

DANBURY BOARD OF EDUCATION MEETING MINUTES
WEDNESDAY, SEPTEMBER 11, 2013- 7:00 P.M.
Administrative Center, 63 Beaver Brook Road

Present: Eileen Alberts, Shirley Chilian, Gladys Cooper, Annrose Fluskey-Lattin, Richard Hawley,
Richard Jannelli, Kathleen Molinaro, Sandy Steichen, Robert Taborsak, Phyllis Tranzillo
Absent: Gary Falkenthal
Also Present: Sal Pascarella, William Glass, Joe Martino, Kim Thompson, Deb Petersen

Sandy Steichen, Chairperson, called the meeting to order at 7:00 p.m. and those assembled recited the Pledge of Allegiance. She asked for a moment of silence in remembrance of the victims of September 11th and also for Staff Sgt. Todd James Lobraico, Jr. of New Fairfield who was killed in Afghanistan.

PUBLIC PARTICIPATION - None

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

Special Board Meeting, 6/17/13
Board Meeting, 6/26/13
Special Board Meeting, 7/5/13

B. PERSONNEL REPORT

Accept Leaves of Absence: Caroline Anyarogbu-Crouch, Silvia Borges-Bostic, Sarah Dos Santos, Uniris Estevez, Karonie Mattarolo, Alyson Powers, Catherine Raniolo, Kathleen Sanford, Laura Sinapi, Valery Sullivan,

Accept Resignations:

Melissa Beaver, Brett Berman, Lauren Brown, Ariana Cappelli, Tara Carvalho, Anna Clancy, Maria Collins, Kristopher Davidson (Computer Club Advisor DHS Only), Lisa Dempsey, Jeffrey Forzani, Janelle Gallant, Breanne Gillespie, Danielle Gillete, Leoncio Guerrero, Seana Hart, Meghan Haughney, Sarah Harmonay, Lillian Hope (Boys' Tennis Coach DHS Only), Deborah Ireland (CRC Enrich Assoc. Only), Alexandra Joseph, Jeffrey LaFlamme, Lisa Lapidus, Jessica Lowe, Christine Marsh, Christy Notaro, Haley Overthrow, Michelle Passarelli (Debate Team Advisor DHS Only), Suzanne Perry, Paul Purdy (Varsity Boys' Lacrosse Coach DHS Only), Patricia Richards, Peter Robertine, Dennis Rovnak, Gregory Scails, Wayne Schoonmaker, Kathleen Senior, Wendy Surovy, Lori Talevi-Ferreira, Jill Teplica (ELP Assoc. Pembroke Only), Michelle Tran, Kyla Trinklein, Marie G. Williams, Shellie Zancan.

Accept Retirements:

Brenda Johnson, Tutor STR, 4 years, 7/28/13
Kathleen Kacmarsky, Tutor GRP, 18 years, 8/26/13
Brenda Pikul, Tutor HA, 15 years, 8/15/13

New Hires:

In accordance with attached report (Exhibit 13-159)

C. GRANTS

Accept ECS/Alliance District Funding in the amount of \$4,396,559 for the period July 1, 2013 – 6/30/2015

Accept the agreement between the Family Literacy Center and the United Way of Western CT for a City of Danbury grant award in the amount of \$7,000 for July 1, 2013-June 30, 2014

D. DONATION

Accept \$10,000 anonymous donation to Mill Ridge Primary School.

Mrs. Steichen stated there was a typo in the 6/26/13 Board Meeting minutes. Under promotions, should read “attended”.

Mr. Jannelli stated since he has been on the Board each year \$10,000 has been contributed to us and wondering if there was a way we could contact the person to express our sincere appreciation for their generosity over the course of the years. Dr. Pascarella stated the person would like to remain anonymous but he will speak to Dr. Cronin to extend our sincere appreciation.

The motion passed unanimously at 7:10 p.m.

