

DANBURY BOARD OF EDUCATION MEETING MINUTES - REVISED

Wednesday, June 10, 2015 – 7:00 PM

Administrative Center, 63 Beaver Brook Road

RETIREE RECEPTION AT 6:30 P.M.

CALL TO ORDER

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

ROLL CALL

Present: Eileen Alberts, Gladys Cooper, Michael Ferguson, Annrose Fluskey-Lattin, Richard Hawley (7:45) Richard Jannelli, David Metrena, Kathleen Molinaro, Ralph Pietrafesa, Robert Taborsak, Phyllis Tranzillo

Also present: Drs. Glass, Pascarella and Joe Martino

Ms. Albert announced that Nancy Michael has been selected as Teacher of the Year.

The Chairperson went on to speak about the teachers and their dedication to their profession. She welcomed the retirees that attended the Board Meeting this evening and said doing a little math, it appears that the accumulative years worked for the teachers that are retiring this year comes out to 966 years of service.

Ms. Alberts called the teachers and other retirees that were present up to the Board table to receive a token of the Board's and Administration's appreciation: Kenneth Allsworth, Ruth Ayres, Judy Butterly, Theresa Capellaro, Carmelina Fernandes, Julia Horne, John Mackiewicz, Marie Narowski, Raymond Rogers, Cathleen Sullivan, Linda Tribe and Adele Mikla. The Board shook hands with the staff and thanked them on behalf of the children in Danbury. Dr. Glass took a group picture of the retirees that were in attendance. John Mackiewicz asked if he could do some magic before leaving the meeting. He performed three magic tricks all related to education. The audience enjoyed his interesting way with magic to show stages of education. He got a round of applause.

RECOGNITIONS - 2015 RETIREES

Kenneth Allsworth	43 years, Tech Ed at Danbury High
Ramon Almonte	8 years, Custodian at Rogers Park
Kathleen Angelou	12 years, Tutor at South Street
Ruth Ayers	41 years, Special Ed at Broadview
Judy Butterly	48 years, Grade 1 at Morris Street
Joan Bybee	42 years, Media Specialist at Mill Ridge Primary
Theresa Capellaro	31 years, ESL Para at Rogers Park
Eileen Coppa	9 years, Kitchen Aide at Ellsworth Avenue
Margarita Dietter	22 years, ESL Para at Park Avenue
Toni Fenton	25 years, Kindergarten at Mill Ridge Primary
Carmelina Fernandes	39 years, Kindergarten at Morris Street
Margaret Fielding	25 years, Special Ed at DHS
Linda Hayward	29 years, Grade 1 at King Street Primary
Robert Hinz	25 years, TESOL at Danbury High
Julia Horne	45 years, Principal at Shelter Rock

Tae Hricko	19 years, Copy Center Secretary at Danbury High
Susan Joy	35 years, Grade 7 Reading Spec. at Broadview
Donna Kalb	28 years, Speech Lang. Pathologist at Mill Ridge Primary & AIS
John Mackiewicz	25 years, Special Ed at Rogers Park
Sindi Magliaro	41 years, Lang. Arts Specialist at Morris Street
James Manweiler	35 years, Science at Broadview
Elena Maslow	27 years, ESL Para at Great Plain
Nancy McLain-Alvarez	22 years, TESOL at Pembroke
Denise Meany	24 years, Grade 8 Social Studies at Broadview
Paulette Miguel	27 years, Special Ed Para at Danbury High
Adele Mikla	21 years, Special Ed Para at Westside Middle
Marie Narowski	12 years, Secretary at Great Plain
Cindy Nejame	40 years, English/Art at Danbury High
Raymond Rogers	32 years, Custodian at Park Avenue
Christine Ross	16 years, Kitchen Aide at Rogers Park
Cathleen Sullivan	41 years, Health at Danbury High
Susan Tomaselli	28 years, Para at Danbury High
Linda Triebe	29 years, Para at King Street Primary

Western CT Superintendent’s Association (WCSA) Student Awards

Dr. Pascarella said Western CT recognized the following students in our district. He said the competition is extremely tough and five students were present and congratulated by the Board.

