

**DANBURY BOARD OF EDUCATION MEETING MINTUES**

**Wednesday, October 22, 2014 – 7:00 PM**

**Administrative Center, 63 Beaver Brook Road**

**CALL TO ORDER**

The Chairperson, Eileen Alberts, called the meeting to order at 7:01 pm and those assembled recited the Pledge of Allegiance.

**ROLL CALL**

Ms. Alberts asked Kathleen Molinaro to do the roll call:

- Present: Eileen Alberts, Gladys Cooper, Michael Ferguson, Annrose Fluskey-Lattin, Richard Hawley, Richard Jannelli, David Metrena, Kathleen Molinaro, Robert Taborsak, Phyllis Tranzillo
- Also Present: Drs. Glass, Pascarella, Joseph Martino and Kim Thompson
- Absent: Ralph Pietrafesa

**RECOGNITIONS**

**DHS Boys Cross Country Program**

The Chairperson presented Rob Murray, Coach of the Boys Cross Country Program, an award. Board Member, Robert Taborsak, congratulated Mr. Murray on the program and commented on when he was his coach.

**CAAD Sportsman Award**

Dr. Pascarella asked Corey Mullins to tell the Board about raising money. Ms. Alberts presented Corey with the CAAD Sportsman Award. He told the Board that he is a senior at DHS. He also stated that he was fundamental in raising money and was able to purchase team shoes for all three Bridgeport teams.

**PUBLIC PARTICIPATION** - None

**CONSENT CALENDAR**

**MOTION** - K. Molinaro moved, seconded by R. Taborsak that the Board of Education approve the items on the Consent Calendar, Exhibits 14-201 through 14-202, as recommended:

**MINUTES**

10/8/14 Board Meeting

**PERSONNEL REPORT**

Accept Leave of Absence: Richard Kokinchak Andrea Toland

Accept Resignations: Kaitlyn Arconti Gabriela Gallardo,  
Nancy Hayes Jessica O’Connell,  
Patricia O’Neill

Accept Retirements:

Kathleen Angelou, 11 years, 1 month  
Raymond Rogers, 31 years, 4 months

New Hires: 10/3/14 – 10/16/14:

<b>CERTIFIED</b>		
<b>Name</b>	<b>Location</b>	<b>Subject</b>
Edward Adams	DHS	Band
Roger Mendez	BVMS	Spanish
Peter Dittmar	BVMS	Guidance Counselor
<b>Non-Certified</b>		
<b>Name</b>	<b>Location</b>	<b>Subject</b>
Kathleen Casey	Morris St.	Literacy Interventionist
Amber Davidson	Pembroke	Tutor
Erica Trindade	Park Ave.	CRC Enrichment Assoc.
Dimitris Sfakios	Ells	CRC Enrichment Assoc.
Kimberly Wilshire	RPMS	Math Interventionist
Jeanne Mello	Pembroke	Tutor
Pamela Rodriguez Fernandez	WSMSA	CRC Enrichment Assoc.
Nancy Hemmingstand	Pembroke	Tutor
Rachel Arruda	AIS	CRC Enrichment Assoc.
Laura Schechter	SHR	Literacy Interventionist
Samantha Sim	AIS	CRC Enrichment Assoc.
Bhamini Jitu	DECEC	School Readiness
Joseph Apaecio	Ells	CRC Enrichment Assoc.
Elmer Harrison	DHS	L/T Sub Safety Advocate
James Latham Gonzalez	WSMSA	CRC Enrichment Assoc.
Tanya Murray		SUB Teach
Emily Joseph		Ass't Color Guard Coach
Courtney Tanner		Ass't Auditorium Manager
Katherine Ruhl		SUB Teach
Katherine Huss		SUB Teach
Nicole Benzinger		SUB Teach
John Christophersen		SUB Teach
Jerrold Miller		SUB Teach
Wilma Carreiro Napoleao		SUB Teach
Ann Marie Longest		SUB Teach
Jill Vitti		SUB Teach
Barry Platow		SUB Teach

**Motion passed at 7:10 pm.**

<b><i>In favor:</i></b>	Eileen Alberts	Gladys Cooper	Michael Ferguson
	Annrose Fluskey-Lattin	Richard Hawley	David Metrena
	Kathleen Molinaro	Robert Taborsak	Phyllis Tranzillo

