


## 2012 - 2013 Salary Changes

<u>Position</u>	<u>School</u>	<u>Budgeted Salary</u>	<u>Expended Salary</u>	<u>Salary Savings</u>	<u>Notes</u>
Art, Elementary	Elementary	\$ 46,431.00	\$ 31,789.00	\$ 14,642.00	Resigned 7/12; replacement below budgeted degree/step
Elementary, PK	WS	\$ 78,250.00	\$ 41,412.00	\$ 36,838.00	Resigned 6/12; replacement below budgeted degree/step
Elementary- 1 Yr. LOA	SES	\$ 52,986.00	\$ 49,453.00	\$ 3,533.00	Notified 5/12; replacement below budgeted degree/step
Mathematics	SMS	\$ 55,456.00	\$ 51,220.00	\$ 4,236.00	Resigned 7/12; replacement below budgeted degree/step
Music	Elementary	\$ 44,154.00	\$ 31,789.00	\$ 12,365.00	Reduced to 0.8 FTE
Principal	SV	\$ 114,370.00	\$ 110,662.00	\$ 3,708.00	Replacement hired below budgeted degree/step
School Guidance	SHS	\$ 46,974.00	\$ 45,032.00	\$ 1,942.00	Replacement hired below budgeted degree/step
Science	HS	\$ 78,250.00	\$ 39,736.00	\$ 38,514.00	Untimely death of staff member; staff hired below budgeted degree/step
Science / Social Studies	SMS	\$ 61,465.00	\$ 49,453.00	\$ 12,012.00	Resigned 8/12; replacement hired below budgeted degree/step
SHS Social Worker Salary Account	SHS	\$ 60,891.00	\$ 10,891.00	\$ 50,000.00	Full salary vs. partial salary (0.15) was budgeted in account
Unpaid LOA	SHS	\$ 51,220.00	\$ 40,538.00	\$ 10,682.00	Savings due to unpaid leave days.
Unpaid LOA	SHS	\$ 48,916.00	\$ 30,605.00	\$ 18,311.00	Savings due to unpaid leave days.
Unpaid LOA	SMS	\$ 51,220.00	\$ 31,499.00	\$ 19,721.00	Savings due to unpaid leave days.
Sup. Building Services - Vacancy	BOE	\$ 66,300.00	\$ 62,524.00	\$ 3,776.00	Position was vacant for 4.5 weeks before being filled.
Saturday School, After-school Detention & SRBI	SHS	\$ 22,000.00	\$ 11,525.00	\$ 10,475.00	SRBI Coordinator stipend prorated due to staff LOA - not replaced; Originally budgeted at teacher salary rate, services provided by newly- created position (SRBI Interventionists) at a lower rate of pay. After school detention salaries, which were budgeted in this account, were inadvertently charged to other accounts over spending those accounts.
SMS CMT Academy & SRBI	SMS	\$ 15,000.00	\$ 11,695.00	\$ 3,305.00	\$3,000 was intended for SRBI supplies but was included in the salary budget. While approximately \$3,000 in SRBI supplies was purchased, they were charged to SMS supplies.
IT Technician Salaries	BOE	\$ 126,202.00	\$ 84,929.00	\$ 41,273.00	Staff resigned after referendum passed; decision made to not fill position/eliminated from budget
SHS IEA Program Salary	SHS	\$ 64,000.00	\$ 52,953.00	\$ 11,047.00	Left district 4/13; position filled with substitute
SHS Summer School Cert. Salaries	SHS	\$ 11,250.00	\$ 3,641.00	\$ 7,609.00	In lieu of traditional classroom instruction, on-line instruction was provided, resulting in certified staff reductions
District SRBI Salary	BOE	\$ 5,200.00	\$ 30.00	\$ 5,170.00	Curriculum Director was able to cover this expense by utilizing PASS grant funds as well as Title I funds to save the district money.
SHS Para-Duplicate Position		\$ 17,377.00	\$ -	\$ 17,377.00	Position was cut/SRBI Interventionist position created; original position was not removed from budget (Transition of Business Managers).
SHS Para-Duplicate Position		\$ 17,377.00	\$ -	\$ 17,377.00	Position was cut/SRBI Interventionist position created; original position not removed from budget (Transition of Business Managers).
Overbudget of Funds - NonCertified Salaries		\$ 33,876.00	\$ -	\$ 33,876.00	Duplication of CSEA contract negotiations placeholder.
FRC Child Care Fees Credited to Salary		\$ 24,741.00	\$ -	\$ 24,741.00	Fees are collected for child care and credited to child care salaries account to cover staff salaries; fees collected were higher than anticipated as a portion of child care salaries was charged to grant funds.
Additional Grant Funds Used		\$ 11,847.00	\$ -	\$ 11,847.00	Additional salary funds were available in the FRC and Title I grants.
		<b>Total Savings:</b>		<b>\$ 414,377.00</b>	

