MISSION STATEMENT
Our mission is to develop in all children the knowledge, skills, attitudes and values which will enable them to live a productive and self-fulfilling life and engage in responsible citizenship in a global society.

2017-2018 Danbury Board of Education Goals
Goal 1: Growth In Student Learning and Achievement and College and Career Readiness for All Students
Goal 2: Family and Community Engagement
Goal 3: Fiscal Responsibility and Planning for Growth
Goal 4: Professionalism, Accountability, and Organizational Learning

AGENDA

I. CALL TO ORDER

II. PLEDGE OF ALLEGIANCE

III. ROLL CALL
Rachel Chaleski, Gladys Cooper, Richard Hawley, Richard Jannelli, Patrick Johnston, Frederick Karrat, David Metrena, Kathleen Molinaro, Emanuela Palmares, Farley Santos, Amy Spallino

IV. RECOGNITIONS

V. PUBLIC PARTICIPATION
The Board welcomes Public Participation and asks that speakers please limit their comments to 3 minutes. Speakers may offer objective comments of school operations and programs that concern them. The Board will not permit any expression of personal complaints or defamatory comments about Board of Education personnel and students, or against any person connected with the Danbury Public School System.

VI. CONSENT CALENDAR

MOTION - that the Board of Education approves the items on the Consent Calendar, Exhibits 18-13 through 18-18, as recommended:

A. MINUTES
1/23/18 Superintendent Evaluation Committee Meeting ........................................... 18-13(pg.3)
1/24/18 Community Relations Committee Meeting ........................................... 18-14(pg.4)
1/24/18 Finance Committee Meeting ........................................... 18-15(pg.5)
1/24/18 Board Meeting ........................................... 18-16(pg.6)
2/6/18 Finance Committee Meeting ........................................... 18-17(pg.12)
2/6/18 Special Board Meeting ........................................... 18-18(pg.13)

EXHIBIT

VII. EMPLOYEE REPRESENTATIVE (SPOTLIGHT YOUR SCHOOL)

VIII. STUDENT REPRESENTATIVES

IX. PRESENTATION
X. ACTION ITEMS
A. 2018-2019 Budget
   MOTION: that the Board of Education adopt the Superintendent’s Fiscal Year 2018-2019 budget in the amount of $135,223,463 (a 5.45% increase) for submission to the Mayor as required by City Charter ........................................... 18-19(pg.14)

B. Educational Specifications for Temporary Classrooms at Westside Middle School
   MOTION: that the Board of Education accept the Educational Specifications for 8 temporary classrooms at Westside Middle School Academy ........................................... 18-20(pg.16)

C. Policy 7-305, Honor Roll
   MOTION: that the Board of Education accept for 1st reading revisions to Policy 7-305, Honor Roll ........................................... 18-21(pg.18)

D. 2017-2018 Consolidated Alliance & Priority School District Application
   MOTION: that the Board of Education approve the 2017-2018 Consolidated Alliance & Priority School District Application for submission to the State Department of Education ........................................... 18-22(pg.20)

XI. SUPERINTENDENT’S REPORT
A. Transportation Survey Update
B. Ryan Bingham, Lobbyist
C. District multi-year budget
D. Teacher Focus Group Update

XII. DISCUSSION

XIII. INFORMATION
A. DECO Informational Session, February 22, 8:00 am at DHS ........................................... 18-23(pg.23)

XIV. BOARD CHAIRPERSON’S REPORT
A. Board Self-Evaluation
B. Board Workshop, February 28, 5:45 pm
C. Board Committee Protocol

XV. BOARD REPORTS, COMMUNICATIONS AND COMMENTS

XVI. EXECUTIVE SESSION

XVII. PUBLIC SESSION

XVIII. ADJOURNMENT

FUTURE MEETINGS AND DATES TO REMEMBER
February 13 One hour early release for students
February 14 Board of Education Meeting, 7:00 pm
February 19 Presidents’ Day, Schools & Offices Closed
February 22 DECO Informational Session, DHS, 8:00 am
February 27 One hour early release for students
February 28 Board Workshop, 5:45 pm
February 28 Board of Education Meeting, 7:00 pm
March 5 Citywide PTO Meeting, 6:30 pm
March 14 Board of Education Meeting, 7:00 pm
March 20 One hour early release for students
March 27 One hour early release for students
March 28 Board of Education Meeting, 7:00 pm
March 30 Good Friday, Schools & Offices Closed
Present:  Gladys Cooper, Fred Karrat, Rich Jannelli, Kathy Molinaro, Amy Spallino

Also Present:  Sal Pascarella, Rachel Chaleski

First order of business to vote on Chair of the Committee. Kathy Molinaro moved, seconded by Fred Karrat to nominate Gladys Cooper. Motion passed.