EMPLOYEE REPRESENTATIVE - None

STUDENT REPRESENTATIVES

DHS: Nick Goetz, President; Jnajmah James, Vice President; Kathryn Shannon, Treasurer; Danielle Biele, Secretary. Students thanked the Board for opportunity to serve as student representatives. They updated the Board on upcoming events at DHS. Band Jamboree this Sunday the 15th at 2:00 at DHS Stadium, Open House Monday the 16th at 6:30, Senior Fest on Friday, the 20th after school from 2:00-5:00. Spirit week before homecoming game, Monday sports fanatic day where you wear favorite team jersey, Tuesday, character day like Halloween; Wednesday retro day where you pick out your parents clothes; Thursday twin day where you choose a friend and match with them. Mr. Bocaccio wants someone to dress like him. Friday is spirit day is orange & blue day. Friday 9/27 bond fire on JV field. Saturday 9/28 homecoming game at 1:30, 7:00 dance entitled “a night at the red carpet”, tickets \$12. Sports teams very successful so far and excited to see them succeed in the future. Participating in celebrate my drive to prevent reckless driving within our community. Students, staff and community will be able to vote online for DHS. If successful we will be awarded \$100,000 and a concert by Kelly Clarkson for school and community. The upper classmen setting positive example for the incoming freshmen and they are all fitting in very well in our school.

ACE: Ashley Donahue, Madeline Battista, Samantha Webb. Students thanked the Board for opportunity. They welcomed new Principal, Sandy Atanasoff, who is present this evening. Sandy comes to us with much experience and a love for alternative education and we are excited to have her with us. They described the new initiatives at ACE including a renewed sense of excellence. We know that if students come to school every day that things will get better, so concentrating on excellent attendance is something that will be worked on all year. Each Friday we'll have a lunch day to celebrate excellent attendance and academic achievements. This year ACE will offer after school tutoring assistance every Wednesday and Thursday. All content areas will be represented on both days so students can gain support in academic area that they need assistance in. We are also excited about collaboration with WCSU on Wednesday, 9/25, 32 students from ACE will meet with 32 students from WCSU and begin to establish a relationship with each other that will offer ACE students academic support and also provide valuable information about college. Due to collaboration with Ms. Darla Shaw from WCSU each student will meet at least 3 times during the semester to offer assistance and build a healthy relationship. Also we are exploring the possibility of exploring after school clubs at ACE where students will participate in drama clubs, yearbook clubs and environment hiking clubs offering healthy opportunities for students. The first parent meeting is on Monday, 9/16 at 6:30 p.m. This parent open house will be a wonderful time to review with parents our new initiatives and also ask for their support this year.

PRESENTATION

ECS/Alliance Grant Update

Mr. Martino reported we did get approval for the State Alliance Grant. The State took the \$1.7M original Alliance Grant and the new ECS Grant and merged it into one grant so that is why it is \$4,396,559. The attached sheet lists the items that are against the grant. Dr. Glass stated this is what we shared with the Board back in June. We started working with the high school level a couple of years ago to beef that up and now we are moving into the middle school level. We've put department heads and an associate principal for instruction in, so over the course of last year and this year we feel that we've provided a robust structure for the 6-12 continuums. We are starting to work at the elementary level. Because of the Marzano Training and the requirement from the SDE to make sure we have an ample number of evaluations done to meet the new SEED requirements, we put a social worker or pupil personnel staff member in every building full time. That will free up the principals allowing them to deal more with classroom observations and the formal evaluations. We have been doing training around the common core state standards in mathematics and we added two new math specialists. Dr. Pascarella stated we looked at the literacy materials at the elementary and middle level and we took the opportunity of beefing those up as well. Mrs. Steichen asked for future updates these are going combined and we are not going to

separate ECS and Alliance. Mr. Martino stated they will be combined and we are putting the people into the grant that we have the approval for so at the next meeting we will have a final breakdown of benefits, salaries of all the people against the grant. Mr. Hawley asked if the State approved the grant writer and did we hire one? Dr. Pascarella stated yes they approved and yes we have hired a grant writer.

