

DANBURY BOARD OF EDUCATION MEETING MINUTES

MONDAY, SEPTEMBER 24, 2012 – 7:00 P.M.

Administrative Center, 63 Beaver Brook Road

CALL TO ORDER

The Chairperson, Gladys Cooper, called the meeting to order at 7:02 pm and those assembled recited the Pledge of Allegiance. Ms. Cooper asked Kathleen Molinaro to do the Roll Call.

Present: Eileen Alberts, Shirley Chilian, Gladys Cooper, Gary Falkenthal, Annrose Fluskey-Lattin (7:10 pm), Richard Jannelli, Kathleen Molinaro, Robert Taborsak, Phyllis Tranzillo, Drs. Glass and Pascarella and Mr. Martino from Administration.

Absent: Sandy Steichen, Richard Hawley (Ms. Cooper said Mr. Hawley is at DHS for Open House and he hopes to attend the meeting later this evening) - Mr. Hawley did not arrive.

RECOGNITIONS

Dr. Shuana Tucker, “Salute to Excellence” Community Education Award

Dr. Pascarella presented Dr. Tucker with a certificate of appreciation for all her years of dedicated service to the children in Danbury. Ms. Cooper congratulated her on behalf of the Board and said she will be missed. Ms. Cooper then presented Dr. Tucker with a bouquet of roses. Dr. Tucker hugged the Board members and thanked them.

PUBLIC PARTICIPATION - None

CONSENT CALENDAR

MOTION - K. Molinaro moved, seconded by E. Alberts that the Board of Education approve the items on the Consent Calendar, Exhibits 12-143 through 12-145, as recommended:

MINUTES

Special Meeting (Exp) 9/6/12
Board Meeting 9/12/12

PERSONNEL

Accept Resignations: Angelina Butera Kathryn Iapaluccio,
 Georgia Lambrakis Shuana Tucker

Accept Retirement: Maryann Arconti

New Hires:

<u>Name</u>	<u>Location</u>	<u>CERTIFIED Subject</u>
Natale Carnevalla	DHS	L/T Biology SUB
Emily Ingraham	RPMS	8th Grade Reading

Amy LaBarge	DHS	L/T SPED SUB
Georgia Lambrakis	Ells	Grade 1
	John Lussi	DHS SR. ROTC
Hillary Singer	RPMS	6th Grade Math
Caitlin Wheeler	BVMS	SPED - BAS

NON-CERTIFIED

<u>Name</u>	<u>Location</u>	<u>Subject</u>
Buzaid, Maria	South St.	LA PARA
Casanova, Maria	Hayesown	CRC Site Facilitator
Guglielmo, Chiarina	STR	LA PARA
Maier, Margaret	Ellsworth	Tech PARA
Ormsbee, Andrea	GRP	Tutor
Ring, Shannon	DHS	Tutor
Saunders, Lauryn	Hayestown	Tutor
Smyt, Edith	DHS	Bilingual PARA
Watson, Tiffany	GRP	CRC PARA
Ascone, James		CRC ELP Assoc.
Bambino, Vivian		SUB TEACHER
Bang, Kayla		WIA Intern
Degener, Paul		SUB TEACHER
Enders, Erin		SUB Para - Head Start
Engel, Shannon		Adult Ed/ESL Teacher
Escobar, Ingrid		SUB Asst Infant/Toddler Instr.
Espinal, Monica		SUB School Read. Teach Aide
Forstrom, Rebecca		CRC ELP Assoc.
Giani, Christina		SUB TEACHER
Henriquez, Fiordaliza		SUB Para - Head Start
Herberger, Melissa		Asst Inst. Spec. Infant/Toddler
Hernandez, Mary		Sub Para Floater Head Start
Hernandez, Rocio		Asst Inst. Spec. Infant/Toddler
Hoefer, Ashley		School Readiness Asst Teach
Italiano, Kathryn		SUB TEACHER
Kinasewitz, Theodore		SUB Psychologist
Knorr, Hetty Faith		Translator
Kunz, Danielle		SUB TEACHER
Lopes, Rosa		CRC ELP Assoc.
Malick, Hira		SUB TEACHER
O'Donnell, Jennifer		Western Connection Mentor
Pacheco, Alexandra		CRC ELP Assoc.
Pachniuk, Matthew		SUB TEACHER
Raigosa, Jocilane		Parent Out Reach
Sheridan, Kayleigh		CRC ELP Assoc.
Solomon, Jen		SUB TEACHER
Struski, Roberta		SUB TEACHER
Morris, Thomas		SUB TEACHER
Vasquez, Kiara		CRC ELP Assoc.
Wu, Rongjie		SUB Custodian
Zumbo-Penney, Rachael		SUB TEACHER