Fred Karrat moved, seconded by Kathy Molinaro, to enter into Executive Session for the purpose of discussing the Superintendent’s evaluation. Motion passed.

Gladys Cooper asked Dr. Pascarella to review the Board/Superintendent goals. Mrs. Cooper discussed goals with Committee.

A meeting is scheduled for February 6 at 6:00 p.m. to include the full Board. Agenda to include a review of the goals, discussion on raises and recommendation to full Board.

Fred Karrat moved, seconded by Rich Jannelli, to enter into Public Session.

Fred Karrat moved, seconded by Rich Jannelli, to adjourn the January 23 Superintendent Evaluation Committee Meeting. Motion passed and the meeting adjourned at 7:25 pm

Kathy Molinaro, Secretary

Exhibit # 18-13
Danbury Board of Education  
Community Relations Committee Minutes  
January 24, 2018

Present: Richard Jannelli, Emanuela Palmares, Gladys Cooper, Farley Santos, Amy Spallino

Also Present: Fred Karrat, Dr Pascarella, Joe Martino, Bill Glass, Rachel Chaleski, Kelly Truchsess, Patrick Johnson, Kathy Molinaro and Anne Mead

Mr. Jannelli called the meeting to order at 5:30 p.m. The first order of business to elect a chair. F. Santos nominated R. Jannelli, seconded by E. Palmares. All in favor.

Mr. Jannelli gave an introduction: why the committee exists, its importance, and how it has informed the work within the district such as the "No one eats alone" project. He explained his goal for this year: for each member to spearhead a project by taking ownership of it. He gave an update on different projects that have taken place over the past few years.

Dr. Sal updated the group on the Realtors breakfast and how the business students at the high school are revising the presentation to host another one in the Spring. Dr. Sal would still like to investigate the model used in Waterbury. Mr. Santos will investigate.


Mr. Jannelli explained how he is working with the PTO’s to build attendance at them, as there are few Hispanic families. He has a pilot going at Park Ave School that is bilingual. He explained that Danbury needs to get more funds, need more advocates to talk about why we need it and to explain budget issues. For the next meeting he would like to talk about how to attract more focus on the committee’s goals. DSABC can be the link between groups. Better investment in education has a return on investment on home values, and through businesses need to share skills, collaborate on internships, etc.

E. Palmares had 2 different ideas: one a campaign on marketing to sell the district and 2) sell the diversity in the district by having inter-relationships between organizations and call it “the World of Opportunities.” E. Palmares suggested that the PTO’s run separate meetings as not everyone feels comfortable.

Other members gave ideas on the connections their organizations have:
A. Spillano suggested the Hope Line part of Jericho could work with the FRC’s,
G. Cooper commented that all parts of the community should be included, not just one or two groups.
F. Karrat and R. Chaleski suggested on working together on legislation.
F. Santos will work on the Chamber and the Realtors.

Mr. Jannelli thanked everyone for their suggestions, the next meeting will be an hour. The meeting adjourned at 6:05. No date given for next meeting.

Richard Jannelli, Chair

Exhibit # 78-14
DANBURY BOARD OF EDUCATION
FINANCE COMMITTEE MEETING MINUTES
JANUARY 24, 2018

Present: Gladys Cooper, Richard Hawley, Richard Jannelli, Fred Karrat, David Metrena

Also Present: Board Members: Rachel Chaleski, Patrick Johnston, Fred Karrat, Kathy Molinaro, Emanuela Palmares, Farley Santos, Amy Spallino; City Council Members: Bob Taborsak, Irving Fox; Administration: Sal Pascarella, Joe Martino, Bill Glass, Kim Thompson, Kelly Truchsess, Anne Mead; PTO: Richard Matzinger; Zach Murdock, News Times

Meeting was called to order at 6:10 p.m. Mr. Jannelli asked for nominations for Chair of the Finance Committee. Mr. Hawley nominated Mr. Jannelli, passed unanimously.

