

Milford Board of Education

Meeting Minutes
November 26, 2012

Board members present:

Tracy Casey
Suzanne DiBiase
George Gensure
Susan Glennon
Dora Kubek
James Maroney
Beverley Pierson
Christopher Saley
Earl Whiskeyman

Administration present:

Dr. Elizabeth Feser
Michael Cummings
James Richetelli
Susan Kelleher

Board members absent:

Mark Stapleton

I. CALL TO ORDER

The Milford Board of Education held a board meeting on Monday, November 26, 2012 in the Board Room in the Parsons Complex. Mrs. Casey called the meeting to order at 7:00 p.m. with the reciting of the Pledge of Allegiance.

Mrs. Casey turned the meeting over to Dr. Feser.

Dr. Feser suggested to the board that the principals report on the CIAC audit before the financial report. The order would help address some questions that may be raised around finances.

II. FOLLOW UP REPORT ON CIAC AUDIT

Dr. Feser told the board that when she was hired she recalled attending a meeting where a representative from CIAC was giving a report from the audit that was conducted. The principals will review the work that has been done following the findings of the report. She then turned the meeting over the high school principals.

Mr. Barile introduced the members of the athletic committee to the board. Those in attendance were Mike Hoggatt, Jonathan Law-Athletic Director, Anthony Vitelli-Foran Athletic Director and Bob Swan-Supervisor Pupil Personnel Services.

Mr. Thompson told the board that 50% of the high school student body is impacted by athletics. The principals then reviewed the accomplishments, work in progress and what has been completed since the report was finished.

Mr. Barile told the board a lot of the work has been in progress since before the findings. Some of the accomplishments included establishment of a Captain's Council, clear communication of the difference between club activity and teams under the jurisdiction of the athletic director, ensuring the capital improvement plan addresses the athletic needs. Mr. Barile also explained that a survey was conducted to review and determine the needs for additional athletic programs such as lacrosse and indoor track. A procedure was written for adding a varsity level sport and recognition programs were reviewed to ensure equity across the sports. He then told the board an annual athletic report was submitted to the board of education.

Mrs. Casey asked for clarification on the distribution of the athletic report. She has not seen a report.

Mr. Barile and Mr. Thompson will provide the report for the 2011-12 school year to Dr. Feser. She will then forward it to the board.

Mr. Thompson then reviewed the recommendations in progress. Those included putting a plan in place for students at risk of losing eligibility because of academics. He explained the study hall structure has been changed, longer office hours have been added, ZAP which is a program that does not allow a score of zero. Tutoring is provided by a student assistance team. Coaches are constantly monitoring academic progress. The procedure is listed in the coach's handbook.

The Student Assistance Team was established to help students who are not only suffering academically but could be for other reasons also. Mr. Barile told the board the coaches are much more aware because of the communication. Mr. Hoggatt explained that he is provided a list of participating athletes and monitors the grades through Power School.

Mr. Hoggatt explained if the athlete falls below a 2.0 and is passing four classes, they can submit paperwork to request a waiver to continue to participate. This is called the 2.0 rule.

Mr. Thompson then explained that Milford's rule is higher than the CIAC's threshold. A student can submit an application for a waiver. In doing so, the student then meets with the coach, athletic director and the principal. Research has proven that student's will do better academically if they are able to continue the participation in a sport.

Mr. Gensure asked how the student would be better. He was told that students who are engaged in extracurricular activities are connected to school, have a deeper connection and learn time management skills.

Mr. Gensure asked if the rule is quantified in a policy or handbook. Mr. Thompson told him it is in the coach's handbook and it is very well publicized.

Dr. Feser told the board the 2.0 is equivalent to holding a C average. CIAC's rule is only passing, which is equivalent to a D.

Mr. Maroney asked if any studies have been done relative to the grade point averages of athletes vs. non-athletes.

Ms. Glennon asked if the percentage of active student participation was verified. She then said that she is aware of many students who play more than one sport. She is concerned that some students may have been counted twice.

Mr. Barile told her that it is a unique number. Approximately 1,000 students have been verified.

Mr. Vitelli told her that a roster is created by sport and then it is submitted to CIAC. He further said that they are actual numbers.

Ms. Glennon told him that she believes that more than 300 students participate in more than one sport. Therefore, she wanted to make sure that the 1,300 is an accurate number.

In conclusion, Mr. Barile reviewed the many duties that the athletes have under their responsibility for 12 months out the year. Some included planning for awards, maintenance of equipment, reviewing medical records, eligibility, supervising practice schedules etc. Both athletic directors have teaching assignments for five periods a day. Therefore, the high school principals agree with the CIAC recommendation to support two full time athletic directors for each high school and the addition of a site supervisor.

Mrs. Casey asked what a site supervisor would be responsible for. Mr. Barile told her the supervisor would be able to assist and supervise for the athletic director. The supervisor would be a stipend position with set hours.