Hiring/Enrollment Update

Dr. Pascarella stated we are up 316 students enrolled. The official enrollment report will be prepared on October 1st. We anticipated with projections to have 89 additional and we have 227 above that. About 130 at the elementary level and then divided among high school and middle school. We hired 7 teachers (KS, MO, PE(2), EAS, SH, SR). We had to add some fine and applied arts. Mr. Martino was able to get Medicaid money to use for our nurses and take it out of the operation budget so I commend him for that. Mrs. Thompson reported we hired 81 certified staff, 32 of which were hired in the 10 days before school started. We hired 67 non-certified employees, of which 57 were hired in the last 10 days before school started. We put 10 new subs into the pool. So we processed about 100 people in the 10 days before school started. We had 29 teacher retirements, 7 came at end of school year into the summer. We had 24 non-certified retirements and up to 50 resignations over all. She commended the 3 people in her office for handling the processing of all of these hires. She intends to have demographics of people hired at end of month. All new hires went through new teacher training and pre-day training as well. For those that did not make the sessions we built into the contract some PD days. Dr. Pascarella asked Mrs. Thompson to report on how we are handling subs. Mrs. Thompson stated there were a lot of uncovered classrooms last year so in the spring we prepared a survey with NEA to survey all people in sub pool to find out why only 30% were accepting jobs. Looked at survey with unfilled positions rate, broke out in the run up to Thanksgiving, Thanksgiving to February-March break where attendance is staggering and then the spring on. Certain schools had low fill rates. In the 3 schools with lowest acceptance of openings, PA, PE and MO, we put a dedicated sub in each of those buildings who will report every day. We then matched high fill rate with low fill rates schools and assigned 5 more subs that way. So a high/low school will share a dedicated sub. For the job embedded training we used the grant money to hire 12 subs, 8 devoted to literacy and 4 to math.

ACTION ITEMS

A. School Lunch Interschool Agreements

MOTION - S. Chilian moved, seconded by E. Alberts, that the Board of Education approve the Interschool Agreements for School Lunch Services at St. Gregory, St. Peter, St. Joseph, Education Connection/Access, Pathways.
The motion passed unanimously at 7:30 p.m.

B. Revised June 2013 (year-end) Operating Results Analysis (General Fund)

MOTION: S. Chilian moved, seconded by E. Alberts, that the Board of Education accept the June 2013 Operating Results Analysis (General Fund).

Mr. Martino reported we officially closed end of year financials. Auditors are beginning the audit process. The closing balance of unencumbered funds with the City was \$105,000. I spoke with City Finance Director in hopes we can take that money and put it toward our technology reserve fund. We did fill the Board's commitment to fund the self insurance reserve fund \$400,000 which gives the Board a total of \$519,000 into the reserve fund. Workers Comp was a difficult year, comp times were high. I met with CIRMA reviewing all claims with recommendations on training. Some issues as repairs, slips, trips and falls. Ms. Chilian asked if there was competition with CIRMA. Mr. Martino responded, no, CIRMA is the only one. We are insured for full workers comp shared with the City. Mr. Jalbert is involved with Safety Committee that meets 3 times a year. Look at idea of pooled cap, per claim \$500,000 is our exposure per workers comp claim, deductible.

Mrs. Steichen asked about the photo copiers at DHS not working well. Mr. Martino responded copiers are under a maintenance contract. We had a 4 year on the copiers that expires July 1st.

The motion passed unanimously at 7:35 p.m.

C. June 2013 (year-end) Operating Results Analysis (Grants/Projects)

MOTION : S. Chilian moved, seconded by K. Molinaro, that the Board of Education accept the June 2013 Operating Results Analysis (Grants/Projects).
The motion passed unanimously at 7:37 p.m.

D. Building Rental Fund Financial Analysis

MOTION: S. Chilian moved, seconded by R. Taborsak, that the Board of Education accept the 2012-2013 Building Rental Fund Analysis.
The motion passed unanimously at 7:38 p.m.

SUPERINTENDENT'S REPORT

Facilities/Construction Update

The City has been phenomenal in letting out contracts, getting things started and getting things cleaned up so we had the ability to open up at Park, Shelter and Stadley. They are all open and scheduled to be finished before the fall. Appreciate the work the City (Antonio, Farid, Tom) did along with the principals and staff at the buildings. The Community Resource Center (CRC) has moved in across the street. Our School Readiness and Special Ed Preschool Programs moved into Sacred Heart. Obtained building July 1st and Mr. Jalbert and his crew did extensive work along with Anne Mead and Donna Warner. OSHA was out there for an air quality question and they tested and all was fine. Dr. Pascarella stated other than with the middle school that we are opening for 600 students, we should have 16-18 new classrooms. We were not able to put all of our Readiness and Special Ed into Sacred Heart so they are still deployed in the district. We will have to figure out next year what to do with that because we will need the space. Good news, next year we will have full day kindergarten in all schools.

Superintendent's Goals for 2013-2014

Dr. Pascarella stated in response to the Board's request to keep the goals simple he prepared his objectives based on the Board's Goals. They are forthright and in conjunction with the major initiatives, redistricting, STEM, new teacher evaluation, etc., which are not listed, we are just doing them.

Lighthouse Training and Retreat

Dr. Pascarella stated the Board needs a retreat and do their self-evaluation. We need to establish Board goals to develop a 5 year plan with Cabinet.

