

**DANBURY BOARD OF EDUCATION MEETING MINUTES**  
**WEDNESDAY, MARCH 13, 2013**  
**Administrative Center, 63 Beaver Brook Road**

**MISSION STATEMENT**

*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.*

Present: E. Alberts, S. Chilian, G. Cooper, G. Falkenthal, A. Fluskey-Lattin, R. Hawley  
S. Steichen, R. Taborsak, P. Tranzillo, Board Members;  
Drs. W. Glass and S. Pascarella, J. Martino, and Atty. K. Thompson from  
Administration

Absent: R. Jannelli, K. Molinaro

**CALL TO ORDER**

Chairperson S. Steichen called the meeting to order at 7:00 p.m. and those assembled recited the Pledge of Allegiance. Chairperson Steichen asked S. Chilian to do the roll call.

**RECOGNITIONS**

**CABE – March is Board Member Appreciation Month**

Dr. Pascarella distributed Certificates to each Board member for their years of service and thanked them for their time: E. Alberts, since 2001; S. Chilian, since 2011; G. Cooper, since 1991; G. Falkenthal, since 2011; R. Jannelli, since 2006; A. Fluskey-Lattin, since 2011; R. Hawley, since 2011; K. Molinaro, since 2005; S. Steichen, since 2011; R. Taborsak, since 2005; P. Tranzillo, since 2011.

**DHS Peer Leadership raised \$7,300 for Help Our Military Heroes**

Michael Schlichtig is here to talk about the raffle which raised \$7,300 as well as the total raised which amounted to \$186,000. They raised enough money for 7 vans for disabled veterans. This is the eighth year that Peer Leadership participated in this endeavor. Lisa Frese, Advisor, thanked the Board and the community for all of their support. Dr. Pascarella congratulated the members and Ms. Frese for their outstanding work.

**DHS - DECA Presentation**

Jessica Cundari from DECA is here to talk about what they have been busy doing all year. Samantha Steichen spoke about various forms of broadcast media which were implemented. Jessica spoke about various forms of print and digital media that was implemented. They also had many promotional events. Through these various projects and events, they reached 1,473,920 people. Madeline Huber and Jacob Shuster spoke about the campaign impact. They had a State Conference at the Aqua Turf Club. Two teams placed first. S. Chilian thanked the students for doing so much to publicly promote this school district. S. Steichen congratulated all the students and wished them luck in the nationals. Ms. Carmela Califiore is the Advisor and she said these are some of the most outstanding students she has had in her thirty years.

**PUBLIC PARTICIPATION**

Kathy Keefe is the Co-President of the PTO at AIS. She would like to see the students grandfathered into the new International Studies Middle School. She feels that the children would be great ambassadors to the new middle magnet school.

Melinda Scott, teacher at Stadley Rough School, is here to talk about the Spelling Club which was instituted by former teacher, Ken Buescher. It is being continued through the efforts of teacher, Marc Poliquin. The spelling bee took place last week and it was narrowed down to three finalists, Anika Malayappan, Sangeeta Kuchibhotla, and Philip Durante. They will be participating in the Northeast Regional for the National Finals in Washington. This will take place on Thursday, March 14, at WCSU.

**CONSENT CALENDAR**

**MOTION** - S. Chilian moved, seconded by R. Taborsak that the Board of Education approve the items on the Consent Calendar, as recommended:

**A. MINUTES**

- Safety Task Force, 2/21/13
- Special Board Meeting (Exp), 2/25/13
- Special Board Meeting (Exp), 2/25/13
- Finance Committee Meeting, 2/25/13
- Board Meeting, 2/27/13
- Special Board Meeting (Exp), 2/28/13
- Special Board Meeting (Exp), 3/4/13
- Special Board Meeting (Exp), 3/4/13

**B. PERSONNEL**

- Accept Leaves of Absence: Terry Fiddler, Aaron Cernick
  
- Accept Resignations: Heidi Beazer, Stacey Jacobs, Pamela McGlynn  
Jean Carroll-Jones (after school college app.support only),
  
- Accept Retirements: Ramona Brunetti (20 years, 8 months)  
Joan Burke-Taylor (37 years, 2 months)  
Anita Reagan (40 years)

**New Hires:**

<u>Name</u>	<u>Location</u>	<u>CERTIFIED Subject</u>
Emmanuel, Jared	Adult Ed	Social Studies
Kreiger, Charles	Adult Ed	Science
Ogden, Martin	Adult Ed	Social Studies

