

**DANBURY BOARD OF EDUCATION MEETING MINUTES**  
**WEDNESDAY, NOVEMBER 14, 2012**  
**Administrative Center, 63 Beaver Brook Road**

**MISSION STATEMENT (revised 10/13/12)**

*Our mission is to develop in all children the knowledge, skills, attitudes and values which will enable them to live a productive and self-fulfilling life and engage in responsible citizenship in a global society.*

**CALL TO ORDER**

The Chairperson, Gladys Cooper, called the meeting to order at 7:14 pm and those assembled recited the Pledge of Allegiance. Ms. Cooper asked Kathleen Molinaro to do the Roll Call.

**ROLL CALL**

In Attendance: Eileen Alberts, Shirley Chilian, Gladys Cooper, Gary Falkenthal, Annrose Fluskey-Lattin, Richard Hawley, Kathleen Molinaro, Sandy Steichen, Robert Taborsak, Phyllis Tranzillo

Also in Attendance: Superintendent Dr. Pascarella, Dr. Glass, Ms. Thompson and Mr. Martino from Administration

Absent: Richard Jannelli

**RECOGNITIONS** - None

**PUBLIC PARTICIPATION** - None

**CONSENT CALENDAR**

**MOTION** - K. Molinaro moved, seconded by E. Alberts that the Board of Education approve the items on the Consent Calendar, Exhibits 12-174 through 12-182, as recommended:

**MINUTES**

Operations/Policy Committee Meeting	10/22/12
Board Meeting	10/24/12
Special Board Meeting (Exp)	11/1/12

**PERSONNEL**



Dr. Pascarella told the Board the Mr. Boccaccio accepted their offer to stay as Principal at DHS for another 2 years. Mr. Boccaccio thanked the Board for their confidence in him and the support that he has received. He said he loves DHS and the community.

**EMPLOYEE REPRESENTATIVE** – None

Cindy Mirochine, President of NEA said she has met with the teachers and discussed the emergency days. They are hoping to make up the days in February.

**STUDENT REPRESENTATIVES**

Danbury High School -	No representative
Alternative Center -	No representative

**PRESENTATION** - Melanie Bonjour

State DPH Funding to expand School Based Health Center (SBHC) Services

Dr. Pascarella introduced Melanie Bonjour, Clinic Administrator for the City of Danbury. Ms. Bonjour told the Board that she may have some special funding for a new health clinic. She said she has been in a conversation with Ellsworth principal for the last couple of years and she is interested in having the health clinic at her school. Funding by the State is designated to Alliance schools. We have a health clinic at Danbury High School since 1994, Broadview Middle School since 2005 and Rogers Park Middle School since 2009. These clinics are fully staffed and there are dental offices at all the sites. In order for students to use the clinic, they need parental permission. Since June 2011 we have enrollment of 4,655 who are able to use the service if they want to. Due to the quality of care that we provide, parents understand and believe in the clinic's services. Many of the services are in the areas of behavioral health issues, which we treat. Oral health care is a real need in the community. Health and sex education are also on the top of the list. The money is supposed to be released January 2013. Ellsworth has expressed an interest and these services will be a perfect fit; they have the space and already have a full dental facility all set up. The services are available for the full school year. What we will need next is Board approval in order to go forward with setting up the clinic. The principal is very excited about this. We need your support and just wanted you to know what we are planning. The City and the school system have worked very well together. Ms. Bonjour said right now she does not know how much the funding would be to put it in a full service. What I am asking for is to make the Board aware that the money is available and if we choose to go through with it we will need a letter from the Board accepting it. She stated that she is hoping to gather some preliminary data on the school's students at Ellsworth so she can move forward once she has the data.

Ms. Cooper said tonight Ms. Bonjour is here to give us some information and that this will be on the next Board agenda. Dr. Pascarella said he would write the letter.

**ACTION ITEMS**

Board Goals, Beliefs

MOTION: K. Molinaro moved, seconded by R. Taborsak that the Board of Education approve the proposed Goals and Beliefs

Ms. Steichen asked the Superintendent if the Board would have an opportunity to tweak his goals and objectives. She said she is unclear about Board goals and Superintendent goals. Ms. Molinaro stated that the Superintendent obvious makes his own goals according to the Board's objectives and we try to mesh them together. When we vote and accept his goals that is what we are going to use as his report card at the end of the year – it is not fair to tweak or change his goals and objectives and give him a report card on some that were changed in the middle of the year - that would not be fair. If he comes to us and says this goal or objective is not working, we can change that. Dr. Pascarella said we are trying to have an alignment. Those goals are operating from the Board's goals. During the year some things come up that maybe we need to change and do something different. I don't look at it in the light of evaluation. If we didn't have the resources to do something we may have to drop it. Ms. Steichen said should we look at this now, Ms. Cooper yes. This should not be done in the Spring. Mr. Hawley said he sees the Superintendent's goals for 3 years, is there anything for a shorter term like April or May. Mr. Falkenthal added we have not established our goals yet. Mr. Taborsak stated that this is what came out of the Workshop that the Board had last month. I feel the work was done there and the consensus was reached there. How many times can we reinvent the wheel? The Board of Education goals should be focused on three or four things which I think we accomplished. If you want to table this action item, okay and if not that is okay.