Mr. Jannelli asked Mr. Martino to discuss the proposed 2018-2019 School Budget. All members with the exception of Mr. Metrena were present.

Mr. Martino presented a 5.45% overall increase.

Ms. Truchsess spoke to Committee regarding Special Education costs and obligations.

Questions from Committee ensued.

The next meeting of the Finance Committee is scheduled for February 7, 2018 at 6:00 p.m.

Ms. Cooper moved, seconded by Mr. Karrat, to adjourn the January 24, 2018 Finance Committee Meeting. The motion passed and the meeting adjourned at 7:00 p.m.

Kathy Molinaro, Secretary

Exhibit # 18-15
PLEDGE OF ALLEGIANCE
The Chairperson, Patrick Johnston, called the meeting to order at 7:05 pm and those assembled recited the Pledge of Allegiance led by the Danbury High School ROTC Cadets.

ROLL CALL
Present: Rachel Chaleski, Gladys Cooper, Richard Hawley, Richard Jannelli, Patrick Johnston, Frederick Karrat, Kathleen Molinaro, Farley Santos, Amy Spallino, Emanuela Palmares
Absent: David Metrena
Also Present: Dr. Sal Pascarella, Dr. Bill Glass, Kelly Truchsess, Joe Martino, Kim Thompson

RECOGNITIONS
Jackie DiNardo (basketball) National High School Athletic Coaches Association National Finalists
- Played basketball for University of Texas and University of Tennessee.
- Started working in Danbury 31 years ago.
- 16 wins away from 500 wins.
- Inducted into CT Hall of Fame, Texas Hall Of Fame, FCIAC Hall of Fame.
- Ms. DiNardo is very excited about this award. This award is of the nation, not of the state. They have beat out great states and great coaches. Top nine of all United States to go to South Dakota.

Kathy Boucher (golf) National High School Athletic Coaches Association National Finalists
- Around 16 years ago Ms. Boucher asked the Board to fund the golf team as a Varsity Coach.
- The FCIAC only has about 10 girl golf teams.
- Pretty cool that Danbury residents competed against other teams whose players have putting greens in their backyards.
- Ms. Boucher thanks the Board of Ed for supporting the teams and for the new golf bags this year.
- Sometimes sports is what gets kids to go to school.

PUBLIC PARTICIPATION
Joseph DaSilva - Mr. DaSilva stated that he came to the meeting to talk about the last item on the agenda, the proposed calendar for 2019-2020. He read the goals on the calendar which state “To increase contiguous days of instruction. To avoid multiple full days of instructional time lost each week, i.e following a holiday. To create a pattern for dismissal that is systematic. To conduct PD early release days Oct-May”. Mr. DaSilva stated that every month we lose two hours of instruction time with the one hour early release. Mr. DaSilva believes it is inconvenient for parents. Mr. DaSilva stated that there are 10 weeks the whole year where kids are in school a full day Monday through Friday. By the time 2019-2020 calendar arrives, there are only two weeks in the first half of the year where the kids have five full days of school (Monday - Friday). Mr. DaSilva urged the Board to look at the calendar and figure out a way to avoid the one hour release Tuesdays.

CONSENT CALENDAR

MOTION - P. Johnston moved, seconded by R. Hawley, that the Board of Education approves the items on the Consent Calendar, Exhibits 18-07 through 18-08, as
recommended;

A. MINUTES
1/10/18 Finance Committee Meeting
1/10/18 Board Meeting

Motion passed at 7:18 pm

EMPLOYEE REPRESENTATIVE (SPOTLIGHT YOUR SCHOOL)
Hayestown Avenue School
- Principal Stephanie Furman presented a slideshow with some of the following highlights:
  - Pi Day
  - Read Across America Week
  - Buddy Bench
  - Star With Hello Program
  - Reading Nights
  - Summer Reading Pep Rally
  - Connecticut School of Distinction
  - Dynamite Dragon Awards
  - Art Show
  - Ice Cream Social
  - Strong PTO
  - Partner with WCSU
  - Reward Attendance
  - Golden Dragon Award
  - Good Character Pillars
  - Good Citizen awards
  - Pennies for Vets, raised money for the War Memorial.