Administrative Employment

Dr. Pascarella stated I hired the interim administrators. You permitted me to do that and we need to look at our procedures in terms of hiring. The policy is standard; the regulations need to be reviewed. Mrs. Thompson stated the policy been in place for a long time, the regulations were changed in 2011. The regulations are the operational piece. Dr. Pascarella stated this year we have embedded in grant the new principal and assistant principal for the new middle school academy we are building. I also have recommendations that I want you to consider about the recruitment for the eventual retirement of the high school principal. Ms. Alberts asked why everyone is being hired as an interim. Dr. Pascarella responded toward the end of year the regulations were set up with bifurcated committees and with that structure only one time were we able to produce a candidate for us to hire. When we offered the job to that candidate they decided to go somewhere else. The others we could not get through to consider for hiring. I did not want to open schools without administrators, so I informed the Board I would hire interims and they can apply for job if they wish, but they need to be with us for a full year. If we maintained the system we had it would have been the end of August until we found someone and the candidates were drying up in terms of taking other jobs. Mrs. Thompson stated we have been researching the hiring process and everything we've been reading talks about a longer timeframe for selecting people and we have not been as good as we could be in that long range process, we have not really had to be. Part of it is some of those resignations came in very late and the question is do you go right away with who is left is pool or put someone in now with hope that we can have more planned hiring process.

Mrs. Cooper asked regarding the interims, once the year is over can they apply for the position and is there competition if interested. Mrs. Thompson responded yes to both, we were very clear that it is a one year position; it does not automatically give you the position. Dr. Pascarella stated because we hired internal interims we have to keep their position

available in case they do not get the job. It is clear to everyone that they are an interim. The difference is the interim can apply for the position.

State Grants, Technology/Safety

Dr. Pascarella reported we applied to State, met with Commissioner Pryor last Friday. We asked him “when are we going to find out about the safety grant and technology grant”. He did not know. Mr. Martino reported Danbury did apply for both the security and technology grant. The security grant is approximately \$350,000 and the technology grant was \$374,000. We launched the server upgrade at DHS, \$357,000 project, provided through some of the set-a-side money we set up with the City 2 years ago. We are in the process of executing our technology lease at the middle schools. We did a combined bid with the City for financing. The \$750,000 is only for the middle schools. During the summer we replaced 5 elementary school laptops carts and their wireless grids. Next budget cycle we will attack high school environment and finish the elementary environment. The grant covers the rest of the elementary environments. All wireless grids will be upgraded and replacement of the carts. Dr. Pascarella requested of Mr. Martino to put out a 3-5 year purchase plan and this is the first year with the plan with the bidding through the City. The safety grant allows us to go back to January, including panic buttons, card access, walkie-talkies, cameras, etc.

Common Core/Assessment

Dr. Pascarella reported we received notice from Commissioner Pryor that the waiver was granted to CT. The common core assessment will be moving forward. The waiver has to do more with teacher evaluation. The Feds will permit what they call legacy tests to be the nexus to teacher evaluation. We are moving toward staying with the CAPT and CMT for next year. Dr. Glass stated this is hard, many teachers are saying we were not trained to teach this way, coupled with the pressures of the new teacher evaluation plan. The question for us is how much can they absorb? People have hit the saturation point so the idea of going with something they are familiar with (CMT/CAPT), and also not going with the State’s teacher evaluation pilot, will help with the saturation issue. Our teacher evaluation program is ready, it’s robust, we’re learning how best to implement it, but its challenging. To take that and add a questionable assessment environment where we are not sure of the efficacy of the technology, simply does not make sense. An example as to why this is problematic, 45% of teacher’s evaluation is based on student outcome data and 22.5% of 45% is based on CMT or CAPT or SBAC. We do not get data back until mid-summer, late August. How do you evaluate a teacher when we do not have the data? We will continue what we have been doing with the infusion of the new Marzano model and the new common core work we are doing to put us in a very strong position once the State decides this is what we are doing.

Mr. Jannelli stated from an assessment point of view we are going to be including the CMT/CAPT, yet from an instructional point of view we are going toward common core standards. Is the relationship between the learning of common core standards is that going to be different so that a person would be able succeed on taking a standardized test as they have in the past being CAPT and CMT or is there a disparity between the culture of teaching common core standards and taking a test that has a different philosophy?