**MEMO**

**OFFICE OF THE SUPERINTENDENT OF SCHOOLS**

TO: Board of Education

FROM:  Patricia A. Collin, Ed.D., Superintendent of Schools

SUBJECT: Update on the De-Centralization of Central Office

On April 8, 2013, Mr. John Kennedy and Ms. Margery Clark, NESDEC Consultants, made a formal presentation and responded to questions of Board and community members regarding the Best Use of Our Educational Facilities Study. In July 2013, Administration reviewed all options and made a recommendation to the Board of Education on September 23, 2013, at which time the Board approved the de-centralization of central office staff (i.e. relocate Superintendent's and Director of Pupil Services Offices to the Elementary School; relocate the Curriculum & Instruction Office to the High School; and relocate the Business Office to the Portable) while maintaining five schools, resulting in no impact to students and staff.

To date, the following has occurred:

- Construction and building plans have been reviewed with the Town Building Inspector;
- General Trades Package bids are being prepared by three contractors with work expected to begin during April vacation;
- Bids are being solicited for security cameras and monitors, installation of a new propane tank and heating/cooling unit for the portable, and moving services from Pinney to other locations; and
- Central office staff has begun to identify furniture and equipment to be moved and records to be purged.

Administration recognized the need to address potential inefficiencies, which might occur as a result of the de-centralization of central office. Because the positions of Personnel/Insurance-Bookkeeper and Administrative Assistant to the Superintendent constitute a majority of issues related to the recruitment and records maintenance of staff, we reviewed and revised the job descriptions of each position. Effective January 1, 2014, and formerly entitled, Personnel/Insurance-Bookkeeper, the Human Resources Specialist/Administrative Support staff, began the transition to the Superintendent's Office and works under the direct supervision of the Administrative Assistant to the Superintendent of Schools. The revised job description of the former, who is a member of the CSEA bargaining unit, was reviewed by district and State CSEA representatives. The

latter job description is that of a non-affiliated staff member. We are confident that the realigned responsibilities will maintain and, in some areas, improve efficiencies for our district. In addition, this realignment will ensure that at least one support staff is in the office at all times. Both job descriptions are attached.

In addition, Administration has decided to switch the locations of the Superintendent's Office and the Business Office. This decision is a result of consideration and monitoring of the amount and types of "traffic" at each office. Assignment of the Business Office to the elementary school will limit outside visitors since Business Office visitors are typically current employees and vendors, who will be expected to have scheduled an appointment. By assigning the Superintendent's Office to the portable, we will limit access of persons not currently employed by the Board of Education to our elementary school. This revised plan will also limit the cost of the relocation as we will not need to install a secure entrance allowing access to what was to be the Superintendent's Office at the school.

Connecticut State Department of Education  
Bureau of Grants Management

2012-13 Net Current Expenditures (NCE) per Pupil (NCEP)  
and 2013-14 Special Education Excess Cost Grant  
Basic Contributions for the February Payment