F. Santos stated that had the pleasure of visiting the school in the fall. While he is biased because he went to the school, he is happy to say that the school spirit from when he was in school is still there today. Mr. Santos went on to say that without them he wouldn’t be where he is today.

PRESENTATION

A. SBAC, STAR, SAT, AP Testing Analysis
Dr. Bill Glass, Kara Wanzer and Dr. Megan Martins presented the Testing Analysis for DPS, where we stand relatively to other districts in the state.
- K. Wanzer is the Administrator for Data Reporter and Outcomes. This specific report discussed the 2016 - 2017 school year. Free and reduced lunch was at 54%, ELL was at 25%. and Special Ed was at 12%.
- SBAC - State Assessment Performance on CT Common Core Grade Level. In general, there was a downward trend across the state of CT at grade levels for proficiency in ELA and Math in grades 3-5. Same for 6-8. Interventions were planned for those students.
- STAR Overview - This is another assessment in K-12 for Reading and Math given in the district, three times a year. This helps to look at how students are progressing throughout the year and to see how quickly they’re growing.
- Downward trend at Kindergarten preparedness.
- The goal is to significantly decrease early emergent students and increase probable readers.
- STAR Math- Grades 1 - 12 takes test.
- Do not take STAR Math until you are a probable reader.
• SAT - Dr. Martins - The SAT has been revised. The new one has been administered for two years. It is hard to see data with only two years of testing. Different data results from STAR than we do from SAT with Math. This is because seniors do not have to take Math, so not all seniors are taking Math.
• Incredible traction with students who are participated in the Math and Read 180 programs. This is helping teachers to make sense of what all the data means.
• The Tuesday one hour release times is very helpful to meet to review this data. For the first time, they are able to look at trends across time from the K-12 perspective.
• Targeted some special populations and targeted 9th grade. If we can get you on track in 9th grade, there is a higher likelihood you can graduate on time.
• 200 students participating in Math 180. This is in addition to their regular math class. ELL program. Twilight program. Quite successful.
• Credit bearing opportunities after school in addition to after school tutoring on Wednesdays and Thursdays.
• 50% of the entire student body linked to the college board.
• Advanced placement. Now offer 24 AP classes. Students who take an AP class do better in college because they have been exposed to it.
• We have outpaced other schools.
• College credit courses at DHS. Articulation agreement with WCSU. If a students gets an 80, they still can get college credit. In some cases, a student can get a years worth of college credit.
• Dr. Glass stated that this presentation was a huge macro review of data. It goes statewide and district wide. Then school wide to the grade level then down to the teacher and last to the student. Each school has an Instructional Leadership Team that looks at the data student by student. At the Board level we go back to the macro and the question is, “How are we doing?” Dr. Glass stated that he is so proud of our instructional and administrative team. We are working harder and smarter that ever before. This has been the most daunting task he has ever had. We have the least amount of funding of any school system in the state yet we are tied in the state with the most number of schools of distinction. The district has done the impossible.
• E. Palmares asked if in the ELL population with standardized testing, are there exceptions for testing? K. Wanzer stated that teachers work with ELL to see what accommodations can be done depending on LAS (language proficiency scores) such as test being read to them or being given more time. E. Palmares asked to see the LAS score data for next meeting.
• R. Hawley asked what the graduation rate and percentage of higher education. Dr. Martins said 80% graduation rate with 70-75% going to college. The number has declined due to the economy. Free and reduced lunch has doubled at the high school level. K. Wanzer stated you have to graduate in four years to count in these numbers.

ACTION ITEMS
A. December 2017 Operating Results Analysis (General Fund)  
MOTION: G. Cooper moved, seconded by F. Santos, that the Board of Education accept the December 2017 Operating Results Analysis (General Fund)

• R. Jannelli asked why there was a transportation change. J. Martino stated that there was a minibus run that was added for special education services.
• R. Jannelli asked if there was anything by June that we should keep an eye on or is everything on target? J. Martino stated that we are currently operating on a freeze. Health insurance is always a big wild card. The para contract is still out to be determined. Clearly concerned about salary counts but not in panic mode. We have shifted an insane amount of staff around. It has been very complicated.

