

# **DANBURY BOARD OF EDUCATION MEETING MINUTES**

*WEDNESDAY, JUNE 27, 2012 – 7:00 p.m.*

**Administrative Center – 63 Beaver Brook Road**

Present: Eileen Alberts, Shirley Chilian, Gladys Cooper, Gary Falkenthal, Richard Hawley, Richard Jannelli, Kathleen Molinaro, Sandy Steichen, Robert Taborsak, Phyllis Tranzillo and Drs. Glass and Pascarella, Ms. Thompson and Mr. Arum and Mr. Martino from Administration.

Absent: Annrose Fluskey-Lattin

## **CALL TO ORDER**

The Chairperson, Gladys Cooper, called the meeting to order at 7:09 pm and those assembled recited the Pledge of Allegiance. Ms. Cooper asked Kathleen Molinaro to do the Roll Call.

## **RECOGNITIONS/INTRODUCTIONS**

The Superintendent introduced Joseph Martino, Director of Finance & Support Services, stating that he came to the district in December. Mr. Martino said it is an honor and a privilege to be here. He told the Board that he lives in Southbury with his wife, Christine, and his children a 5 year old and a 1 year old. He stated that he is real excited about the position. The Board congratulated Mr. Martino.

The Superintendent told the Board that Deborah Mailloux-Petersen, will be the Assistant Director of Special Services replacing Joyce Emmett. Dr. Pascarella asked Joyce Emmett to introduced Deborah to the Board. Joyce told the Board that Deborah taught in Stamford Elementary Schools in their Special Ed Program also taught in Trumbull as well. She is a teacher in Danbury presently and has held various positions in our District. Ms. Mailloux-Petersen said that she is excited that Joyce will be here to help with the transition and thanked the Board for their support.

The Superintendent introduced Raymond Salvestrini, Athletic Director and told the Board that he pleased that he is back in the District and that we welcome him back to Danbury. Mr. Salvestrini addressed the Board and members of administration, stating that he appreciates being hired for the position and is thrilled to come back to a place that he loved very much. When this opportunity came up a month ago, he said, he didn't think he would be sitting here tonight. Danbury has a lot to offer our athletes and it is like coming back home. I appreciate it and look forward to working.

## **PUBLIC PARTICIPATION** - None

The Superintendent thanked Sodexo for the wonderful buffet that they supplied this evening for the administrators whose contracts were up for renewal. He said they

always are helpful and appreciates the hard work their staff does on behalf of the school district.

**CONSENT CALENDAR**

**MOTION** - K. Molinaro moved, seconded by S. Steichen, that the Board of Education approve the items on the Consent Calendar, Exhibits 12-118 through 12-127as recommended:

**MINUTES**

Special Board Meeting (Supt. Evaluation) 6/11/12  
Board Meeting 6/13/12

**PERSONNEL**

Accept Leave of Absence: Lisa Lapidus

Accept Resignations: Yuliet Borges Lisa Castiglia  
Lauren Leary Melissa Lourenco  
Nancy Pear

Accept Retirement: Josephine Markosky

**GRANTS**

Accept Education for Homeless Children and Youth Grant for submission to the State Department of Education

**Motion carried at 7:14 pm.**

**EMPLOYEE REPRESENTATIVE** - None

**STUDENT REPRESENTATIVES** - None

**PRESENTATION**

**School Readiness**

Dr. Pascarella told the Board this evening we have Eileen Costello, Coordinator of the School Readiness Program and Julene Flannigan from Education Connection present. Ms. Flannigan said we have been facilitating the program since 1997. She thanked the Board for the opportunity to give this presentation this evening.

Ms. Costello stated that School Readiness currently services 345 Danbury pres-school children annually in 24 classrooms throughout Greater Danbury: 10 NAEYC accredited childcare centers; 1 Head Start program in Greater Danbury and the programs are broken down as follows: 2 state funded Centers, 2 Danbury Public School Programs, 6 Community Centers and 1 Head Start Program. The date study

was designed to track and measure progress of 391 children in the program during 2010-2011. The PAF (preschool assessment framework) is a tool developed by the Connecticut State Department of Education that allows teachers to track the progress of 3 and 4 year olds children. It assesses children in 4 domains: social/emotional, creative, physical and cognitive across 30 standards domains. The data analysis was conducted by Margaret Oliveira, PhD. The study was funded by Danbury's Promise for Children Partnership, with the support of the William Caspar Graustein Memorial Fund and the Children's Fund of Connecticut. The following were in the study: 55% were girls; 45% were boys; 38% of the children had English as the primary language, 62% were ELL and 79% were low income (below 75% of the State Median Income). By the final assessment, more than 80% of the children are at or above goal. The report caught the eye of the Governor and the Commissioner.