Dr. Glass responded the parent portal was put in so that parents would have a continuous stream of data around how their child is doing. With CMT/CAPT, parents do not get the information until the summer and it is too late to do anything with that. The concern throughout the State is will there is a misalignment between the common core and the CMT/CAPT. Yes, to a certain extent. We choose to create our own option where none of the elementary schools would be in the pool just the secondary. This allowed us to focus training on 4 schools as opposed to 17 schools. We have been talking with the Commissioner about moving that end of year requirement- that you must submit your data sets by a date in June. It is in State Statute so in order to change this; the legislators have to go back. They recognize you cannot operationalize the current model. We will let parents know there is a misalignment between what your child needs to be able to do and what this antiquated legacy test is actually going to measure, so ignore it for a year, go to parent portal and see how your child is doing on a formative basis. Mrs. Steichen asked about feedback from teachers? Dr. Glass stated folks are nervous; Marzano language is new to them. We have done a tremendous amount of training. We polled teachers on the last PD day with specific metrics and we’ve seen a dramatic uptick in terms of “I have a comfort level now”. Secondly, they are less concerned about the new teacher evaluation with the Marzano piece and more concerned about the common core. The concern we have is that a year from this spring SBAC will be in place, by law, and we will be held to that standard. By the time the test is given we will have had 3 years of training in K-5 and we’re doing the same thing at the middle school level. Dr. Pascarella stated we advocated phasing in the SBAC, which was denied. Ms. Chilian and Ms. Fluskey-Lattin asked if the teachers will have all of the materials needed. Dr. Glass reported we have a standardized program across the district, with the materials to go with it, and if the Board would like we can bring a team in to show how the entire math initiative is being phased in, how they are prepping for SBAC.

INFORMATION

Dr. Pascarella reported on the middle college concept. He met with Naugatuck Community College about their interest in working with high schools. They have a high interest, along with the Governor and Commissioner Pryor, for STEM development and education. They would like to consider looking at possibly aligning with us on the middle college idea. If it comes to fruition it could be one of the academies that we could look at for the high school where students in their junior and senior year have college courses through Naugatuck and internships and do post high choices either in the certificate program immediately or entrance into an engineering school or another school of choice.

Dr. Pascarella reported on the grading issues at the STEM Academy at the middle school. We are auditing those to line up. Power School is set in certain ways which has caused some problems with the school within a school concept. Mrs. Molinaro stated we know the grading issue is because STEM is on a trimester and the rest of the school is on quarters. Ms. Fluskey-Lattin asked if a parent survey was done about reporting of progress, if they prefer trimester or quarterly. Dr. Pascarella responded we looked at it in terms of the instructional information given, because it is so project based and why they needed the time. We are going to talk about what went wrong, fix it, notify the parents and redo it.

DISCUSSION

Security Update, opening day training session, timeline for report review and implementation

The preopening day at DHS for staff went very well. The speaker, Michael Dorn from Safe Havens International gave an engaging presentation on safety and school climate. The session was videotaped for those unable to attend. Mr. Martino stated we have implemented some of the security procedures, panic buttons, card access, upgraded external door locks. Through the securing grant the Police Department assisted us and special thanks to Lt. Brown, who was phenomenal. For the grant we had a checklist for each school so he went out and did his own assessment on the schools. Dr. Pascarella stated we will reconvene the safety committee.

Redistricting

A meeting is scheduled for Wednesday, September 18th at 7:00 p.m. here at Beaver Brook.

BOARD CHAIRPERSON'S REPORT

CT State Statutes, Sec. 10-220-Duties of Boards of Education

Mrs. Steichen asked if everyone had a chance to look over the CT State Statutes for the duties of the Board of Education. She wanted to clarify because there has been some things written about whether we are strictly a policy making board and State Statute cleared that up, that we are not strictly a policy making board, we are an implementation board. In this document it talks about what our responsibilities are. Some things that concern me about this is that there are some things that we should be doing that we are not. Some of the things include instructional books, supplies and materials, equipment, technology. I think we need to be really cognizant of the fact that we are required to have all those things for our students. It has been a bit of a problem and I think with all of these changes it could be more of a problem so we really need to be on top of that. On page 4, the BOE shall establish a school curriculum committee and that we shall recommend, develop and review the curriculum. I know we used to have a curriculum committee and wondering why we don't and I know at the high school there was a curriculum committee up to about 3-4 years ago and now we don't have one anyone. Find out why we don't and what happened to it and when it went away and talk about possibly re-implementing it. It is important that a lot of people are involved with the implementation and the discussion of that. About the PD committee, we are responsible by Statute to have a PD Committee. I'm hoping that because we have so many PD days that we can be more involved in what is going on during those PD days and how we evaluate them, what kind of feedback we are getting. I think it would be helpful within our community when we are being asked what they are really doing on those days. I can't really answer those questions. I'm hoping we can look at that and try to rectify to be in compatibility with the Statutes. Page 6 talks about are we giving enough time for teachers to implement these things, are we being sensitive to all of that, and that is a part of our responsibility to be out there and be reassuring the teachers that we are trying to do the best we can as well. Mrs. Molinaro stated we set policy that is what we do. Mrs. Steichen said no, that is not what it says. It does not say policy.