Motion passed at 8:27 pm
B. December 2017 Operating Results Analysis (Grants/Projects)

MOTION: G. Cooper moved, seconded by R. Jannelli, that the Board of Education accept the December 2017 Operating Results Analysis (Grant/Projects)

- R. Hawley asked if we still have two significant grants to be paid. J. Martino stated said yes, he doesn’t put them in budget until he gets approval letter from the state. We will know more in February for the Alliance Grant when the Governor releases his budget.

Motion passed at 8:30 pm

SUPERINTENDENT’S REPORT

CCJEF Press Release
Dr. Sal stated that we lost the trial and he handed out brief information packet. From this packet he read the following statement: “The majority opinion in CCJEF II thus described as the constitutional standard (per Justice Palmer in CCJEF I) for determining adequacy of education funding. (1) ‘minimally adequate physical facilities and classrooms which provide enough lights, space, heat, and air to permit children to learn; (2) minimally adequate instrumentalities of learning such as desks, chairs, pencils, and reasonably current textbooks; (3) minimally adequate teaching of reasonable up-to-date basic curricula such as reading, writing, mathematics, science and social studies; (4) and sufficient personnel adequately trained to teach those subject areas.’” Dr. Sal stated that we need to go to the State and advocate for more.

Board Workshop, Roles & Responsibilities, February 28 at 5:45 pm
Dr. Sal stated that Jonathan Costa from Ed Advance will be in to facilitate the meeting. He will go over roles and responsibilities of the Board members. If Board members have anything specific, please let Dr. Sal know so he can incorporate into the meeting.

DISCUSSION

A. 2018-2019 School Budget
J. Martino presented the 2018 - 2019 budget to the Board.
- Danbury will receive $8.4 million in 2017 - 2018 that continues to support programs in key instructional areas. Very importantly, providing social and emotional support district wide and instructional Curriculum support and coordination district wide.
- Time study being done of allocation of substitute teacher resources and impact of in district meetings on student instructional time.
- While Connecticut’s total public school enrollment has steadily declined over the last decade, Danbury’s has steadily increased. Huge enrollment growth. ELL, SPED and Free and Reduced lunch enrollment all increasing.
- Total full time salaries are budgeted at 6.94% increase.
- Health insurance renewal for 2018 - 2019 is 3.5%.
- Services and Fees are budgeted at a 4.39% increase.
- Utilities and Repairs are budgeted at .46% increase. Transportation and Tuition are budgeted at 3.59% increase.
- The new fleet is completely run on propane which will save the district in both fuel and CO2 emissions. SPED Transportation is also increasing based on contract increases. Although increasing, far lower than other districts.
- Supplies are budgeted at 3.77%.
- We are projecting an increase in our heating oil accounts. $1.88, $1.19 for propane per gallon.
INFORMATION
A. Draft of 2019-2020 School Calendar
Dr. Sal stated that the calendar is there for information. We plan on starting the school year again after Labor Day. We tried to move some days around so we did not have too many days off. The work that is done on Tuesday early release days is crucial. We would prefer not to get rid of those days. We don’t have the resources like other district do to forfeit the Tuesday early release days. Dr. Sal realizes it can create a problem for parents but those Tuesdays are used well. We’ve taken advantage of eliminating some days during the school year so we don’t go too long into June because we have limited cooling systems. Built in 185 days (including 5 snow days) so DHS graduation will be no later than June 18th.