Danbury High School	Emily Rose	Ryan Ansel
Alternative Center for Excellence	Tijiana Watson	Jose Arias
Broadview Middle School	Mariaestel Penna Grullon	Nazeer Priar
Rogers Park Middle School	Celia Chikezie	Joel Martinez
Westside Middle School Academy	Cassidy Holmes	Theodore Hodgton

Gary Boccaccio, Principal at Danbury High School, gave each Board member a blue and orange sash to wear on graduation day. He invited everyone to DHS’s graduation and he thanked the Board for their continuing support. We look forward to seeing you there. The Chairperson thanked Mr. Boccaccio for the sashes. Mr. Boccaccio introduced Alexandra Prendergast. She is a stellar student. She was a Senate Page and is here this evening.

CT Association of Board of Education (CABE) Student Awards

Rogers Park Middle School	Meghan Stepniak
Westside Middle School Academy	Jacob Laham

(Other CABE student awards winners were presented with awards at May 13, 2015 Board Meeting)

The Board congratulated Meghan Stepniak and Jacob Laham on their awards.

CT Academy of Science & Engineering

Westside Middle School, 8th Grade student, Christopher Hwang, won the CT Science & Engineering Fair’s Middle School Urban School Challenge. Ms. Alberts congratulated Christopher for his outstanding work. She asked him to come forward to the Board table. Each Board member congratulated him. Ms. Alberts asked if he would tell the Board a little bit about his project. Christopher said when he found out about the project he was a little nervous about energy. He chose the topic on how we use so much energy. UVCA kills surface bacteria. I put a UVCA light in my refrigerator at home and had it shine on the food so that the refrigerator would not run all day and it would save a lot of energy and be free of bacteria.

PUBLIC PARTICIPATION

Kathy Keife, Tricia Robinson and John LaRosa spoke to the Board about the sibling policy. All told the Board that the policy is unfair to Danbury students. Not allowing siblings to go to ASI is not in their best interest, especially since siblings from the surrounding towns are accepted. One parent didn't feel it was fair for one of his children get chosen in the lottery and can go to ASI and the other child has to go to King Street. He considered that pressure on the family dynamics. It was also mentioned that Danbury needs more Magnet Schools and that most of the parents do not realize what this policy means.

Jim Maloney asked the Board to support the Superintendent's recommendation to fund Head Start. He said that Danbury Public Schools and Head Start had an agreement and at \$385,000 we are fifty-plus percent on what was agreed on several years ago. Any further cuts will have an impact on our programs. We appreciate the Board's support over the years. It would be irresponsible position not to fund Head Start. Cutting Head Start is morally wrong. He urged the Board to do the right thing and support the Superintendent's recommendation. Do not cut Head Start.

Deb Maloney said that she has been in touch with a few Board members concerning her daughter. My daughter was born in February and she found out that she did not meet the requirement cutoff to attend school. She said she would appreciate if the Board would reconsider the age cut-off.

Dimples Armstrong, a former classroom teacher, said she has a simple comment and request. She asked that you pass the budget and that you do consider all of the students, including minority students.

CONSENT CALENDAR

MOTION - K. Molinaro moved, seconded by G. Cooper that the Board of Education approves the items on the Consent Calendar, Exhibits 15-116 through 15-120, as recommended:

MINUTES

Special Board Meeting	5/20/15
Policy Committee Meeting	5/27/15
Board Meeting	5/27/15
Sites & Facilities Committee Meeting	6/2/15

PERSONNEL REPORT

Accept Leave of Absence: Michael Nazzaro

Accept Resignations: Kelly Hill Eric Shetler
Reena Puri Jerry Touch

Accept Retirements: Ruth Ayers, 41 years Margaret Fielding, 25 years
Donna Kalb, 28 years John Mackiewicz, 25 years
James Manweiler, 35 years

New Hires 5/22/15-6/4/15:

Geoffrey Desimone, WSMSA	CRC Enrichment Associate
Nicole Schirmer	Sub Teacher
Madiha Khan	Western Connection
Alexander Lewson	Sub Teacher
Christina Felizardo	Western Connection

Motion carried at 7:50 pm.

