I. Call to Order and Pledge of Allegiance

Board Chair Mike Rogers called the meeting to order at 7:00 p.m. and led in the Pledge of Allegiance.

II. Citizen Participation

None.

III. Approval of FY’21 Budget and Warnings

Superintendent Amy Minor provided the board with another summary of enrollment numbers and projections for next school year. Enrollment is currently strong and steady. She reviewed the FY’21 education tax components which are set at the state level but affect the estimated tax increase for Colchester residents.

At previous board meetings, Superintendent Minor presented the district’s top priorities for the 2020-21 school year along with the rationale and the estimated tax impact. Based on previous board discussions, Superintendent Minor brought two scenarios for the board’s consideration. Balancing student needs with financial impacts, the board showed support for adding the recommended 2 FTEs for reading teachers in grades K-2, .5 FTE for an English language teacher at Colchester Middle School, and 1 FTE for a special educator at Colchester Middle School. When combined with other cost drivers, it makes up a budget of $44,626,828 which is a 4.78% increase that translates to a 3.10% estimated tax increase and a 2.99% increase in per pupil spending.

The board asked several questions regarding the recommended positions and the rationale that was presented at previous meetings. Director White asked what a typical day would look like for those reading teachers and what the benefits would be. Curriculum Director Gwen Carmolli explained that they would primarily focus on working with small groups of students with focused instruction and support. The addition of these teachers would allow the district to offer reading support to kindergarteners; current staffing only allows work with first and second graders. As the district works to incrementally build a proactive support model for reading, adding support for kindergarteners would be a big step in the right direction. The goal is early intervention and research says the best time is to reach students is prior to grade 4. Director Taylor asked if teachers and staff agree with the data showing that students are struggling and behind reading level. Curriculum
Director Gwen Carmolli said absolutely. She added that with the current staffing the district cannot meet the needs of all students in grades K-2.

Director Taylor noted that these additions do not solely make up the estimated tax increase – it is actually small portion of it. The majority of the increase is driven by other cost factors such as transportation, salaries and benefits.

In regards to communication, the board agreed to film a round-table discussion at LCATV, possibly February 10th or 11th. The Annual Report to the Community will be mailed to residents in the middle of February and the district will create and post videos to the website and social media.

*Director Taylor moved to adopt a budget of $44,626,828 for the support and operation of the Colchester School District for the year beginning July 1, 2020, seconded by Director Cox. The motion passed unanimously, 5-0.*

*Director Cox moved to warn the year 2020 Annual Town School District meeting by signing the warning for said meeting, seconded by Director White. The motion passed unanimously, 5-0.*

**IV. Approval of Personnel Consent Agenda**

The following Personnel Consent Agenda was presented for January 28, 2020.
## PERSONNEL CONSENT AGENDA

**Board Date:** January 28, 2020

### Licensed Employees (Teacher/Administrator)

<table>
<thead>
<tr>
<th>Contract Type</th>
<th>First Name</th>
<th>Last Name</th>
<th>Category</th>
<th>Position</th>
<th>FTE/Hours</th>
<th>Building</th>
<th>Agenda Information</th>
<th>Person Replacing</th>
<th>Budgeted</th>
<th>Admin Support</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teacher</td>
<td>Deborah</td>
<td>Kalamasz</td>
<td>End of Employment</td>
<td>Speech and Language Pathologist</td>
<td>40</td>
<td>PPS</td>
<td>Request to end Employment effective June 30, 2020</td>
<td></td>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>Teacher</td>
<td>William</td>
<td>McClintock</td>
<td>End of Employment</td>
<td>Mathematics Teacher</td>
<td>40</td>
<td>CHS</td>
<td>Request to end Employment effective June 30, 2020</td>
<td></td>
<td></td>
<td>Yes</td>
</tr>
</tbody>
</table>

### Non-Licensed Employees (Support Staff), *Informational*

<table>
<thead>
<tr>
<th>Contract Type</th>
<th>First Name</th>
<th>Last Name</th>
<th>Category</th>
<th>Position</th>
<th>FTE/Hours</th>
<th>Building</th>
<th>Agenda Information</th>
<th>Person Replacing</th>
<th>Budgeted</th>
<th>Admin Support</th>
</tr>
</thead>
<tbody>
<tr>
<td>Support Staff</td>
<td>Dorothea</td>
<td>Alter</td>
<td>End of Employment</td>
<td>Paraeducator-Special Education</td>
<td>32.5</td>
<td>MBS</td>
<td>Notice of End of Employment</td>
<td></td>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>Support Staff</td>
<td>Rebecca</td>
<td>Fink</td>
<td>New Hire</td>
<td>Paraeducator</td>
<td>32.5</td>
<td>UMS</td>
<td>Notice of Hire</td>
<td>Lara Breeding</td>
<td>Yes</td>
<td>Yes</td>
</tr>
</tbody>
</table>
Director Cox moved to approve the Personnel Consent Agenda for January 28, 2020, seconded by Director White. The motion passed unanimously, 5-0.

V. Approval of Special Meeting Minutes: January 21, 2020 (6:00 p.m.) Action

Director Taylor moved to approve the minutes from the special meeting held on January 21, 2020 at 6:00 p.m. seconded by Director White. The motion passed unanimously, 5-0.

VI. Approval of General Meeting Minutes: January 21, 2020 (7:00 p.m.) Action

Director Cox moved to approve the minutes from the general meeting held on January 21, 2020 at 7:00 p.m., seconded by Director Taylor. The motion passed unanimously, 5-0.

VII. Executive Session to Discuss Teacher Negotiations and the Support Staff Contract in Reference to a Letter Sent to the Board from the CEA Action

Director Cox made a motion to enter executive session at 7:39 p.m. for the purpose of discussing a student matter as well as teacher negotiations and the support staff contract in reference to a letter sent to the board, seconded by Director White. The motion passed unanimously, 5-0.

Director Cox left executive session at 8:00 p.m.

Director Taylor moved to exit executive session at 8:30 p.m., seconded by Director White. The motion passed unanimously, 4-0.

VIII. Adjournment

Director Taylor made a motion to adjourn at 8:31 p.m. seconded by Director Kieny. The motion passed unanimously, 5-0.

Recorder:

Meghan Baule
Recording Secretary

Board Clerk:

Lindsey Cox
Board Clerk