Dr. Pascarella stated I think everyone needs to step back. CAFE has a great article on the governance board and I'm not going to go through it right now but I think we need to look at it. Some of the questions that are coming up quite frankly have been dealt with and information is fine, but you do set the policy, we run the district. We run the district together, but I think that getting too involved in the day to day operations is not the business of the Board. I'm not being disrespectful. I don't know how to run an operation when someone says that if there are any issues, we are your eyes and

ears come and talk to us. If I have 2,200 people all pulling and tugging this ship, we will not go in one direction. If we are doing something inappropriate tell me about it. You invested in my leadership and my team's leadership to do the job. We do not have a curriculum council because so many curriculums were put together with no thoughtfulness given to how we're going to staff them and educate kids. There are a lot of good reasons why we did things. What I hear happening, with all due respect, are individual issues that are beginning to re-submerge itself onto our table based on people who have been complaining in the past for not getting things done the way they wanted to. You invested in administrators to run the district; you hired me and my team. If you have issues with me give them to me. To expect me to go back and start listening to every individual and say why do I do this and that, if I can't explain to anyone why we're doing the common core the way we are, why we are putting together assessments the way we are, get rid of me, but please don't create chaos in this district because that is what is beginning to happen. You may have good intentions but that is not what I see happening. This CABA article points out very definitely that a board is here to set policy not to manage. I'm not trying to be smart about it; it is not your job to do that.

Mrs. Alberts stated I know we were given it to read, but it is not time for discussion at this time. This is a separate meeting that should be held with just us. Mrs. Steichen stated that is why state statutes is for everyone, it is not a question of undermining anyone, and it's called checks and balances. Mrs. Cooper stated the appropriate time to discuss this is in executive session. I've been on the board 20 years, I've never seen this. We went through a training telling us what our roles were as board members. Mr. Taborsak stated he feels the chair's comments were completely out of line that she was injecting her own opinions on something that she presented and was using the power of the chair to discredit or at least allude to discredit the administration of the school and I will reiterate the Board's first priority is to develop policy. Mrs. Steichen said that is not true. You stated your opinion, and I have respectfully stated mine.

Morning traffic issues on Clapboard Ridge and surrounding areas

Mrs. Steichen asked about the safety concerns associated with traffic at DHS in the morning with buses, parents dropping off students. Dr. Pascarella responded we have had extensive conversations with the Police. Danbury Police Officer, David Arconti happened to be in the audience. He stated it is not illegal to drop the students off on the street so no tickets can be issued. They have added extra officers, signs no standing/stopping.

EXECUTIVE SESSION

MOTION: S. Chilian moved, seconded by R. Taborsak, that the Board of Education convene in Executive Session for the purpose of discussing Superintendent/Cabinet Employment Agreements, update on litigation, status of negotiations, and confidential executive summary of Consultant's safety report. **The motion passed unanimously at 9:05 p.m.**

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

Absent: Gary Falkenthal

Also Present: Sal Pascarella, William Glass, Joe Martino, Kim Thompson

Mrs. Steichen called the Executive Session to order at 9:14 p.m. and turned the meeting over to Kim Thompson. The Board discussed the Superintendent/Cabinet Employment Agreements, litigation, negotiations and safety report.

PUBLIC SESSION

S. Chilian moved, seconded by R. Jannelli, that the Board of Education returns to Public Session. The motion passed at 9:37 p.m.

ADJOURNMENT

S. Chilian moved, seconded by R. Jannelli, that the Board of Education adjourn the September 11, 2013 meeting. The motion passed and the meeting adjourned at 9:38 p.m.