- R. Hawley asked what if we went to one half day one Tuesday a month. Dr. Glass stated that the problem that we have with that is that there are building based leaders that need to look at their models and then district based leaders that need to meet to train on new materials. These two Tuesdays a month are split evenly between district and building based meetings.
- E. Palmares asked if there are surveys done asking parents, staff and students how they feel about the Tuesday PD days. Dr. Glass said the calendar goes to PTO, Unions, Certified Staff, Administrators and we try to get as much feedback as possible. While we would love to get away from any release time at all, this seemed to be the easiest.
- F. Santos asked how soon, with new PD task that Dr. Glass is spearheading will it take. Dr. Glass said it will not impact the 2019-2020 calendar. F. Santos also asked who the members on the task force are. Dr. Glass stated they are teachers, administrators, and union reps. Once we get a good feeling it will be pushed out to City Wide PTO, parents, teachers to get as many people weighing in as possible.
- Dr. Sal stated that we have a school system that is changing. The PD time is not just Professional Development. Sal will meet with PTO and get more input from parents and Unions as well.

BOARD CHAIRPERSON’S REPORT
- P. Johnston mentioned that Dr. Glass will be leaving at the end of this school year and sorely missed by everyone.
- G. Cooper asked the Board to remember that on February 6, 2018 there will be a Special Meeting at 6:30 pm. It was decided that a Finance Meeting will be held first at 5:30 pm.
- P. Johnston asked Dr. Sal to look into an invitation for Lobbyist. Dr. Sal stated he is looking for the February 14th meeting.

BOARD REPORTS, COMMUNICATIONS AND COMMENTS
- F. Santos stated that DSABC will be holding a Wine, Beer and Food tasting event on February 9th from 6-8 pm at Max 40. They would really appreciate the support.
- G. Cooper thanked Dr. Sal for attending and helping New Hope Baptist Church Martin Luther King Jr. Ceremony.
- R. Jannelli stated they had a Community Relations Committee meeting and it was very successful. Each member will take on a different issue with a World of Opportunity tagline

EXECUTIVE SESSION
MOTION: F. Karrat moved, seconded by R. Hawley, that the Board of Education convene in Executive Session for the purpose of discussing negotiations and litigation pertaining to the labor contract between the Danbury Board of Education and CSEA Local 2001 (Paraeducators and Tutors) union. The meeting went into executive session at 9:20 pm.
Present: Rachel Chaleski, Gladys Cooper, Richard Hawley, Richard Jannelli, Patrick Johnston, Frederick Karrat, Kathleen Molinaro, Farley Santos, Amy Spallino, Emanuela Palmares
Absent: David Metrena
Also Present: Dr. Sal Pascarella, Dr. Bill Glass, Kelly Truchsess, Joe Martino, Kim Thompson, from Administration

The Chair called the Executive Session to order at 9:26 pm and turned the meeting over to K. Thompson. K. Thompson updated the board on negotiations and litigation to labor contract and personnel matter.

PUBLIC SESSION
G. Cooper moved, seconded K. Molinaro, that the Board of Education return to Public Session. The motion passed at 9:41 pm.

ADJOURNMENT
K. Molinaro moved, seconded by G. Cooper, that the Board of Education adjourns its Meeting of January 24, 2018 and the meeting adjourned at 9:42 pm.

Rachel Chaleski, Secretary

(Meeting was videotaped)
DANBURY BOARD OF EDUCATION
FINANCE COMMITTEE MEETING
FEBRUARY 6, 2018

Present:  Gladys Cooper, Richard Jannelli, Fred Karrat

Absent:  Richard Hawley, David Metrena

Also Present:  Rachel Chaleski, Patrick Johnston, Fred Karrat, Kathy Molinaro, Emanuela Palmares, Farley Santos, Amy Spallino, Sal Pascarella, Bill Glass, Joe Martino, Kim Thompson

Mr. Jannelli called the meeting to order at 5:30 p.m. and turned the meeting over to Mr. Martino to update the Committee on changes to the budget.

- DECO Program was discussed as it pertains to our budget.
- A discussion on portables ensued. Space concerns discussed as it pertains to budget.
- Mr. Karrat asked that the Administration explore the Magnet School and the declining enrollment regarding the partner schools as it pertains to the budget.
- Mr. Jannelli asked the Committee for a consensus to bring budget to the full Board. All in favor.

Mr. Karrat moved, seconded by Mrs. Cooper, to adjourn the February 6, 2018 Finance Committee Meeting. The meeting adjourned at 6:45 p.m.