EMPLOYEE REPRESENTATIVE - None

STUDENT REPRESENTATIVES

Grace Gillotti, DHS student representative, told the Board that the Spring Concert was held on June 1st. Last Thursday, June 4th, was this year's last Advisory Meeting. Monday night there was an award ceremony. 99 seniors received awards and scholarships. Last night the Spring Sports Award Banquet was held. The Sikorsky stem challenge won 1ST Place. Tomorrow June 11th is the senior class's trip to Six Flags. Grace introduced the Class President. He invited the Board to attend graduation and distributed tassels to each Board member. He said that the upcoming seniors will be rehearsing for graduation on Friday, Monday and Tuesday.

Since this is my last meeting, I'd like to introduce the new Board of Governors:

Sophia Pompilio	President
Han Duong	Vice President
Renee Cuningham	Treasurer
Caroline Messouri	Secretary

PRESENTATION

Dr. Glass introduced Alexandra Prendergast. He said that she will be a Council representative on the Board to bring us information from the State. She was a Senate Page. Ms. Prendergast said that she really appreciates this wonderful opportunity. Her term starts in September. I will be responsible to bring information to the Council from Danbury and I hope I can bring more information from the State. She thanked Dr. Glass and the Superintendent and said she looks forward to working with all of you.

ACTION ITEMS

2015-2016 State ECS/Alliance Grant:

(This action item was tabled at the last Board meeting on May 27th)

MOTION: K. Molinaro moved that the Board of Education remove from the table, seconded by G. Cooper to approve the 2015-2016 submission of the State ECS/Alliance Grant

Mr. Hawley asked if he could make a second motion to reduce the Head Start funding by \$135,107 so that we use the funds to reinstate the interventionist and coaches.

The Chairperson said we could not do that have a second motion. We need to vote on the Motion as it was read. The Chairperson then called for a vote.

<i>In Favor:</i>	G. Cooper	R. Jannelli	R. Taborsak
	K. Molinaro	P. Tranzillo	
<i>Opposed:</i>	E. Alberts	R. Hawley	Michael Ferguson
	D. Metrena	Ralph Pietrafesa	Annrose Fluskey-Lattin

Motion failed at 8:15 pm.

Mr. Hawley then stated that he wanted to amend the Motion to read as follows:

AMENDED MOTION

MOTION: R. Hawley moved, seconded by M. Ferguson, that the Board of Education approve the 2015-2016 Submission of the State ECS/Alliance Grant with an amendment reducing \$135,107 to Head Start which would then allocate \$250,000 to Head Start for the 2015-2016 School Year. The amount of the reduction is to be used to reinstate interventionist and SIOP coaches.

The Board Chair asked for consensus. Mr. Taborsak stated that some members have stated that maybe a year from now there will be no funding at all and asked that the Chair not ask the Board for consensus any more. We appoint experts that make the suggested cuts; their expertise is more important and we should follow their recommendation as to the funding for Head Start. Mr. Jannelli felt we are penalizing a successful program that contributed to the reduction of the achievement gap. He stated that from the show of hands, it is becoming political and he didn't feel the Board should take the funding away. Mr. Pietrafesa said we got a huge cut of \$3 million from our budget. We have to make it up anyway we can. Ms. Tranzillo asked if we have intervention in Kindergarten. Dr. Glass answered by saying, we have 16 interventionist and the principals use them at their discretion. Ms. Tranzillo said it is better use of the money on the front end rather than trying to play catch-up and thinks it is a good move. Ms. Molinaro said scratch the name Head Start and called an intervention program and go into the homes to help with the English language. I believe in spending the money up front. Mr. Hawley said no – this is a specific line item in the budget. It is not a total cut. It still allows them their operation budget of \$3.2-\$3.3 million. They are still serving the students in the community – the program is not going away. Mr. Jannelli said he is not sure there are any statistics that intervention reduces absenteeism. The reduction would impair the program, as Mr. Maloney stated. When we were fighting for the money we didn't have last week it was an issue. But we now have that gift so why can't we continue to fund Head Start. Mr. Ferguson said due to the nature of the situation, I think I have to defend where I am coming from. We have 11,000 students in our system from Kindergarten through 12th Grade. Head Start is an outside program not our in-house program. I wish our district was in better financial position to give more Head Start. The Chairperson ended the discussion by saying we have to take care of our kids first. They are our first priority. I believe Head Start does prepare them for Kindergarten and Mr. Maloney does excellent work with Head Start. We just cannot afford to do it. I look at it as a donation.