Richard Hawley, Secretary

(this meeting was videotaped)

EXHIBIT 13-159, NEW HIRES:

Name	Location	CERTIFIED Subject
Teresa Morais	RPMS	Bilingual Spanish
Melissa Stancek	ACE	English
Pamela Aikman	DHS	Math
Elizabeth Breines	BVMS	English
Danielle Costello	DHS	English
Casey Duffy	DHS	English
Julia Guertin	KSP	Grade 2
Dinilio Jimenez	ELLS	Social Worker
Ashley Kelly	KSI	Grade 4
Elizabeth Leto	Hayes	Grade 3
Andrew Lambo	Pemb	Grade 3
Robyn Mannion	STR	Grade 2
Cara Reiske	KSP	Grade 1
Christine Riter	DHS	Social Studies
Mary Michael	GRP & KSI	Speech Lang. Pathologist
William Tripp Jr.	BVMS	8th Grade Math
Lauren Baran	RPMS	7th Grade Social Studies
Diana Gomez	ELLS	Kindergarten
Caitlin Mitchell	ELLS	Grade 1
Rebecca Newman	MOR	Grade 3
Allison Gale	BVMS	English
Keith Manning	BVMS	English
Jennifer Van Keuren	STR	Library Media Specialist
Marissa Fraser	ELLS	Grade 3
Michael Boucher	DHS	Guidance Counselor
Rachel Wojciechowski	RPMS	SIOP Coach - MS
Alexandra Kelleher	ELLS	Kindergarten - 1 yr L/T Sub
Meredith Kinscherf	RPMS	STEM Grade 6 - Social Studies
Blenda Chau	South	Grade 3
Naara Huaranga	DHS	Spanish
Sibyl Brooks	Hayes	Principal
Jessica Archambault	Morris	Grade 1
Maria Kuyuk	Morris	Speech Lang. Path. - 1 yr L/T Sub
Laurie Warfield	DHS	Family & Consumer Science
Alison Cheung	DHS	SPED
Ashley Lane	Hayes	SPED
Elizabeth King	DHS	ESL - Substitute
Alexandra Pacheco	ELLS	.4 ESL - Substitute
Olivia Tracey	STR	SPED
Thomas Altieri	DHS	Social Studies - 1 yr L/T Sub
Melissa Radachowsky	Hayes	SPED
Andrea Toland	DECEC	Social Worker
Brittney Farinha	DHS	SPED
William Kersten	RPMS	SPED
Julie Moore	AIS	Grade 4 - 1 yr L/T Sub
Melinda Maher	AIS	Kinder. - L/T Sub thru 12/30/13
Mitsa Katsiotis	AIS/Hayes	Speech Lang. Path. - 1 yr L/T Sub
Brianne Cary	DHS	English
Christine Booth	DHS	Math
Samantha Burrows	STR	Grade 5
Christopher Camera	ELLS	Kindergarten
Patricia Devino-Hall	RPMS/BVMS	Literacy Coach
Aimee Dos Santos	RPMS	Social Worker

Michelle Fiore	AIS	Grade 2 - 1 yr L/T Sub
Mark Forlenzo	DHS	.6 Business Ed - 1 yr L/T Sub
Amy Girolametti	Park Ave.	Kindergarten
Richard Grant	DHS	Social Studies - 1 yr L/T Sub
Gretchen Guehdelsberger	DHS	English - 1 yr L/T Sub
Derek Handberry	DHS	Social Studies
Laura Laffer	STR	Grade 3
Peter Obre	KSI	.6 Music
Carissa O'Leary	Pemb	SPED
Samntha Marolda	KSP	Grade 3
Mariya Perreault	RPMS	Grade 6 STEM - Science
Jennifer Renkert	KSI	Social Worker
Crystal Rossi	RPMS	ESL - L/T Sub
Laurel Schreiber	Park Ave.	Grade 3
Elizabeth Shea	MRP	Social Worker
Robin Svensson	RPMS	Library Media Specialist
Shannon Turner	Pemb	Kindergarten
Christine Wiggins	Pemb/STR	Music
Robert Zupperoli	SHR	Grade 2
Kate Schiff	South St	Social Worker
Teresa Fraccaroli	Morris	Bilingual/Spanish L/T Sub
Joy Pacete	BVMS	Grade 7 Science - 1 yr L/T Sub
Tara Jugler	SHR	Substitute Social Worker
Roger Mendez	DHS	Spanish
Pedro Velazquez	RPMS	8th Grade Science
Monica Moises	STR	Social Worker
Tatiana Preston	ACE	.4 PE/Health
Daniela Esposito	ACE	.6 English