Kathy Molinaro, Secretary
DANBURY BOARD OF EDUCATION
SPECIAL MEETING MINUTES
FEBRUARY 6, 2018

ROLL CALL
Present: Rachel Chaleski, Gladys Cooper, Richard Jannelli, Patrick Johnston, Fred Karrat, Kathy Molinaro, Emanuela Palmares, Farley Santos, Amy Spallino
Absent: Richard Hawley, David Metrena

EXECUTIVE SESSION
G. Cooper called the meeting to order at 6:50 p.m.

MOTION: R. Jannelli moved, seconded by F. Karrat, to enter into Executive Session for the purpose of discussing personnel matters involving performance and evaluation of the Superintendent, Deputy Superintendent, Finance Director and Human Resource Director.

PUBLIC SESSION
MOTION: K. Molinaro moved, seconded by F. Karrat, to enter back into Public Session.

ACTION ITEMS
MOTION: K. Molinaro moved, seconded by F. Karrat that the Board of Education approve the Superintendent’s salary as proposed.

In favor: G. Cooper, R. Jannelli, P. Johnston, F. Karrat, K. Molinaro, A. Spallino
Opposed: R. Chaleski, E. Palmares, F. Santos

MOTION: K. Molinaro moved, seconded by F. Karrat, that the Board of Education shall direct the Superintendent to amend the salary of the Deputy Superintendent, Finance Director and Human Resource Director as proposed. All were in favor.

ADJOURNMENT
F. Karrat moved, seconded by F. Santos, to adjourn the February 6, 2018 Special Meeting. The motion passed and the meeting adjourned at 7:28 p.m.

Rachel Chaleski, Secretary

Exhibit #18-18
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<th>Categories</th>
<th>Budget 2017-18</th>
<th>Increase</th>
<th>Justification</th>
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<td>Salaries</td>
<td>72,923,131</td>
<td>3,168,161</td>
<td>Salary increase</td>
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<td></td>
<td></td>
<td>(700,000)</td>
<td>Projected Retirement Savings (20 * 35,000.00)</td>
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<td><strong>Enrollment Growth / Program Restoration</strong></td>
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<td>22,000 1.0 FTE Tech Aide for Park Ave and Shelter Rock</td>
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<td>70,000 1.0 FTE K-12 Drug &amp; Alcohol Specialist</td>
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<td>140,000 2.0 FTE Elementary Teachers</td>
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<td>70,000 1.0 FTE Special Ed Elementary Teacher</td>
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<td>48,000 1.0 FTE Tech Specialist</td>
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<td>140,000 2.0 FTE Westside 6th Grade</td>
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<td>140,000 2.0 Speech and Language Specialists</td>
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<td>290,000 Literacy/SRBI Para’s</td>
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<td>40,000 2.0 FTE C.N.A Nursing Subs</td>
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<td><strong>Danbury High School Expansion</strong></td>
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<td>350,000 5.0 FTE High School Teachers including DECO</td>
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<td>45,000 1.0 FTE Nurse Park Ave and High School</td>
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<td>140,000 2.0 FTE Special Ed High School Teachers</td>
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<td>180,000 3.0 FTE Custodians High School</td>
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<td><strong>Salaries: PT-substitutes and Custodial OT</strong></td>
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<td>Reallocation of part time support staff</td>
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<td>40,000</td>
<td>State mandated - Teacher Mentoring Program</td>
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<tr>
<td><strong>Employee Benefits-200</strong></td>
<td>28,193,881</td>
<td><strong>60,792</strong></td>
<td></td>
</tr>
<tr>
<td>55,080 Social Security</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>923,750 Health, Dental and Life Insurance 3.7% increase</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>22,093 Workers’ Compensation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Service &amp; Fees-300</strong></td>
<td>5,222,565</td>
<td><strong>229,205</strong></td>
<td></td>
</tr>
<tr>
<td>157,102 Special Education Tutors contractual increases</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>20,000 NEASC Study DHS</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>52,102 Physical Therapy/Occupational Therapy contractual increases</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Repairs-400</strong></td>
<td>1,087,234</td>
<td>5,011</td>
<td>Refuse removal contractual increase</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>5,011</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Transportation &amp; Tuition-500</strong></td>
<td>12,756,040</td>
<td>209,155</td>
<td>Transportation contractual 3.5% increase</td>
</tr>
<tr>
<td>92,142 Special Education transportation increase</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>147,540 Special Education Outplacement Tuition</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9,025 State mandated VoAg tuition</td>
<td></td>
<td><strong>457,862</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Utilities &amp; Supplies-600</strong></td>
<td>4,574,896</td>
<td>(59,725)</td>
<td>Diesel Fuel for buses</td>
</tr>
<tr>
<td></td>
<td></td>
<td>90,140</td>
<td>Propane Fuel for buses</td>
</tr>
<tr>
<td></td>
<td></td>
<td>111,479</td>
<td>Increases for DHS</td>
</tr>
<tr>
<td></td>
<td></td>
<td>10,000</td>
<td>Custodial Supplies</td>
</tr>
<tr>
<td></td>
<td></td>
<td>20,616</td>
<td>Instructional Supplies for enrollment growth</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>172,510</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Equipment and Program Improvement-700</strong></td>
<td>486,666</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>0</td>
<td></td>
</tr>
<tr>
<td><strong>Dues and Fees, Adult Ed and Bilingual - 800</strong></td>
<td>432,046</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>0</td>
<td></td>
</tr>
<tr>
<td><strong>Total 2017-2018 Budget</strong></td>
<td><strong>128,236,000</strong></td>
<td><strong>4,252,984</strong></td>
<td>3.32%</td>
</tr>
<tr>
<td><strong>Danbury High School Expansion</strong></td>
<td></td>
<td><strong>856,479</strong></td>
<td>0.67%</td>
</tr>
<tr>
<td><strong>Enrollment Growth / Program Restoration</strong></td>
<td></td>
<td><strong>1,880,000</strong></td>
<td>1.47%</td>
</tr>
<tr>
<td><strong>Total Increase</strong></td>
<td></td>
<td><strong>6,989,463</strong></td>
<td>5.45%</td>
</tr>
<tr>
<td><strong>Total 2018-2019 Budget</strong></td>
<td><strong>135,225,463</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Exhibit #18-19*
## Maintenance Budget