Motion passed at 7:16 pm (Abstention: R. Jannelli)

EMPLOYEE REPRESENTATIVE - None

STUDENT REPRESENTATIVES

Danbury High School: Jacob Shuster, Maddy Huber, Nick DiNardo, Nicole Reiss

The representatives told the Board that the morale is high at DHS, Spirit Week is coming and Fall sports is off and running. Senior Fest was a success, Homecoming is October 20th, PSAT's in mid-October and DECA is working with the Danbury Realtor Association.

The DECA students told the Board that they are working on a project to promote the school system to realtors. They are planning a breakfast, presentation, and tours for the realtors on October 25th. They are also working on putting together a media kit for the realtors to take with them. In the media kit, there would be a DVD and pamphlets with information about the district.

Mr. Jannelli said that we don't brag enough about our District. The truth comes from the students and how proud they are and how they work as a team. Dr. Pascarella asked how many new DECA students do you have, they responded 14 new members.

Alternative Center: Vanessa Grant

The Representative told the Board that the ACE Canoe trip will be October 3, 4 and 5th. They will be going on a Whale trip with DHS on October 16th. The students are going to have key stubs at Westconn for the Dalai Lama on October 18th. Vanessa thanked the Board and said the students at ACE appreciate having 2 periods of English with their new part time teacher, but we could use a lot more.

PRESENTATION

School Readiness Program, Eileen Costello & Juleen Flanagan

Ms. Costello, Sr. Coordinator and Ms. Flanagan, Council facilitator of Danbury School Readiness presented "Tracking the Progress of Preschoolers" to the Board. Ms. Costello handed out a hard copy of their presentation. There was a slide presentation showing facts about the Achievement Gap in Danbury; how can we close the achievement gap; the Readiness Program, background showing children that we tracked for 2 years, some were tracked for 1 year, depending on their enrollment; 55% were girls, 45% were boys, 38% had English as the primary language, 62% were English Language learners and 79% were low income. There were slides of statistics showing how the gap narrows in cognitive literacy skills and cognitive math skills. In conclusion, the Danbury Readiness Program closes the gap between low-income preschoolers and their more affluent peers; closes the gap between English Language Learners and their English-Speaking peers and prepare all children for future success in school.

Several Board members has questions that Ms. Costello and Ms. Flanagan answered. Ms. Costello told the Board should they have further questions, that her phone number is on the last page of the handout and to please call her and she would be happy to answer any questions you may have.

ACTION ITEMS

DHS field trip to Quebec, Canada

MOTION: K. Molinaro moved, seconded by E. Alberts that the Board of Education approve the DHS field trip to Quebec, Canada, February 14-17, 2013

Motion carried at 7:50 pm.

DHS field trip to Paris, Barcelona

MOTION: K. Molinaro moved, seconded by S. Chilian that the Board of Education approve the DHS field trip to Paris, Barcelona, April 12-22, 2013

Motion carried at 7:51 pm.

Head Start Food Service Agreement

MOTION: K. Molinaro moved, seconded by R. Taborsak that the Board of Education approve the 2012-2013 Head Start Food Service Agreement

A Board members asked about the agreement, Mr. Martino said this is the same agreement every year for Head Start. Mr. Jannelli asked if the fee was the same and he responded that it was, but will be going up next year.

Motion carried at 7:53 pm.

2011-2012 Year-End Operating Results Analysis (General Fund)

MOTION: K. Molinaro moved, seconded by E. Alberts that the Board of Education accept the 2011-2012 Year-End Operating Results Analysis (General Fund)

Mr. Martino told the Board that during the month of June 2012, the District expended \$15,996,400, resulting in a fiscal year ending expenditure value of \$113,204,243. 202,000 back to the city.

Motion carried at 7:56 pm.