***Abstain:*** Richard Jannelli

***Absent:*** Ralph Pietrafesa

**EMPLOYEE REPRESENTATIVE - None**

**STUDENT REPRESENTATIVES**

DHS representatives - Jamie Gherna and Allie Smith told the Board last week was Spirit Week, and it was a huge success. There were 400 students on Friday for the bonfire and more than 450 students attended the dance on Saturday. Football had a fantastic win against Staples and brought a 4<sup>th</sup> win home for the season. “Celebrate My Drive” is close to over. Friday is our last day so don’t forget to vote; we are currently in 16<sup>th</sup> place, but would love to give it one last push and make it to ten to represent our school spirit. We must be top 40 to receive \$25,000. Monday, October 20<sup>th</sup> was the college fair; there were over 250 colleges represented. Today ROTC hosted a blood drive and the response was more than expected. Saturday, October 25<sup>th</sup> ACT testing will be held. Monday, October 27<sup>th</sup> at 6:00 pm, DHS will be hosting a college night – pizza will be served for all those who attend; at 6:30 pm guests will then move to the auditorium to discuss all attributes of college such as dorms and financial aid. Thursday, October 30<sup>th</sup> at 7:00 pm is the orchestra’s “Spook-tacular”; come and enjoy music and a night full of Halloween festivities. On Friday the 31<sup>st</sup>, the quarter closes.

ACE - No representative

**PRESENTATION**

Westside Middle School Academy Update – Dr. Frank LaBanca, Principal  
Dr. LaBanca gave the Board a slide presentation on how the Academy was progressing. He said the students have eight classes that meet four per day. He told the Board through technology, parents can see on line their children’s grades; they don’t have to wait until the report cards come out. Absenteeism has been at a real minimum. Today there were 5 students absent. Students can bring in their own electronic devices. For those children who not have their own, we have 10 devices in each classroom. We provide computers to use at the academy. They do not leave the building and must be signed out by the student.

**APPLICANTS AND ENROLLMENT**

	<u>Broadview Middle School</u>	<u>Rogers Park Middle School</u>
Applicants	174	338
Enrolled	161	239

55.1% Male students  
44.9% Female students

**DEMOGRAPHICS**

	<u>%</u>
Asian	12.5
African American	8.0
Hispanic/Latino	24.4
American Indian	0.5
Multiracial	3.0
White	51.6

Board members had various questions regarding the lottery and whether or not administration encourages students to participate in the lottery; a question about the balance of RPMS students vs. BVMS students. Dr. Pascarella reported that administration’s hope is that we will get more in

balance. One Board member said she likes the opportunity to email teachers and that she always gets a response within 12 hours.

Ms. Alberts and Dr. Pascarella thanked Dr. LaBanca for the presentation.

### **ACTION ITEMS**

#### **DHS field trip to Quebec, Canada**

MOTION: K. Molinaro moved, seconded by G. Cooper, that the Board of Education approve the DHS field trip to Quebec, Canada, February 13-16, 2015

**Motion passed at 7:35 pm.**

#### **DHS field trip to Paris, French Riviera**

MOTION: K. Molinaro moved, seconded by M. Ferguson that the Board of Education approve the DHS field trip to Paris, French Riviera April 10-19, 2015

**Motion passed at 7:36 pm.**

Mr. Jannelli had a question about the number of days that will be missed from school. The Board Chairperson said that was discussed at the last meeting. Mr. Taborsak said, from the Quebec trip the only day that would be a school day would be a professional development day for teachers and the Paris trip would depend on the airline schedule.

<b><i>In favor:</i></b>	Eileen Alberts	Gladys Cooper	Michael Ferguson
	Annrose Fluskey-Lattin	Richard Hawley	David Metrena
	Kathleen Molinaro	Richard Jannelli	Phyllis Tranzillo

***Opposed:*** Robert Taborsak

***Absent:*** Ralph Pietrafesa

#### **September 2014 Operating Results Analysis (General Fund)**

MOTION: K. Molinaro moved, seconded by G. Cooper that the Board of Education accept the September 2014 Operating Results Analysis (General Fund)

Mr. Martino told the Board that for the month of September, the District expended \$8,876,273 resulting in a fiscal year-to-date expenditure value of \$21,811,602 which represents 17.94% of the General Fund total budget.