<u>Name</u>	<u>Location</u>	<u>Non-Certified Subject</u>
Emmanuel, Michel	DHS	Science Interventionist
Gallant, Janelle	AIS	Tutor
Maier, Margaret	MREC	Tutor
Mandel, Harry	DHS	Math Interventionist
Miles, Susan	Osborne St	Power School Data Input
Moros, Jacqueline	South St.	Tutor
Tores, Richard	ACE	Temp. Safety Advocate
Van Der Heide-Milbauer, Inga	Morris	Tech Aide Para
Arconti, Kaitlyn	Ass't Girls' LaCrosse	Coach
Brown, Kevin		Sub Teach
De Andrade Mariano, Phaniel		Sub Teach
Foster-Hayo, Susan		Sub Teach
Guariglia, Rita	Adult Ed	Sub Teach
Guider, Michelle		Sub Teach
Luis, Roseanne		Sub Teach
Mandel, Harry		Sub Teach
Novella, John	Freshman Softball	Coach
Oates, Marcus		Sub Teach

**The motion passed unanimously at 7:17 p.m.**

**EMPLOYEE REPRESENTATIVE –**

Cindy Mirochine thanked everyone who participated in Read Across America.

**STUDENT REPRESENTATIVES**

**Danbury High School: Shiny Patel**

The Board of Governors is preparing for class officer elections and the sophomores are organizing the Snowball Dance on March 23.

**Alternative Center: Jessica Pacheco**

Jessica reported that the students finished CAPT testing. For their hard work, they are planning an After CAPT Celebration Day and will go to the Danbury Ice Arena. ACE is planning a day to team up with the REACH program for a game of basketball on Monday, March 18. On March 27, ACE is planning a “March” Into Wellness Day. The school is organizing many community service projects, including participating with daycare centers, the Soup Kitchen and painting a mural for the City Center. Two students were named to the Honor Roll this past semester. The students celebrated Read Across America with students from Ellsworth Avenue School in collaboration with WCSU. Also invited to participate were students from Danbury High School and Newtown High School’s Future Teachers Clubs. Two former students, who are now teachers, spoke about their journey through school and they were part of the tribute.

## ACTION ITEMS

### Teacher Evaluation Plan

**MOTION:** S. Chilian moved, seconded by R. Taborsak that the Board of Education approve the Locally Developed Option for implementing the 2013-2014 State mandated Teacher Evaluation Plan to include all core area classroom teachers in grades 6 - 12.

A handout was distributed to the members of the Board by Dr. Glass with regard to the Teacher Evaluation Plan Option 3 Implementation Approach. He explained the thought behind choosing Option 3. He explained each paragraph of the handout in detail. Clarifying questions were asked by the Board and a discussion ensued. Dr. Glass said the information coming out of Hartford has not been clear and he does not feel comfortable that the district will have the manpower to be able to implement the State Model or the resources for professional development. Option One would be that we present the plan to the Board and then agree to have it be a one-year plan and approve the motion to adopt this plan as Danbury's Year 1 Plan. The other option, which has been done in the past, but is rare, is to submit the plan on April 15 with a label that says "Pending Board Approval." If the Board does not feel comfortable voting to approve the plan by April 15, we will keep working and submit it later. However, Dr. Glass feels that by April 15 the plan will be as final as we can make it because we need to wait for the State to give us more clarity. Dr. Glass said the easiest way to look at this is what our team is saying that the prize will be that all students learn at deeper levels, all teachers improve their professional practice, and all administrators improve their leadership skills. Ultimately, that is the goal. **The motion passed unanimously at 7:56 p.m.**

## SUPERINTENDENT'S REPORT

### 2012-2013 Hiring Update and Hiring Procedures for 2013-2014

Atty. Thompson elaborated on the five-page memo that is attached to the Board packet, which contains the process of recapping the hiring from last year and talking a little bit about what we are looking to do this year. She said there has been a tremendous amount of hiring this year. With regard to the certified staff, we averaged, for elementary school positions, anywhere from 300 to 400 applicants for each position. We have always had quite a few local graduates from area schools, and we wanted to see if we could broaden the base of where we were getting people from. We almost doubled the number of different colleges and universities represented by the certified staff. The hope was to use that to attract other people and continue to bring in a deeper, broader base of background to our teaching staff. Of the number of 64 certified teachers hired, 27 were Danbury residents and 32 of them had been in the district in some capacity. Another point addressed by Atty. Thompson is the fact that the number of first year teachers with master degrees is higher. Additionally, the diversity of the backgrounds of our candidates and those ultimately hired, understanding that disclosure of your background is voluntary, is running between 12% and 12.5%. We continue to make a lot of significant outreach efforts to draw more diversity to our pool. We do not see a lot of that diversity in the administrative hiring. We hired one administrator this year and there was not a big pool of minority candidates. Atty. Thompson is continuing to work with ACES and CEA to see if there are other places where we can be to generate some interest in the district, particularly in the area of ESL instruction.

