

Board of Education Chairman David M. Heller and the members of the Naugatuck Board of Education including Mayor Robert Mezzo after careful consideration and discussion have included on the agenda for the Board's December meeting at Hillside School on December 8, 2011 consideration and possible action to extend the contracts of both School Superintendent John Tindall-Gibson and Board of Education Business Manager Wayne McAllister for a period of one year.

Dr. John Tindall-Gibson has been employed as the Superintendent of Naugatuck Schools since 2006. During that period he has worked with talented administrators, teachers, and other staff to improve instructional programs throughout Naugatuck's schools. This past school year saw the Naugatuck School District make federal NCLB Adequate Yearly Progress for the second time since the program began in 2001. Last week, political watchdog group, ConnCan, recognized three Naugatuck schools for being among the top ten schools in the state for progress in student achievement.

Throughout the past six months, Superintendent Tindall-Gibson has been working with Kaestle Boos Associates architects, Mayor Mezzo's Long Term School Facilities Planning Committee, and others on the design and implementation of the High School Renovation project. Dr. Tindall-Gibson's work in this area draws upon his many years of experience in school construction, both in the private sector and in the public schools.

As President-elect of the Connecticut Association of Public School Superintendents, John Tindall-Gibson regularly meets with key state officials, which puts him in a unique position to assist with fiscal reimbursement issues related to the approved \$81 million high school renovation project, as well as, the continuing improvement of academic programs in Naugatuck. At this point in time, he has the experience and resources to help the Board of Education plan and create a state of the art High School and to continue to improve academic achievement through our school district.

During the past eighteen (18) months John Tindall-Gibson has worked with Business Manager Wayne McAllister to improve the business operations of the Board of Education. Working well together they have found ways to align and

combine Town and Board of Education functions creating greater efficiency and saving tax dollars. Other positive outcomes of their collective efforts have included realization of some of the Board's goals of greater transparency, better communication, and improved relations between Borough officials and the Board of Education.

Board of Education Business Manager Wayne McAllister has been serving in a dual role of Borough Controller and BOE Business Manager for the past 18 months. Mr. McAllister who was employed as the BOE Business Manager from September 1997 until January 2002 before becoming the Borough's Controller, agreed to perform both roles following fiscal problems that occurred in the Board of Education's Business Office. Since the time that Mr. McAllister resumed his Board of Education Business Manager's duties, he has successfully implemented the Board's budgeting and accounting software platform. With Mr. McAllister's expertise the Superintendent and Board of Education are working diligently to improve and reorganize the configuration and staffing of the Board of Education's Business Office.

As a result, the Board of Education intends to vote on the extension of the employment contracts of Superintendent John Tindall-Gibson and Business Manager Wayne McAllister for one additional year. These extensions are being considered based upon the skills and expertise of both men and based upon their ability to work together to improve all aspects of the Board of Education's operations. The Board greatly values the need for continuity. Furthermore, the Board realizes the importance of the proven ability of the Superintendent and Business Manager to work collaboratively to manage the High School renovation project and the School Board's continuing efforts to consolidate services and personnel in order to reduce expenses and at the same time best provide for the continued educational improvement and achievement of the students of Naugatuck.