Ms. Cooper said the reason why we all went to that training was the goals and we worked it out that day. Mr. Falkenthal said he doesn't remember coming to a conclusion at the workshop meeting.

Ms. Cooper said no more discussion on this action item and asked for a vote on the action item.

In favor:	Eileen Alberts	Shirley Chilian	Gladys Cooper
	Annrose Fluskey-Lattin	Richard Hawley	Kathleen Molinaro
	Sandy Steichen	Robert Taborsak	Phyllis Tranzillo

Abstained: Gary Falkenthal

Absent: Richard Jannelli

**Motion carried at 8:05 pm.**

Superintendent's Goals & Objectives

MOTION: K. Molinaro moved, seconded by E. Alberts that the Board of Education approve the Superintendent's 2012-2013 Goals & Objectives

Mr. Hawley asked if there is anything that can be short term – May or June. Dr. Pascarella said this is for two school years. Mr. Hawley said can we run a check list of short term. Ms. Molinaro asked the Superintendent if he thought that should be put in his goals so that everyone is clear. He responded that once the Board accepts his goals it would not be a problem.

Ms. Flusky-Lattin asked about goal #2 with a time line of September 2012-2013; could those dates be changed if we want to go for 2 years. Dr. Pascarella said on top are the goals and under that are the objectives. I would create a new objective as the objectives do change, but the goals stay the same. With the new Alliance grant and we want a separate business, should that be a part of your goals and

objectives. The Superintendent said it is; Ms. Steichen asked where do we see that? He responded that when you look at the grant, and when we pull out of that grant, you will see the change. The money piece you will talk about in the budget process. So the answer is yes and the Board will be knowledgeable. Ms. Chilian asked about the assessment and evaluation. She stated that she doesn't see a lot of support for these people who are going to be evaluated and assessed. Dr. Glass said there is \$75,000 in the Alliance grant under teacher evaluation – we have coaches coming in and external coaches and DHS also has coaches.

Mr. Hawley asked about goal #4 for Kindergarten; stating with the bond passing, shouldn't we have a strategic plan in-place on paper for 2013-2014. Dr. Pascarella said we have that. I was looking more for space; the money part of the Alliance is my worry on how we are going to handle the space. Dr. Glass stated that the Superintendent asked him to communicate with our principals; Dr. Glass then read a message that he sent to the principals today.

Ms. Cooper asked for a vote on this action item.

In favor:	Eileen Alberts	Shirley Chilian	Gladys Cooper
	Kathleen Molinaro	Robert Taborsak	Phyllis Tranzillo
Opposed:	Gary Falkenthal	Richard Hawley	Sandy Steichen
Abstain:	Rose Fluskey-Lattin		
Absent:	Richard Jannelli		

Dr. Pascarella said I need this done, I can make adjustments, let me know what it is that you want and I can incorporate it. Ms. Molinaro said this is a living and breathing document. Ms. Chilian asked if it could not be changed. Ms. Molinaro said the goals do not change, the objectives can always be tweaked. Ms. Steichen asked why we don't vote on them separately. She would like to see hard objectives, ie. Head Start - are we going to do something about that, should there be a subset for that? Dr. Pascarella said customarily this is the work that I do, there is a lot of work that you don't know, during the public process a lot different work comes up. If anything comes up during the year, and it does not become an objective we need to change it. Don't tell me in June and evaluate me in July. Dr. Pascarella said this is a matter of trust.

**Motion carried at 8:30 pm.**

## **SUPERINTENDENT'S REPORT**

### **CAUS Meeting with the Commissioner**

The Superintendent said there are a lot of questions on evaluation. It was first due in February, now it is March. We have been talking about how to implement; still talking of phasing it in – from the Board level we are working through our system. We are working with our principals now and putting something together and will bring it to you for your approval. Right now, going forward, when we submit a plan it has to be embedded in the law and may not be exactly what the State is saying that they would like to see. We all have to do common core, there is no option. The Board does not have

to approve what the State has put together, but we do have to follow the law. The meetings are open and anyone can come to the hear all of this. This Friday when we go to the CABE convention there may be more info on that.

### Health Insurance Benefit Options

Mr. Martino said that the insurance brokers are putting together different options. We are fully insured with our plan with CIGNA, but we are looking at self-insurance for health. There are savings for self-insurance. We are continuing our conversation with the City as they are going through what we are.