LISTING OF DRG F SCHOOLS

District Code	District Name	(1)	(2)	(3)	(4)	(5)
		NCE 2012-13	Average Daily Membership (ADM) 2012-13	NCEP 2012-13 (Col 1 / Col 2)	State Agency Placement Basic Contribution (Col 3 Rounded)	Local Initiated Placement Basic Contribution (Col 3 x 4.5, Rounded)
166	WOLCOTT	32,522,777	2,812.58	11,563.33	11,563	52,035
136	STERLING	7,866,083	665.02	11,828.34	11,828	53,228
049	ENFIELD	73,724,030	5,766.68	12,784.48	12,784	57,530
111	PLYMOUTH	22,987,861	1,797.46	12,789.08	12,789	57,551
124	SEYMOUR	30,830,239	2,406.76	12,809.85	12,810	57,644
058	GRISWOLD	23,594,628	1,834.88	12,858.95	12,859	57,865
133	SPRAGUE	6,075,549	452.68	13,421.29	13,421	60,396
141	THOMPSON	16,465,917	1,200.89	13,711.43	13,711	61,701
086	MONTVILLE	35,120,928	2,513.59	13,972.42	13,972	62,876
110	PLAINVILLE	34,519,430	2,399.73	14,384.71	14,385	64,731
047	EAST WINDSOR	20,242,981	1,364.33	14,837.31	14,837	66,768
134	STAFFORD	25,962,599	1,747.47	14,857.25	14,857	66,858
147	VOLUNTOWN	6,204,231	416.12	14,909.72	14,910	67,094
022	CANTERBURY	11,423,801	703.89	16,229.53	16,230	73,033
165	WINDSOR LOCKS	30,053,904	1,834.61	16,381.63	16,382	73,717
100	NORTH CANAAN	8,132,281	439.35	18,509.80	18,510	83,294
211	DISTRICT NO. 11	6,239,596	330.45	18,882.12	18,882	84,970

1/30/2014

Connecticut State Department of Education

2013-14 Minimum Budget Requirement (MBR)

Town	Name	2013-14 MBR
1	Andover	\$7,779,145
2	Ansonia	\$27,000,000
3	Ashford	\$10,475,441
4	Avon	\$48,295,246
5	Barkhamsted	\$8,254,086
7	Berlin	\$38,991,562
8	Bethany	\$13,791,366
9	Bethel	\$39,664,937
11	Bloomfield	\$38,555,104
12	Bolton	\$12,949,473
13	Bozrah	\$5,238,281
14	Branford	\$50,218,838
15	Bridgeport	\$223,112,100
17	Bristol	\$102,685,960
18	Brookfield	\$36,872,837
19	Brooklyn	\$16,193,628
21	Canaan	\$3,081,309
22	Canterbury	\$11,011,719
23	Canton	\$23,460,603
24	Chaplin	\$5,582,522
25	Cheshire	\$62,262,421
26	Chester	\$8,077,079
27	Clinton	\$29,746,366
28	Colchester	\$37,357,466
29	Colebrook	\$3,688,740
30	Columbia	\$11,502,235
31	Cornwall	\$4,009,066
32	Coventry	\$24,900,359
33	Cromwell	\$26,020,540
34	Danbury	\$115,795,291
35	Darien	\$80,149,182
36	Deep River	\$9,756,410
37	Derby	\$15,858,944
39	Eastford	\$3,530,105
40	East Granby	\$14,053,853
41	East Haddam	\$18,448,827
42	East Hampton	\$27,113,060
43	East Hartford	\$85,766,419
44	East Haven	\$44,310,133
45	East Lyme	\$41,009,181
46	Easton	\$24,131,175
47	East Windsor	\$20,173,350
48	Ellington	\$31,539,348
49	Enfield	\$62,916,285
50	Essex	\$14,394,999
51	Fairfield	\$148,936,464
52	Farmington	\$55,462,700
53	Franklin	\$3,795,532
54	Glastonbury	\$92,139,273
56	Granby	\$27,094,531
57	Greenwich	\$139,807,907
58	Griswold	\$24,653,772
59	Groton	\$72,365,870
60	Guilford	\$52,680,642
62	Hamden	\$80,300,000
63	Hampton	\$3,832,135
64	Hartford	\$284,008,188
65	Hartland	\$4,528,000

1/30/2014

Connecticut State Department of Education

2013-14 Minimum Budget Requirement (MBR)