Ms. Costello introduced Caroline LaFleur of Promise for Children Partnership. Ms. LaFleur distributed booklets to the Board and explained to the Board that how successful a child is when reaching school is what they have been taught before that. School success is what happens in the early years.

Board member Mr. Hawley asked what the Board can do to help. The response was for support for more funding needed to advocate for more readiness money. Ms. Costello said they would like to get more businesses involved. Ms. Molinaro said she is very interested and wants more research in the State. Ms. Flannigan said the district could help us with tracking these children that started at 3 years and we would see more about the benefit to K to 3. We hope the Board would endorse that kind of work.

Ms. Cooper and the Superintendent thanked them for their presentation.

### Alliance School Application

The Superintendent said we have been waiting for the application for the \$1.7 million and that we are not going to do any hiring until we get the money. We are going to advertise then implement all day kindergarten. This is not just a one-time funding it is conditional on one thing, which is closing the gap. That is what we have to demonstrate for the \$1.7, which all ties back to my goals.

Dr. Pascarella asked Dr. Glass if he had a hard copy of the first page. He stated that this is a tricky application and we have not gotten the formal document. It is a 20-30 page application for \$1.695 million. Dr. Glass spoke about the phases 1, 2 and 3 – by the time we are done, it will be approximately a million dollars and we are left with 700,00 to do everything else. The application has to be written for 5 years. As soon as it is finished we will send it out to the Board. As we go with the multiple years the money is going to shrink.

Mr. Martino said all the items to fit in document that he passed out is the all day Kindergarten cost of \$350,000 which is in the \$1.7 Dr. Pascarella said this is

predicated on November and we can change the grant and can reallocate the money as long as we have a reason why. Mr. Jannelli said what are we looking to do at the end of the 5years when the funding will disappear; will our budget be able to absorb these costs?

A discussion ensued involving various questions the Board members had regarding teacher training; Title 3; Title I Schools; addressing the population that is failing or presume to be failing; target populations of underachievers; second phase of application and high school absenteeism.

## **ACTION ITEMS**

### **Superintendent Contract**

MOTION: K. Molinaro moved, seconded by E. Alberts that the Board of Education extend the contract of the Superintendent of Schools, Dr. Sal Pascarella, one additional year, through 2015, with a 2% increase in salary or annuity for the 2012-2013 school year

Board member, Gary Falkenthal, asked the Chairperson if the Board could break up the motion on the Superintendent's Contract into two separate motions; one to extend the contract for the 2012-2013 school year and one for a 2% increase in salary or annuity for 2012-2013 school year.

The Superintendent said there is a process the Board has to go through to change the motion. The motion would have to be amended and the Board would have to vote on whether or not they would want an amendment to the original motion.

Chairperson, Gladys Cooper, asked the Board to vote on Gary Falkenthal's recommendation to amend the original motion as stated above:

*In favor of amending the motion:* Shirley Chilian Gary Falkenthal  
Sandy Steichen

*Opposed to amending the motion:* Eileen Alberts Gladys Cooper  
Richard Hawley Richard Jannelli  
Kathleen Molinaro Robert Taborsak  
Phyllis Tranzillo

*Absent:* Annrose Fluskey-Lattin

### **Recommendation to amend the original motion fails.**

Ms. Cooper asked the Board to vote on the original motion:

*In favor of original motion:* Eileen Alberts Gladys Cooper

Richard Hawley      Richard Jannelli  
Kathleen Molinaro      Robert Taborsak  
Phyllis Tranzillo      Shirley Chilian

*Opposed to original motion:*      Gary Falkenthal      Sandy Steichen

*Absent:*      Annrose Fluskey-Lattin

**Original motion carried at 8:19 pm.**

Education Specifications

MOTION:      K. Molinaro moved, seconded by R. Taborsak that the Board of Education approve the education specifications for Park Avenue School, Shelter Rock School, Stadley Rough School and Mill Ridge Middle School

**Motion carried at 8:25 pm.**

Mr. Hawley asked for an update from the Task Force. Dr. Pascarella said this is still in the planning stage.