Mr. Hawley had a question about month-to-date and year-to-date regarding substitutes and long term substitutes. Mr. Martino said if you look for long terms \$54,000 in spending; this is 5th week of school. Sick days are benign. Mr. Hawley asked with 5 weeks in it seems we are comfortable? Mr. Marino said a few months will tell a different tale. The Board also asked about transportation and health care.

**Motion passed at 7:40 pm.**

September 2014 Operating Results Analysis (Grants/Projects)

MOTION: K. Molinaro moved, seconded by R. Taborsak that the Board of Education accept the September 2014 Operating Results Analysis (Grants/Projects)

Mr. Martino told the Board that for the month of September, the District expended \$1,434,933 resulting in a fiscal year-to-date expenditure value of \$2,311,505, which represents 44.7% of the Grants budget.

**Motion passed at 7:42 pm.**

Mr. Martino told the Board that we did lose a \$50,000 DHS youth parents' grant. Participation in that grant previously was high.

**SUPERINTENDENT'S REPORT**

CAPSS Meeting with Governor Malloy, October 14, 2014

Dr. Pascarella said we met with Governor Malloy. We talked about the ECS money. We were concerned if the election goes another way, we have to sit and wait. The Governor told us what he wants in the next commissioner; someone that has more experience in schools and not moving so quickly on some reforms. We are looking at our district now to see what we really have to do. He didn't commit that the person would be a Superintendent but more of a school person. Hopefully this spring we will have a new commissioner.

College Fair, October 20, 2014

Dr. Pascarella said the College Fair, which is always a success, is wonderful for our students.

CT-ECO (CT Early College Opportunity)

The Superintendent said we met with Naugatuck last week and discussed funding a program for Danbury. We plan on beginning it for September. If it comes to fruition we will be looking at the enrollment for the upper level courses – they will get double credit as they leave high school.

Alliance District Meeting – No discussion

District/City Health Department/Emergency Management

Dr. Pascarella asked Richard Jalbert, Coordinator of Sites and Facilities, to tell the Board what we are doing in the schools in light of the Ebola disease that is the public present concern. Dr. Pascarella also told the Board that he asked the Governor's Office to funnel information to our district so that we all get the same message.

Mr. Jalbert said we are professionally cleaning our schools and have a daily check list. We have guidance from the CT Green Cleaning Products in Schools Law, which requires all districts to implement a Green cleaning program to clean and maintain schools. This law was implemented in July 1, 2011. Connecticut's Public Health is now saying that we need to clean touch points; such as door knobs, light switches, etc. The physical act of washing or scrubbing will remove some of the organisms from these and other touch points. DPH says there is nothing to kill Ebola. We are

meeting with the local health department so we are in line what we are doing. Mr. Jalbert said the cleaning products covered in this law include general purpose cleaners, bathroom cleaners, glass cleaners, floor finishes, floor strippers, hand cleansers and soaps. What is not covered by this law under the Insecticide, Fungicide and Rodenticide Act are disinfectants, disinfecting cleaners, sanitizers or other antimicrobial products. There is currently no disinfectant that has been tested in labs specifically against Ebola or Enterovirus-68. The CDC and EPA recommends using disinfectants effective against viruses in the same classes.

Ms. Fluskey-Lattin asked about parents supplying antibacterial hand wash in each class that does not have a sink. Mr. Jalbert said the Green law states, *“No parent, guardian, teacher or staff member may bring into the school facility any consumer product which is intended to clean, deodorize, sanitize or disinfect.”*

The Superintendent said we will be having a meeting tomorrow and I will let you know what we are doing in the schools to be sure they are sanitized.

**DISCUSSION**

**2014-15 Hiring Update**

Kim Thompson, Director of Human Resources did a presentation to the Board on the 2014-15 Hiring.