2011-2012 Year-End Operating Results Analysis (Grants/ Projects)

MOTION: K. Molinaro moved, seconded by E. Alberts that the Board of Education accept the 2011-2012 Year-End Operating Results Analysis (Grants/ Projects)

Mr. Taborsak has a few questions about 053. Mr. Martino responded to his question. Mr. Jannelli said we need to spend a little time on the grants and get some information on what these grants do and how we spend the funds. Mr. Martino said a lot of the grants involve staffing. Mr. Jannelli asked if we could have something done for a Finance meeting.

Motion carried at 7:55 pm.

SUPERINTENDENT'S REPORT

Alliance Grant Update

Dr. Pascarella said he would like to thank Dr. Glass publically for the hard work and efforts he put into the Alliance Grant. He also stated that we received a phone call that the Grant was acceptable. He asked the

Board to look at Exhibit 12-151, “Addendum to Danbury Year 1 Alliance District Application”. The summary covers low performing school intervention; evaluation-informed professional development; new school accountability system; common core; strategic planning and preparation of Year 2 Alliance application; monitoring and implementation support and educator evaluation. These are what we have committed for just under \$1.7 million which we will be receive annually.

Dr. Glass said in his update at the last Board meeting, we were waiting to get the word that we could go. We are in good shape. Dr. Pascarella asked Dr. Glass when the letter would come. We have the wheels to move forward so that we can start doing this stuff. Mr. Martino said there are no financials for August now, with the \$1.7 backfilled and we will be holding off on that August report.

CIGNA Insurance Adjustment

A discussion ensued about CIGNA and insurance adjustment. The Superintendent said there may be some rebate on insurance and in fact there has been an adjustment... I will let Mr. Martino speak to that. Mr. Martino said there will be a rebate to each of the teachers. He stated that the Affordable Care Act required Connecticut General Life Insurance Company to rebate part of the premiums it received if it does not spend at least 85% of the premiums Connecticut General Life Insurance Company received on health care services, such as doctors and hospital bills, and activities to improve health care quality, such as efforts to improve patient safety CIGNA did not meet that and we need to be rebated \$403,000. Our claims are turning upward. Danbury had a different outcome. Dr. Pascarella said he is very concerned about the renewal and with the original peak in occurrence incidents of claims. We put that money toward that. Mr. Martino said CIGNA and we did a deep claim audit. We are monitoring that closely.

Mr. Jannelli asked about the medical loss ratio. Is any part of that \$403,000 going back to the employees? Mr. Martino responded it will be a reduction of what comes out of their current check. Mr. Jannelli asked if the employees understand and will they get a notice in their pay checks. Mr. Martino said they did receive a letter from CIGNA about the estimated amount which is about \$46 per insured. Ms. Chilian asked about administrative costs.

Superintendent’s 2012-2013 Goals & Objectives

The Superintendent said these are standardized goals what changed are the objectives. At the Retreat we will be going over the goals and we are going to focus on teacher evaluation, closing the gap and challenging the students to move ahead. Parent and community engagement; we need to talk about mini redistricting, maybe not this year, but it will have to happen. I rather tell parents so they could plan and not have any surprises. We need to engage parents and I still want to do the outreach. Administrative and Operations; maximizing the operating budget with emphasis on reallocation of current funds. The board asked that we do a multi-year budget. Mr. Martino told the Board that we purchased an inexpensive piece of software for budget models and we do different projections going forward. It will be beneficial. Dr. Pascarella said the technical and assessment plan is what I am worried about. We just don’t have our arms around that. We turned in a long range plan to the State and we are going to have to do an operation plan.

Dr. Glass said he is also very concerned. We have a couple of things to think about: teacher evaluation, CT mastery test and the CAPT test. In two years there will be a long period of time that kids are on computers and reaching into a bank of a million of items. In order do this, you have to have robust technology, and not having this technology will be a problem for us. Ms. Fluskey-Lattin had a question on technology – can the money that we are going to get from CIGNA be used for technology. Mr. Martino said it is early in the budget to see how that plan works out. We are currently working with the City on the leftover money in the

budget. There is money in reserve with the City and we are looking for it to come back for technology. Mr. Martino said we have a lot of old equipment. Dr. Pascarella said that money was set that aside and that it did not into the general fund. It went against technology.