School Lunch Food Service Agreement

MOTION:      K. Molinaro moved, seconded by E. Alberts that the Board of Education approve the annual School Lunch Service Agreement between the Danbury Public Schools and Sodexo Management, Inc. for the school Year 2012-2013 and to grant the Superintendent the right to execute the Agreement on behalf of the Board of Education

Ms. Steichen said that she cannot vote for this because she does not know what the changes are and cannot vote on what she doesn't know has been changed.

Mr. Arum said Section D has been changed. The rest is the same; it is a 5 year bid and what changes every year is the meal value.

Ms. Cooper asked that in the future could it be written out since we have new Board members. He said he would send out the old contract so they could see the changes.

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

Building Rental Fees 2012-2013

MOTION:      K. Molinaro moved, seconded by R. Taborsak that the Board of

Education approve the building rental fees for the 2012-2013 school year

Mr. Falkenthal asked what Scale I, II and III covers. Mr. Arum said there are regulations that we have by organizations that rent our buildings. He briefly explained all the scales by who would fall into those categories. He said he could send that information out to the Board.

Mr. Jannelli said this is not in our general fund and asked if they could have a general accounting of the various funds. Mr. Arum said it would be possible to give that information to the Board.

**Motion carried at 8:35 pm.**

#### Tuition Rates 2012-2013

MOTION: K. Molinaro moved, seconded by S. Tranzillo that the Board of Education approve the 2012-2013 tuition rates

A Board member asked how many kids do we have in the program at the moment. Mr. Arum said, none.

**Motion carried at 8:36 pm.**

#### Alliance School Application

MOTION: K. Molinaro moved, seconded by S. Chilian that the Board of Education authorize the Chairman of the Board of Education and Superintendent to submit the Alliance School Application to the State Department of Education

More questions came up about phases I and II.

**Motion carried at 8:40 pm.**

### **SUPERINTENDENT'S REPORT**

#### Racial Imbalance Report

It was stated that Morris Street was not one, but is close.

#### Staffing Update

Ms. Thompson said they have lots and lots of openings. Elementary slots are closed; 400 per position; principals have been screening; there are 40 slots across the district. We are slowly making process. All building principals will bring the applicant they

are interested in to the Superintendent so he can interview them. Full day Kindergarten slots; waiting for the final approval to put up possible teaching slots.

#### Monitoring Visit, June 22<sup>nd</sup>

Mike Wasta and Kathleen Wedge were here on June 22<sup>nd</sup>. The Superintendent said they looked at our TDEC Plan and they were very supportive of the Plan. We have not seen the report, but we will get that from the state. Dr. Glass said we will come through with flying colors.

#### Network School Update

### DISCUSSION

#### Amendment to Board By-Law

Board Member, Sandy Steichen, sent the Chairperson, Gladys Cooper, an e-mail asking that an item be added to the Agenda for the Board meeting on June 27<sup>th</sup>. She would like to amend the Board By-Law 4 to reflect the following.

Ms. Steichen asked the Chairperson if this item of discussion could be moved to Executive Session. Ms. Cooper responded that this is only a discussion item. Ms. Cooper then read the e-mail to the Board.

Ms. Cooper read the following e-mail to the Board:

*“Whereas there is a required simple majority for either party on the Board of Education,*

*Whereas only a simple majority is currently required to extend the contracts of key administrators*

*Whereas this allows the most important vote of the Board of Education to be controlled by a single party*

*Whereas the approval of important District positions should be by consensus of the Board*

*Therefore, I move that we add: #8. The salary increases and contract extensions for the following positions and the individuals holding those positions requires a minimum of 8 votes of the total membership of the Board of Education”*

**Ms. Cooper said she will not read the positions that are referred to.**

“I suggest 8 so that 3 members can block this and assure you really have consensus of the BOE. I hope this helps. If you have any questions, please let me know”.

Ms. Steichen said these are key personnel members and this is so there not be any conflict of one group cannot block another group. It is such an important issue that these individuals really control how we work in our district. One party cannot outweigh another party.

Ms. Cooper then read the positions that were in the e-mail:

*Superintendent of Schools, Deputy Superintendent, Director of Adult & Continuing Education, Director of Finance, Director of Finance, Director of Special Services, Director of Human Resources, District Legal Counsel, and other Director positions as decided by the Board of Education.”*

Ms. Chilian said this is not including the hiring of these positions; Ms. Steichen said we do have a hiring plan in place this is to correct the vote which would come to the Board of Education; that would be a vote of the super majority. Ms. Cooper stated that she was not in favor of this. Mr. Taborsak said he is not in favor of this either. If you look at the City Council and the Mayor raises his cabinet without even going to the city. This has nothing to do with party line, we would vote our conscience and the simply majority; I find this obstructive and putting the will over a small group over the majority. Ms. Alberts said that we have been doing this for at least 100 years since Ms. Cooper and I have been on the Board.