67	Hebron	\$24,180,257
68	Kent	\$6,507,370
69	Killingly	\$39,395,166
71	Lebanon	\$17,780,006
72	Ledyard	\$29,564,201
73	Lisbon	\$9,319,291
74	Litchfield	\$15,578,292
76	Madison	\$47,971,504
77	Manchester	\$100,646,835
78	Mansfield	\$29,513,790
79	Marlborough	\$13,724,686
80	Meriden	\$99,608,340
83	Middletown	\$72,550,000
84	Milford	\$86,718,908
85	Monroe	\$51,177,563
86	Montville	\$36,478,765
88	Naugatuck	\$58,082,076
89	New Britain	\$118,560,557
90	New Canaan	\$74,526,753
91	New Fairfield	\$36,060,707
92	New Hartford	\$15,773,404
93	New Haven	\$174,219,297
94	Newington	\$63,337,497
95	New London	\$39,817,405
96	New Milford	\$57,380,046
97	Newtown	\$68,061,631
98	Norfolk	\$4,129,982
99	North Branford	\$29,254,527
100	North Canaan	\$7,988,151
101	North Haven	\$45,634,397
102	North Stonington	\$12,034,806
103	Norwalk	\$159,880,227
104	Norwich	\$70,385,212
106	Old Saybrook	\$22,553,665
107	Orange	\$35,867,660
108	Oxford	\$26,457,880
109	Plainfield	\$32,578,484
110	Plainville	\$33,424,850
111	Plymouth	\$23,038,052
112	Pomfret	\$9,382,965
113	Portland	\$18,480,523
114	Preston	\$10,241,252
116	Putnam	\$16,195,356
117	Redding	\$32,035,118
118	Ridgefield	\$81,022,273
119	Rocky Hill	\$30,177,054
121	Salem	\$10,118,255
122	Salisbury	\$6,031,502
123	Scotland	\$4,256,827
124	Seymour	\$30,415,787
125	Sharon	\$6,215,721
126	Shelton	\$63,559,746
127	Sherman	\$8,740,963
128	Simsbury	\$63,464,124
129	Somers	\$19,755,356
131	Southington	\$82,926,591
132	South Windsor	\$65,489,264
133	Sprague	\$5,976,565
134	Stafford	\$25,989,204
135	Stamford	\$236,717,158
136	Sterling	\$7,805,469

1/30/2014

Connecticut State Department of Education

2013-14 Minimum Budget Requirement (MBR)

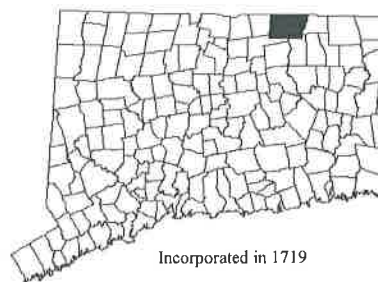
137	Stonington	\$32,789,827
138	Stratford	\$93,991,411
139	Suffield	\$31,272,913
140	Thomaston	\$14,434,758
141	Thompson	\$16,579,551
142	Tolland	\$35,543,952
143	Torrington	\$66,248,122
144	Trumbull	\$90,221,277
145	Union	\$1,626,262
146	Vernon	\$48,740,997
147	Voluntown	\$6,063,606
148	Wallingford	\$89,509,832
151	Waterbury	\$155,625,000
152	Waterford	\$44,101,743
153	Watertown	\$38,283,970
154	Westbrook	\$15,194,341
155	West Hartford	\$139,149,848
156	West Haven	\$82,424,049
157	Weston	\$45,438,864
158	Westport	\$100,226,554
159	Wethersfield	\$51,725,913
160	Willington	\$11,808,512
161	Wilton	\$73,938,022
162	Winchester	\$19,958,149
163	Windham	\$42,705,564
164	Windsor	\$62,443,130
165	Windsor Locks	\$28,646,853
166	Wolcott	\$32,105,880
167	Woodbridge	\$23,561,358
169	Woodstock	\$15,426,748
206	District No. 6	\$17,437,726
210	District No. 10	\$33,477,580
212	District No. 12	\$21,249,151
213	District No. 13	\$35,946,859
214	District No. 14	\$30,309,445
215	District No. 15	\$60,015,142
216	District No. 16	\$33,822,212
217	District No. 17	\$36,085,100
218	District No. 18	\$27,253,922

# Stafford, Connecticut

## CERC Town Profile 2013

Town Hall  
1 Main Street  
Stafford, CT 06076  
(860) 684-2130

*Belongs to*  
Tolland County  
LMA Hartford  
Capitol Area Economic Dev. Region  
Undefined municipalities