Ms. Alberts asked for the vote on the amended motion made by R. Hawley regarding the reduction in funding to Head Start.

In favor: R. Hawley E. Alberts M. Ferguson A. Fluskey-Lattin
D. Metrena R. Pietrafesa

Opposed: R. Taborsak R. Jannelli R. Tranzillo G. Cooper K. Molinaro

Amended Motion carried at 9:02 pm.

2015-2016 Budget

MOTION: K. Molinaro moved, seconded by R. Taborsak that the Board of Education approve and set the School District's Budget in the amount of \$123,786,000 (1.81%) for the fiscal year 2015-2016

Motion carried at 9:04 pm.

RPMS Puerto Rico Trip

MOTION: K. Molinaro moved, seconded by D. Metrena that the Board of Education approve the RPMS Puerto Rico Trip, January 15-20, 2016

Motion carried at 9:05 pm.

2015-2016 School Calendars

MOTION: K. Molinaro moved, seconded by Ralph Pietrafesa that the Board of Education approve the 2015-2016 School Calendar

Motion carried at 9:08 pm.

2016-2017 School Calendars

MOTION: K. Molinaro moved, seconded by G. Cooper that the Board of Education approve the 2016-2017 School Calendar

Motion carried at 9:09 pm.

Tuition Rate 2015-2016

MOTION: K. Molinaro moved, seconded by G. Cooper that the Board of Education approve the 2015-2016 tuition rates.

The new rate reflects a 3% increase over FY 2014-2015:

	<u>2015-2016</u>		
ACE	\$22,008	DHS	\$14,672
Grades 1-5	\$12,124	Middle School	\$12,124
Grades 1-5	\$12,124	Kindergarten	\$12,124 (all day)

Rates for Special Education programs will be developed as required. They are subject to availability and the individual program requested.

Motion carried at 9:10 pm.

SUPERINTENDENT’S REPORT

Threat Assessment Training Report

Spoke briefly about the training report.

Kim Marshall - Administrator Training

The Superintendent said we were lucky to have Kim Marshall come.

Update on relevant education legislation

Dr. Pascarella said that the 11th graders are over-tested. State legislatures are reviewing the testing and will give us recommendations. We will probably be using SAT.

Dr. Glass said we are out of compliance at the secondary level – 99% elementary, middle was 92% and at the high school 5% were taking it. I’ll keep you posted. Dr. Pascarella said they are talking about from 21 credits to 25 credits for graduation. In Danbury 200 of our students leave without 25 credits. It is going to cost you 6-7 fte.

Workers Compensation Overview

One Board member had a question on Workers Compensation and Mr. Martino was able to give him an explanation.

DISCUSSION

Teacher Evaluation Update

Dr. Pascarella said there was a good turnout at the meeting. About 18 staff members attended and expressed their concerns on how the program was working. The secondary teachers are in the second year in the evaluation process and the elementary are in their first. There is some getting used to the procedure and timelines and hopefully there will be some consistency. The improvements were brought out in the entire group and maybe they can be worked on. Some thought were there were not enough administrators in order to do the job. My feeling was it was an open meeting and the concerns that were made Dr. Glass said would be addressing.

Dr. Glass said, this is a very challenging evaluation. We are doing the minimum of what is required so we are trying to do the best we can do. It was very democratic. People feel very comfortable speaking their mind. We are going to be looking and talking to the state to see what else we can consider. Dr. Pascarella mentioned some consultants that the models were discussed with. He called the Board's attention to a book called "Talent Code" and told the Board they should take a look at it.

