportunity to play but that at some point in time it becomes very competitive.

M. Duff stated again his concern about JV; he feels it is designed to instill sportsmanship, team effort and cooperation in all players and not just the best on the team.

P. Cosentino stated that we are letting everyone play, The high school has great sportsmanship, great teams and great coaches which is more important than winning every game. They have a competitive spirit and if they have the chance to win – the best players are going to play because the students want to win. P. Cosentino told Mr. Duff his point was one well taken and will talk to the coaches about this. P. Cosentino also told the Board that if they wanted the coaches to meet with them, she would arrange that.

M. Knickerbocker commented as a parent of a student who graduated several years ago. He felt the coaches did an excellent job at training the students and the ones who worked the hardest got the "first crack" at it and they might not have been the best players. He felt 9th grade through 12th grade had excellent experience with it.

B. Germinaro commented as a JV father of a soccer player, he felt no problem. Everyone had a chance to play unless you didn't show up for practice.

J. DeRosa commented that she likes "play to win". She felt when you are competing for anything you need to do your best. S. Carlsen agreed with J. DeRosa.

B. Kingston stated there was work to be done as a Board to discuss goals at another time. He will get in touch with members by email to see when something can be put together for the administration and arrange a date for board to get together to discuss goals as a committee as a whole.

Motion by M. Knickerbocker: Move to adjourn meeting at 9:47 p.m.
J. DeRosa: Second
Motion Carried Unanimously
Meeting is adjourned

Respectfully submitted,

Karen Alongi
Board Recorder