**BA and BA + 30 Awarded Institution**

	<b><u>2014-15 School Year</u></b> <b><u>116 Total Certified Staff Hired</u></b>	<b><u>2013-14 school year</u></b> <b><u>84 Total Certified Staff Hired</u></b>
WCSU	31	15
UCONN	15	6
SCSU	6	6
CSCU	6	5

**NEW CERTIFIED STAFF BY RACE/ETHNICITY**

Black non-Hispanic	1%	Asian/Pacific Island	2%
Hispanic	10%	White non-Hispanic	87%

**UNIVERSITIES REPRESENTED**

<b><u>2011-12</u></b>	<b><u>2012-13</u></b>	<b><u>2013-14</u></b>	<b><u>2014-15</u></b>
20	39	42	52

Ms. Thompson told the Board the following are the goals for Human Resources Department for the 2014-15 School year:

- Continue to increase the applicant pool and new hires in targeted areas to build a certified staff that better reflects student demographics;
- To expand access to universities and institutions of high learning to increase diversity of training and experience and begin

- To develop a more comprehensive Human Capital Retention plan to make Danbury an appealing District in which to remain.

Ms. Thompson answered some Board member's questions.

## **INFORMATION**

DHS soccer player, Ian Shannon, named NSCAA/MaxPreps High School Player of the Week for September 29-October 5.

## **BOARD CHAIRPERSON'S REPORT**

### **CABE/CAPSS Convention, November 14-15, Mystic Marriott**

Ms. Alberts said that she, R. Pietrafesa, K. Molinaro and R. Jannelli would be going to the Convention. Dr. Pascarella said he would be going on Friday only. Ms. Alberts asked Board members to contact Debbie Warner to let her know if they were going to attend.

### **Brookfield Cares**

Ms. Alberts told the Board that she attended a meeting in Brookfield that promoted social and emotional wellness. Brookfield graduates shared their stories of drug addiction and other challenging behaviors. They spoke about the average age is 11 for having the first alcoholic drink; suicide is the third leading cause of death for children 10-24 and prescription pills cause more deaths than cocaine and heroin combined. She told the Board that she was very impressed with the meeting and hearing the stories of Brookfield's past students. She asked that Mr. Jannelli, Chairperson of Community Relations, develop a plan for a community forum. She said these are major problems in all schools and feels we need to address them. She asked the Superintendent to get involved with Mr. Jannelli to possibly set up a forum on these important issues and concerns, not a lecture. Dr. Pascarella said he would look into it.

## **BOARD REPORTS, COMMUNICATIONS AND COMMENTS**

### **School Visits**

Ms. Alberts asked Mr. Ferguson if he visited schools recently. Mr. Ferguson said he and Ms. Tranzillo visited Stadley Rough, Hayestown and Pembroke schools. The visits were great. We spent a couple of hours at each school. Mr. Pietrafesa and I went to Rogers Park Middle School. The redesign was really nice and the staff is happy with it. We don't have much planned for the rest of the month, but we are planning to visit more schools in mid-November. Ms. Tranzillo said the principals were very welcoming.

### **Superintendent's Evaluation Meeting**

Ms. Cooper told the Board that the evaluation meeting will be next Wednesday at 6:30 pm.

### **Finance**

Mr. Jannelli said we have been looking forward to a three year plan for a number of years. Mr. Martino said based on the timetable, it will be early as early November or late November. Mr. Jannelli said we need to do a presentation to the Mayor and we need to work together.

## DSABC

Mr. Ferguson said that DSABC is starting to work on strategic planning with a consultant. To update the Board, mentors in the program do not have to come from local companies and businesses. We have independent mentors. There is a screening process, training, meeting with the student. After the strategic planning, they would like to give the Board an update.

Mr. Jannelli stated that he thinks they should change their name – no one knows what DSABC stands for. It needs to have possibly “mentors” in its name.

Dr. Pascarella said they are reviewing the regulations on publishing student information. We actually have a committee that already focused on it. It may cause us to come back for a policy change. Ms. Alberts asked the Superintendent to please keep Ms. Molinaro in the loop since she is the Chairperson of the Policy Committee. He said he would keep her advised.

Ms. Cooper asked if she could have a copy of Dr. LaBanca’s presentation. Dr. Pascarella said he would be sure the Board received a copy.

## EXECUTIVE SESSION - None

## ADJOURNMENT

R. Hawley moved seconded by R. Taborsak that the Board of Education adjourn its meeting of October 22, 2014 and the meeting adjourned at 8:45 pm.

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Richard Hawley, Secretary

(the meeting was videotaped)