AIS Advisory Board Meeting and Operations Plan (sibling preference)

The Superintendent said the sibling preference is not a policy, it is a regulation. There is an Advisory Board for AIS and we had a meeting last week and talked about the sibling situation. Mr. Metrena said most of the out of district parents did not have a problem with what we talked about, it was just the Danbury group. Dr. Pascarella said this Operations Plan is submitted to the state for approval. It is our funding source of \$2 million dollars. We cannot require individuals to come to this school. We are a choice Magnet School for the purpose of integration. No one is forced into it. Mr. Martino said in regard to siblings, the Board can submit to the state and there is no statute regarding the sibling preference. Any changes can be done in the Operations Plan. The state is only concerned about state numbers. Ms. Cooper said you had the meeting with the Advisory Board and the state was not at the meeting. It is on the local Board to make that decision. She asked if there would be a liable suit from a parent if something does not work out right. Dr. Pascarella said that is always a possibility, but the state said it is well in your prerogative to do that. Mr. Jannelli asked if the regulations will come to the Board next week.

A discussion ensued and several Board members spoke about the regulations; the Board does not write regulations they write policy. It is much like you voted on the lottery when we opened up the middle school. You have a program in which all state laws and statutes apply. Change recruitment methods; review the lottery system all can be done by the Board. The school has been in existence for 9 years and the sibling question never came up before. It was asked why this sibling concern came up now. The Superintendent said if the racial issue rises, the Board is going to have a problem. Dr. Pascarella also said the last time to change the recruitment is before September and that would be for the January 2016 lottery.

Since there were so many questions and the Board wanted to continue the discussion, Ms. Alberts made the recommendation that the Board have a workshop and invite the parents to discuss the sibling concern. She said the workshop should take place before the next Board meeting this month, maybe on Monday or Tuesday of next week at Danbury High School and have an Action Item on the June 24th Board agenda. Mr. Hawley said we do not need to do anything until October. Dr. Pascarella said the

Plan has to explain how we are going to run the lottery. If you want to make the Plan this year, it will be for next year. The decision to have a Workshop was not agreed to by the rest of the Board members.

Mrs. Nitowski was in the audience. Ms. Alberts told her that she is doing a wonderful job at the school and we know that we are going through some sensitive times with the parents on the sibling concerns.

INFORMATION – none

BOARD CHAIRPERSON’S REPORT

Ms. Alberts read the various graduation dates and asked the Board members to attend as many as possible.

BOARD REPORTS, COMMUNICATIONS AND COMMENTS - None

EXECUTIVE SESSION

MOTION: K. Molinaro moved, seconded by R. Taborsak, that the Board of Education convene in Executive Session for the purpose of discussing the Superintendent’s salary and contract extension; and the contract extension for the Cabinet Members, with possible action in Public Session.

Motion passed at 9:27 pm.

Present: Eileen Alberts, Gladys Cooper, Michael Ferguson, Annrose Fluskey-Lattin, Richard Hawley, Richard Jannelli, David Metrena, Kathleen Molinaro, Ralph Pietrafesa, Robert Taborsak, Phyllis Tranzillo

Absent: Drs. Glass, Pascarella, Kim Thompson and Joe Martino

Ms. Alberts called the Executive Session to order at 9:33 pm and a brief discussion followed.

PUBLIC SESSION

MOTION: P. Tranzillo moved, seconded D. Metrena to return to Public Session for the purpose of voting on the Superintendent’s salary in accordance with adopted budget for 2015-2016 and to set duration of contract as agreed upon.

Motion passed at 9:37 pm.

MOTION: K. Molinaro moved, seconded by G. Cooper that the Board of Education vote on the Superintendent’s salary in accordance with the adopted budget for 2015-2016 and to set duration of the contract as agreed upon.

In favor: Eileen Alberts Gladys Cooper Annrose Fluskey-Lattin
Richard Hawley Richard Jannelli David Metrena
Kathleen Molinaro Robert Taborsak Phyllis Tranzillo

Opposed: Michael Ferguson Ralph Pietrafesa

Motion passed at 9:38 pm with a vote of 9 to 2.

MOTION: K. Molinaro moved seconded by R. Taborsak that the Board of Education approve the duration of contracts as agreed upon for the Cabinet Members (William Glass, Joseph Martino, Kim Thompson).

Motion passed unanimously at 9:39 pm.

ADJOURNMENT

D. Metrena moved, seconded by K. Molinaro that the Board of Education adjourn its June 10, 2015 Board meeting and the meeting adjourned at 9:40 pm.

Michael Ferguson, Secretary

Fm/

(Meeting was videotaped)