Mr. Falkenthal stated that he received an e-mail from Sandy Steichen and she had asked that he read it to the Board since she was not able to be here tonight due to the Open House at Danbury High School. Mr. Falkenthal started to read the letter with two subject matters: the changing of the Board meeting date and the Superintendent's goals.

Mr. Taborsak addressed the Board saying that this was completely out of order. He stated that it is his understanding that the Superintendent's Goals will be discussed on October 13th and that Ms. Steichen will have an opportunity to make her suggestions at the workshop. Also, it was not the Chairperson's decision to change the meeting date. We took a vote, not everyone agreed, but we went by the majority. The ownness is not on the Chairperson – majority rules. Mr. Falkenthal said he was just asked to read it.

Ms. Cooper asked if it is possible to make a copy of the e-mail and give it to Dr. Pascarella. We have a Retreat on October 13th and if there is any discussion it should take place then. As far as tonight's meeting date is concerned, we went back and forth about this meeting date and we remembered why we did it. Ms. Chilian said this is just an observation; I hear what you are saying, but if Sandy was here herself tonight and said the things in the e-mail, would this be ruled out of order? Ms. Cooper said she thinks so. Ms. Fluskey-Lattin asked clarification when meetings cannot happen on Wednesday, what is the procedure for making a different meeting date. Ms. Cooper said since I have been on the Board it has been changed only on a holiday. We can't go in to the By-laws and Policy from this date to this date. We also said we were going to move it from Monday to Tuesday. We looked at two dates and I had a conversation with Ms. Steichen and said she could not be here tonight – as far as I am concerned it was done. Ms. Cooper said I am not going to permit this type of information coming to the Board.

Teacher Evaluation Update

Dr. Pascarella said we discussed different evaluation models. Dr. Glass said there were three models and we choose Marzano, which will be implemented next August.

Dr. Glass stated that there are two things we have been sharing with the Board; concern about state of technology and teacher evaluations. We have folks on a cycle which requires 3 for every year for every teacher. This is going to be a huge problem for us. Some of the smaller communities do not have the dynamics we have in Danbury. We need a half million dollars in the budget to do these evaluations. Ms. Chilian asked; how much do we have to worry about these 2 years, and is it all going to change. Dr. Glass said there will be 3 formal observations. We must have an administrator certification to do these. She asked can it be scripted or verbal. Ms. Fluskey-Lattin asked if the three formal evaluations are mandated by the state. Dr. Glass responded yes through the educational development plan. Ms. Fluskey-Lattin then asked could we not get waivers or a different plan.

BOARD CHAIRPERSON'S REPORT

Board Retreat, October 13, 2012, 8:00-12:00 at BBAC

Ms. Cooper reminded the Board about the Retreat on October 13th. She said that the facilitator will be calling all the Board members prior to the Retreat.

Board Self Evaluation

Ms. Cooper said we will be talking about Board self-evaluation at the next Board meeting. There is a form that the Board uses for self- evaluation. After the next meeting Debbie Warner will receive the self evaluation forms and we will set a date in Executive Session.

CABE Convention, November 16-17, 2012

Ms. Cooper said three of us will be going to the CABE Convention; E. Alberts, Kathy Molinaro and she will also attend.

The Chairperson also asked the Board members who are chairpersons of the various Committees to first set up the meeting dates with Debbie Warner and then let her know the dates.

Ms. Fluskey-Lattin asked when do the Committee members change, Ms. Cooper stated that we would be doing that in January after the Board elections.

EXECUTIVE SESSION

MOTION: K. Molinaro moved, seconded by R. Taborsak, that the Board of Education convene in Executive session for the purpose of discussing Personnel Matters.

The motion carried at 8:50 pm.

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

Absent: Sandy Steichen, Richard Hawley

Ms. Cooper called the Executive Session to order at 8:55 pm and turned the meeting over to Dr. Pascarella. Dr. Pascarella updated the Board on current litigation and process.

PUBLIC SESSION

MOTION: K. Molinaro moved, seconded by R. Jannelli that the Board of Education return to Public Session.

The motion passed at 9:10 pm.

ADJOURNMENT

E. Alberts moved, seconded by R. Taborsak, that the Board of Education adjourn its Meeting of September 24, 2012 and the meeting adjourned at 9:11 pm.

Kathleen Molinaro, Acting Secretary of the Meeting