It was mentioned about a Superintendent’s Evaluation Committee Meeting. Ms. Molinaro stated this was just a Superintendent’s Committee meeting. We did not vote that night. What we did is accept to move the contract forward and give him a 2% raise. The majority voted to move it forward to the full Board; and that is where we are tonight. Ms. Steichen asked how many Board members were at the Committee meeting. Ms. Molinaro responded that only the Committee moved it to the full vote of the Board; members other than the Committee attend the committee meetings, but they don’t vote to move it forward. Ms. Molinaro said there were 3 committee members that were not there that evening.

Ms. Chilian stated that she is personally tired of hearing for 100 years this is the way something was done will not consider without some punitive statements; I don’t want to feel part of the group to be threatened. Stronger majority needs to be in favor. These are people that we work with every single day. Ms. Molinaro said I agree you are correct, I also feel that we are individuals and that we can make up our minds which way to vote by our conscience what is right for the children, education and taxpayers. Ms. Tranzillo stated that she would like this Board to be by consensus – especially when we are talking about key personnel that make a difference. It does not bother me that out of eleven members eight need to be on board. I don’t think 3 could block it. I don’t see it as threatening.

Mr. Jannelli said everything we do when we vote is based on conscience of votes – the Committees does the ground work and then brings it to the Board – to pick this particular thing to say this is important, we could also say the our multi-million dollar budget is important. It is never been political. Politics ends with the party that got us here. I would not be in favor of changing anything.

Ms. Cooper asked for consensus of the Board to move this recommendation to the Policy Committee – if the consensus is “NO” then it dies here.

*If favor of moving this recommended By-Law to the Policy Committee:*

Phyllis Tranzillo	Gary Falkenthal
Shirley Chilian	Sandy Steichen

*Opposed to moving this to the Policy Committee:*

Eileen Alberts	K. Molinaro
Richard Jannelli	Gladys Cooper
Robert Taborsak	Richard Hawley

*Absent:* Annrose Fluskey-Lattin

Ms. Cooper announced with the consensus of 4 in favor to 6 opposed, the recommendation of this By-Law will be not to move to the Policy Committee.

## **INFORMATION**

High School Report

## **BOARD CHAIRPERSON’S REPORT**

Ms. Cooper thanked everyone that came to the graduation.

**BOARD REPORTS, COMMUNICATIONS AND COMMENTS** – No Reports

## **EXECUTIVE SESSION**

MOTION: K. Molinaro moved, seconded by E. Alberts that the Board of Education convene in Executive Session for the purpose of discussing negotiations/ratification of School Lunch Contract; personnel matters, Exempt and Cabinet Staff; and notice of possible contract termination; with possible action in Public Session.

**Motion carried at 9:20 pm.**

Present: Eileen Alberts, Shirley Chilian, Gladys Cooper, Gary Falkenthal, Annrose Fluskey-Lattin, Richard Hawley, Richard Jannelli, Kathleen Molinaro, Sandy Steichen, Robert Taborsak, Phyllis Tranzillo and Drs. Glass, Pascarella, Ms. Thompson, Mr. Martino and Mr. Arum from Administration.

Absent: Annrose Fluskey-Lattin

*Ms. Cooper called for a five minute recess.*

Ms. Cooper called the Executive Session to order at 9:25 pm and turned the meeting over to Kim Thompson:

- Federal lawsuit filed by H.S. Teacher that was suspended and given notice to terminate
- 2<sup>nd</sup> Teacher also give notice to terminate based on performance
- Negotiations – ongoing with a number of groups including school monitors, which was recently formed and will be represented by the Teamsters
- Tentative agreement with School Lunch which will be inclusive of HSA insurance
- Review of 30 exempt employees, mostly Beaver Brook, salary review and compensation package. They are non-union.

*Ms. Thompson, Dr. Glass, Mr. Arum and Mr. Martino left the meeting at 10:00 pm.*

The meeting was turned over to Dr. Pascarella:

- Review of his cabinet and their salaries and compensation.

**ADJOURNMENT**

K. Molinaro moved, seconded by E. Alberts, that the Board of Education adjourns its Meeting of June 27, 2012 and the meeting adjourned at 10:42 pm.

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Richard Hawley

(meeting was video taped)