Mrs. Casey asked Mr. Barile if any benchmarking had been done. She further stated that in the past, the benchmarking revealed that Milford's salaries were a little higher.

In addition, Mr. Thompson further told the board that he knows Mr. Hoggatt does a lot more than the assumed duties. He handles parents' concerns, students' concerns, and coaches' concerns in addition to everything else. Mr. Thompson told the board he would advocate for the two positions.

Mr. Barile told the board that Milford went through the audit recently. The CIAC recommended it to make the district better. The vision is to add value and make it a first class program. Support is needed.

Ms. Glennon recalled the directors receiving secretarial support in the past. The athletic directors told her that it didn't work out well. The persons assigned to help were very busy and their time was very limited.

Mr. Maroney asked Mr. Thompson about Derby's structure. He was told the director had a secretary and he taught two periods a day. Mr. Thompson told the board that Derby only has 400 students. Mr. Thompson also told the board that Madison has a full time athletic director and a full time secretary for 1,200 students.

Mrs. Casey told the board the next step would be to obtain benchmark data to do analysis.

Mr. Saley asked what the expected costs would be. Mr. Thompson told him that it would have to be a discussion.

Mr. Maroney asked administration if they planned to add a coach for indoor track.

Mrs. Casey asked if the board would have approve the addition of a sport because it bears financial implications. Mr. Barile told her that there is an administrative procedure in place. He provided the board with the procedure.

Mrs. Casey turned the meeting over to Mr. Richetelli to give the athletic financial report for the 2011-12 athletic report.

Mr. Richetelli began by explaining athletic finances are paid by the general funds account and the student activities account. General fund pays for coaches' salaries, transportation, athletic trainers, insurance, equipment, uniforms and other miscellaneous items. The activities account funds are generated by ticket sales at alethic events and pay for game day expenses.

Mr. Richetelli then explained the general fund account has supplemented the athletic activates account \$30,000 to pay for game day operations; \$15,000 for each school.

The general funds budget for the 2011-12 school year was \$891,266. Mrs. Casey noted the amount that was expended fund were higher. Mr. Richetelli explained the overage was due to transportation needs. For example, teams made it to the finals and travel was involved.

Mrs. Casey noted that both high schools were significantly different. Law's budget was \$76,500 but the expended amount was 89,000. Foran's budget was \$76,500 but the expended amount was \$95,000. It seems to be much higher than only transportation to events.

Mr. Richetelli told the board ticket sales should not be used to fund a sport. Ticket sales fluctuate; however, the game will be played and funded.

He then reviewed the expenses by sport and the costs per student by sport. He noted that cross country cost the least because there is only one coach at each school. Hockey was the most expensive at \$1,760.

While Milford Public Schools did not fund lacrosse, the revenues were \$49,038 and the expenditures were \$32,680. The funds were raised by donations and student participation. Mr. Richetelli told the board the costs seemed low. Most students who played the past year came in with their own equipment. That will not be the case going forward.

Milford Lacrosse has expressed continuing the sport. The hope is to offer both boys varsity and junior varsity at each school for the upcoming school year.

Mrs. Casey asked Mr. Richetelli what the recommendation would be for the 2013-14 school year. He told her the recommendation would be to offer varsity and junior varsity for boys and junior varsity for girls. The budgeted amount would roughly be \$75-85,000.

Mr. Saley asked the athletic directors if any thought has been given to bus sharing for athletics.

Mr. Hoggatt and Mr. Vitelli told him that usually the teams are not on a schedule that is conducive to ride sharing.

Mrs. Casey asked how the decision is made to hire more coaches. Mr. Thompson told her that sport participation would be reviewed and then the Cabinet will make the final decision.

Mrs. Casey asked how to determine the addition of a coach. Mr. Thompson told her that safety is the first determining factor. The athletic directors are very much included in the discussion.

Mr. Richetelli told the board that if administration were to add costs relative to athletics, savings would be found elsewhere in the budget to accommodate the additional funds needed to support them.

Dr. Feser concluded by telling the board that since it was time to report on athletics, administration wanted to bring some items with financial implications involved to the board's attention.

Mrs. Casey thanked administration for the presentation.

Ms. Glennon told the board that maybe when the benchmarking is done, administration could think about having one full time athletic director for the district.

Mr. Barile told the board the intent is to have one athletic director at each high school.

III. PUBLIC COMMENT

None.

IV. BOARD COMMENT

Mr. Whiskeyman told the board that he has heard a lot of good related to academics. Tonight, he heard how students who participate in sports are well rounded. He would recommend that in the future the board encourage having 100% student participation in at least one sport.

XI. ADJOURNMENT

Mr. Maroney made a motion to adjourn. Ms. Kubek seconded the motion. The motion passed unanimously.

Meeting adjourned at 8:45 p.m.

Pam Griffin
Recording Secretary

James Maroney

Unapproved

Corresponding Secretary