Incorporated in 1719

### Demographics

<i>Population (2011)</i>	<i>Town</i>	<i>County</i>	<i>State</i>	<i>Race/Ethnicity (2011)</i>	<i>Town</i>	<i>County</i>	<i>State</i>
2000	11,307	136,364	3,405,565	White	11,535	136,758	2,796,198
2010	12,046	151,073	3,545,837	Black	74	4,399	347,941
2011	12,055	151,774	3,558,172	Asian Pacific	154	4,974	135,435
2020	12,581	160,094	3,690,997	Native American	0	213	8,104
'11-'20 Growth / Yr	0.5%	0.6%	0.4%	Other/Multi-Race	292	5,430	270,494
				Hispanic (any race)	403	6,417	463,407
Land Area (sq. miles)	58	410	4,845	<i>Poverty Rate (2011)</i>	6.1%	6.7%	9.5%
Pop./ Sq. Mile (2011)	208	370	734	<i>Educational Attainment (2011)</i>			
Median Age (2011)	41	38	40	Persons Age 25 or Older	<i>Town</i>	<i>%</i>	<i>State</i>
Households (2011)	4,757	54,386	1,360,115	High School Graduate	3,322	40%	678,312
Med HH Inc. (2011)	\$65,570	\$80,333	\$69,243	Associates Degree	845	10%	176,216
				Bachelors or More	1,732	21%	861,770
<i>Age Distribution (2011)</i>							
	<i>0-4</i>	<i>5-17</i>	<i>18-24</i>	<i>25-49</i>	<i>50-64</i>	<i>65+</i>	<i>Total</i>
Male	516 4%	896 7%	572 5%	2,040 17%	1,376 11%	581 5%	5,981
Female	252 2%	816 7%	635 5%	2,173 18%	1,345 11%	853 7%	6,074
County Total	7,031 5%	23,946 16%	24,728 16%	48,273 32%	29,890 20%	17,906 12%	151,774

### Economics

<i>Business Profile (2012)</i>	<i>Units</i>	<i>Employment</i>	<i>Top Five Grand List (2012)</i>	<i>Amount</i>	<i>% of Net</i>
<i>Sector</i>			Connecticut Light and Power Inc.	\$9,111,490	1.2%
Total - All Industries	227	3,535	Connecticut Water Co	\$5,288,100	0.7%
23 Construction	31	144	Damour Gerald E+Jeanne E+Paul	\$4,806,620	0.6%
31 Manufacturing	15	981	Pisciotta Wayne & Jean LLC	\$4,780,020	0.6%
44 Retail Trade	35	393	CTM Printed Circuit Group Inc	\$3,895,990	0.5%
62 Health Care and Social Assistance	14	951	Net Grand List (2012)	\$764,485,290	
72 Accommodation and Food Services	16	171	<i>Top Five Major Employers (2012)</i>		
Total Government	17	517	Johnson Memorial Hospital	3M	
Local/Municipal Government	12	480	TTM Technologies	Big Y	
			Town of Stafford		

### Education

<i>2010-2011 School Year</i>	<i>Town</i>	<i>State</i>	<i>Connecticut Mastery Test Percent Above Goal</i>					
Total Town School Enrollment	1,878	548,313	<i>Grade 4</i>		<i>Grade 6</i>		<i>Grade 8</i>	
Most public school students in Stafford attend Stafford School District, which has 1,476 students.			<i>Town</i>	<i>State</i>	<i>Town</i>	<i>State</i>	<i>Town</i>	<i>State</i>
			Reading	58 63	81 76	90 75		
			Math	56 67	76 72	89 67		
			Writing	59 67	63 65	86 65		
<i>For more education data see:</i>	<i>Students per Computer</i>	<i>Town</i>	<i>State</i>	<i>Average Class Size</i>		<i>Average SAT Score</i>		
<a href="http://sdeportal.ct.gov/Cedar/WEB/ResearchandReports/SSPReports.aspx">http://sdeportal.ct.gov/Cedar/WEB/ResearchandReports/SSPReports.aspx</a>	Elementary:	5.3	4.1	Grade K	15.1	Grade 2	20.7	Reading 520 502
	Middle:	13.9	2.7	Grade 5	18.7	Grade 7	19.7	Writing 522 506
	Secondary:	2.5	2.9	High School	16.9	Math	523	506



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