### Alliance Grant Funding Update

Dr. Pascarella said it is approved. Mr. Martino referred to an exhibit showing the current costs relating to the grant and explained that is what we have booked so far. He went through item by item and the total comes to \$1,696,559 and shows that there will be 13 FTE's and 38 subs. Dr. Glass said we tried a pilot program 3-4 years ago, for 4 days a week September and working thru February 28, they were not certified teachers – this is one of the pieces that the State liked. Mr. Taborsak asked about the criteria on the level of education. Dr. Glass replied that certification was not required. We have non-certified staff working under the language specialists. Mr. Taborsak asked if they needed a bachelor degree and what is the base line. Ms. Thompson said yes, they are similar to those of para positions.

### Update on 11/6/12 Professional Development Activities

Dr. Pascarella said he went around the district and saw the various activities that were being conducted for Professional Development. We had people writing to us about it. I am so proud of the work they are doing on a Professional Days and urged the Board to drop by and take a look.

## **DISCUSSION**

### School Calendar - Make Up of Emergency Days

The Superintendent said he cannot adjust the School Calendar without the Board's approval. We did discuss having school on November 6<sup>th</sup> (Professional Development Day), but it was not feasible. Our calendar is for 185 day; 5 emergency days and if not used, we deducted them in June. DHS graduation will not be later than June 19<sup>th</sup>. To make up the days, we may have to deduct from the April recess. We cannot go to school in July. We have 9 days to use before we move into April. Right now, we have to make up 5 days. Starting around June 11<sup>th</sup> and 12<sup>th</sup>, people want to go home – there is no air conditioning and opening the windows bring in the bees. At the next meeting, the Board will consider Tuesday, February 19<sup>th</sup> the day after Presidents Day; also we will then do something about the days.

### Facility/Small Learning Communities/Expansion Update

The Superintendent briefly discussed the opening up of another school.

## Intra-Magnet School Survey

Dr. Pascarella said in my goals we talk about space. The Board needs to be talking about the Magnet School. We plan to send out a survey to everyone and then make the calls and get as much information as possible. Some of the questions would be: would you choose to do 7 and 8 grades; would you be willing to take your children out of a regular school and put them in 7 and 8 grades Magnet School. This will take a lot of planning and a lot of time. Presently we are using CREC for the lottery, which is not based on race or gender. CREC is also going to do the STEM lottery. We are trying to keep the survey questions to 10.

## **BOARD CHAIRPERSON'S REPORT**

### Board of Education Annual Meeting, December 5<sup>th</sup>

Ms. Cooper asked the Board if they would like to have dinner at the Annual Meeting or if they just wanted to have a short meeting to vote and go home. She asked that they call Debbie Warner with their preference.

Ms. Cooper reminded the Board that on November 19<sup>th</sup> they will be doing their self-evaluation. She stated that they were sent a form from Jeff Olefson that should be filled out and brought to the meeting.

### Board of Education Lighthouse Training, November 26<sup>th</sup> & December 12<sup>th</sup>, 6:30 p.m.

Ms. Cooper said she did not know how many Board members responded. We committed to this training for a year and we will finish the Lighthouse Training in January.

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

### Sites and Facilities Committee – *Kathleen Molinaro, Chair*

Ms. Molinaro told the Board that they will get a review in their packet concerning what was done over the summer including the hurricane damage was done to the school roof and if they have any questions to call her. Radon testing for all schools is up for discussion at the next meeting and will ask you to vote on having this test done. The Board will have to approve of using the rental program funds in order to pay for this testing. We will not know the exact amount, but we are going to ask if we could spend up to \$22,000. The Superintendent said we need to do all the schools for our students' safety. It was asked how the test is conducted; is it a canister in each class room. Mr. Martino responded there will be a canister in selective classrooms, but somewhat different than how they do a house.

## **EXECUTIVE SESSION**

MOTION: Ms. Molinaro moved, seconded by R. Taborsak that the Board of Education convene in Executive Session for the purpose of discussing collective bargaining negotiations, with possible action in public session.

**Motion carried at 9:25 pm.**

In Attendance: Eileen Alberts, Shirley Chilian, Gladys Cooper, Gary Falkenthal, Annrose Fluskey-Lattin, Richard Hawley, Kathleen Molinaro, Sandy Steichen, Robert Taborsak, Phyllis Tranzillo

Also in Attendance: Superintendent Dr. Pascarella, Dr. Glass, Ms. Thompson and Mr. Martino from Administration

Absent: Richard Jannelli

Ms. Cooper called the Executive Session to order at 9:25 pm and turned the meeting over to Ms. Thompson. After a brief discussion it was agreed that the Safety Advocate will receive wages only, no benefits.

**PUBLIC SESSION**

MOTION: S. Chilian moved, seconded by R. Taborsak that the Board of Education approve the agreement for the Safety Advocates Contract.

**Motion carried at 9:28 pm.**

**ADJOURNMENT**

K. Molinaro moved, seconded by E. Alberts that the Board of Education adjourn its November 14, 2012 Board meeting and the meeting adjourned at 9:31 pm.

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Richard Hawley, Secretary