### March 2<sup>nd</sup> Legislative Meeting

Dr. Pascarella said he wished there was better representation. He thinks that every effort we make is important. He feels the State is backing itself against the wall with regard to ECS funds and putting it in the middle of municipalities to make decisions regarding the usage of funds. He said he is proud of what the Board did because we are advocating for our kids while keeping in mind the position of the State and City. That creates more partnerships for us to move forward so that when we get better clarity about the ECS money and the Alliance funds, we can work better together to come up around a decent budget that will assist us. Dr. Pascarella said the legislators that were there are on our side. As David Arconti said, who has only been in office a couple of months, he has already figured out that Danbury is at a disadvantage and he does not know why. Dr. Pascarella said that the Mayor explained that by saying that the larger towns have more of a pull towards the votes and Danbury gets left out. In those towns, 50% of the money has to come from local resources and 40% from the State. Danbury has to get 70% local and we only get 20% from the State. Dr. Pascarella encouraged everyone to continue to speak with their legislators.

### Sequestration

Dr. Pascarella said we will experience some cuts in IDA and we will experience cuts in the title programs. There are some cuts that Head Start will experience. J. Martino said that approximately \$285,000 will be cut across our title and IDA grants: Title I, \$91,000; Title II, \$18,000, Title III, \$15,000; IDA, \$117,000; Carl Perkins Grant, \$7,000; and Head Start, \$36,000. J. Martino said there are some carryovers from some of these grants. He said the cut in Head Start funds will not affect Danbury. Our portion that comes from them will be made whole for this year.

### Alliance Grant Update

Dr. Pascarella said there is about a \$200,000 delta. J. Martino said when we originally constructed the Alliance, we set up SIOP coaches. Out of 4, we filled 3, and that position was targeted at \$70,000. Also, with regard to the Interventionists, we originally had 33 at 100 days and now we actually have 29 at 79 days so that dollar value has fallen about \$100,000, which leaves us this year within the grant of about \$172,000 of carryover funds.

### Facility Update

We have a site to put our preschool special education program and readiness program presently housed at MREC. It is a private school, and we were able to work with them to get two floors of classrooms, along with gymnasium and auxiliary space. We had anticipated getting more space. However, the way the laws are written, these youngsters cannot be above the second floor unless there is a sprinkling system, which there is not in this particular building. The current full-day special education classes will be moved to Hayestown for 2013. The other programs are 2-1/2 hours. In order to efficiently utilize our space, there will now be three sections of the 2-1/2 hour class. We are also looking to lease a portion of the building opposite Beaver Brook Administration Center for the rest of the people from MREC starting July 1.

As of today, Tom Hughes, Antonio Iadarola, and Rich Palanzo went to bat for the Board of Ed. They have some money left over from the summer project for the windows. They want to utilize that money to air condition the Danbury High School Auditorium. It will be installed this summer.

J. Martino said there was roughly about \$20,000 of overtime for weekend cleanup, and because President Obama declared it a disaster, we were able to apply for FEMA assistance. We should get reimbursed for some of the overtime dollars spent.

J. Martino said we are still obviously working through our door locks. The panic buttons are being installed this week or next. We are still in the process of doing some re-keying work. We are now getting prices to finish up what is called a high security lock on four schools so all the schools outside will have the same master key. We also have the pricing for the HID swipe cards for all the schools, which totaled about \$100,000. We are holding off on that to see how the budget plays out and where things finish up.

P. Tranzillo asked about the status of the school additions. Dr. Pascarella said that we have approved the plans for Park Avenue School and Shelter Rock School and they have been submitted to the State. J. Martino said that MREC is just about finalized and we are waiting for Stadley Rough. The specs are in and we are getting numbers and they will be presented to the State to get on their list for bonding. J. Martino said the City is reviewing a project to put solar panels at Danbury High School, Broadview Middle School and Stadley Rough School. He will bring more information to the next Sites and Facilities meeting.

### EXECUTIVE SESSION

**MOTION:** S. Chilian moved, seconded by R. Taborsak that the Board of Education convene in Executive Session for the purpose of discussing confidential personnel matters and pending litigation. **The motion passed unanimously at 8:40 p.m.**

Present: S. Chilian, G. Cooper, G. Falkenthal, A. Fluskey-Lattin, R. Hawley, S. Steichen, R. Taborsak, P. Tranzillo, Board Members; Drs. W. Glass and S. Pascarella, J. Martino, and Atty. K. Thompson from Administration

Absent: E. Alberts, R. Jannelli, K. Molinaro

Chairperson Steichen called the Executive Session to order at 9:03 p.m. and turned the meeting over to Atty. Thompson and a brief discussion ensued.

### PUBLIC SESSION

**MOTION:** S. Chilian moved, seconded by P. Tranzillo that the Board of Education return to Public Session. **The motion passed unanimously at 9:25 p.m.**

### ADJOURNMENT

**MOTION:** S. Chilian moved, seconded by G. Falkenthal that the Board of Education adjourn its March 13, 2013 meeting, and the meeting was adjourned at 9:26 p.m.

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Richard Hawley, Secretary