Non-Certified

Name	Location	Subject
Kristyn Brown	DECEC	Secretary
Mark Feest	ACE/ELLS	Custodian
Tara Jugler	SHR	Sub. Social Worker
Elizabeth King	DHS	TESOL
Amy Marlow	KSI	Nurse
Michael McKeever	DHS	Tutor
Alexandra Pacheco	ELLS	Sub ESL Teacher
Lisa Pappas	BVMS	Secretary
Rong Jie Wu	MRP	Custodian
Zeus Zegarra	Osborne St.	LAS Links Test Examiner
Brittany Pfeiffer	STR	Tutor
Hunter Friary	RPMS	Tutor
Kathleen Miceli	STR	Tutor
Michele Gravesen	RPMS	Tutor
Tracy Ciccone	GRP	Tutor
Emily Doot	Pemb	Nurse
Patricia Campos	Hayes	Tutor
Michele Christian	RPMS	Tutor
Michelle Haber	Pemb	Tutor
Kristin Jordan	KSP	Tutor
Sara Ketchersid	DHS	Tutor
Richard Kokinchak	RPMS	Tutor
Kristy Swanson	KSP	Tutor
Jennifer Carnes	GRP	Tutor
Jessica Lowe	Hayes	Literacy Interventionist
Doreen Goncalves	Hayes	Para
Amy Cabral	Ells	Literacy Cadre Sub

Nicole Pliego	Hayes	Literacy Interventionist
Frank Oleksuik	RPMS	Math Interventionist
Megan Bryson	DHS	Tutor
Timothy Wall	BVMS	Math Interventionist
Tyrone Elliott	DHS	History Interventionist
Victor Mitchell	GRP	Safety Advocate
Richard Torres	ACE	Safety Advocate
Jenny Ortiz	DHS	Tutor
Olga Rella	Hayes	Tutor
Lisa Collinge	GRP	Tutor
Lori Aman-Chetcuti	DHS	Literacy Interventionist
Harry Mandell	DHS	Math Interventionist
Philip Cioppa	BVMS	Literacy Interventionist
Thomas Morris	BVMS	Literacy Interventionist
Anthony Baiad	DHS	Math Interventionist
Gessika Al Hayek	BVMS	Literacy Interventionist
Michael Emmanuel	DHS	Science Interventionist
Jane Pappas	BVMS	Sub French Teacher
Bernadette Parisi	Pembroke	Building Substitute
Chris Saunderson	Park	Literacy Cadre Sub
John Novella	Hayes	Safety Advocate
Sean Conroy	MRP	Safety Advocate
Oscar Pesantez	BVMS	Spanish Sub Teacher
Kara Gabriel	WERACE	Asst. Inst. Spec. Infant Toddler
Harry Neveski	Ells	Safety Advocate
Anthony Grasso	STR	Safety Advocate
Gary Savoie	South St.	Safety Advocate
William Montafia	KSI	Safety Advocate
Nadine Crowder	WERACE	Fam. Lit. Program Coord.
Roxana Dilak	WERACE	Asst. Inst. Spec. Infant Toddler
Joanne Brogis	WERACE	Adult Ed Counselor
Amy Manka	WERACE	Adult Ed Math Teach
John Lee	RPMS	Student Climate Specialist
Jacqulyne Taylor	SHR	Nurse
Gabriella Gallardo	SHR	Para
Regina Jasmine	BBAC	Coordinator Of Tech. Data Systems
Christine Wagner	DHS	Student Climate Specialist
Suzanne Perry	Morris	Building Substitute
Ana Pereira-Fieschi	RPMS	Literacy Interventionist
Patricia Barta	Morris	Tutor
Sonia Brust		Sub Teacher
Maria Casas-Hutchison		ESL Interpreter
Sapphire Depena		CRC Enrichment Assoc.
Amber Davidson		CRC Enrichment Assoc.
Bonitha Na		CRC Enrichment Assoc.
William Cortese		Sub Custodian
Susan Conlon		Sub Nurse
Louis Andreko		Sub Custodian
Travis Gebing		Sub Custodian
Stephanie Shaughnessy		Sub School Readiness

***100 New Hires processed from 8/19/13 (One week before opening of school) and 9/4/13 of the 168 total processed.**