<table>
<thead>
<tr>
<th>Item</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Projected Retirement Savings (20 * 35,000.00)</td>
<td>(700,000)</td>
</tr>
<tr>
<td>Social Security</td>
<td>55,080</td>
</tr>
<tr>
<td>salary increase</td>
<td>3,188,953</td>
</tr>
<tr>
<td>State mandated - Teacher Mentoring Program</td>
<td>40,000</td>
</tr>
<tr>
<td>Health Benefits</td>
<td>923,750</td>
</tr>
<tr>
<td>workers' compensation</td>
<td>22,093</td>
</tr>
<tr>
<td>Special Education tutors</td>
<td>157,102</td>
</tr>
<tr>
<td>Physical Therapy/Occupational Therapy contractual increases</td>
<td>52,102</td>
</tr>
<tr>
<td>Refuse Removal</td>
<td>5,011</td>
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<tr>
<td>Transportation contractual 3.5% increase</td>
<td>209,155</td>
</tr>
<tr>
<td>Special Education transportation increase</td>
<td>92,142</td>
</tr>
<tr>
<td>Special Education private tuition</td>
<td>147,540</td>
</tr>
<tr>
<td>State mandated VoAg tuition</td>
<td>9,025</td>
</tr>
<tr>
<td>Diesel Fuel for buses</td>
<td>(59,725)</td>
</tr>
<tr>
<td>Propane Fuel for buses</td>
<td>90,140</td>
</tr>
<tr>
<td>Instructional Supplies for enrollment growth</td>
<td>20,616</td>
</tr>
<tr>
<td><strong>Total Maintenance Budget</strong></td>
<td>4,252,984</td>
</tr>
</tbody>
</table>

## Danbury High School Expansion

<table>
<thead>
<tr>
<th>Item</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.0 FTE High School Teachers including DECO</td>
<td>350,000</td>
</tr>
<tr>
<td>2.0 FTE Special Ed High School Teachers</td>
<td>140,000</td>
</tr>
<tr>
<td>3.0 FTE Custodians High School</td>
<td>180,000</td>
</tr>
<tr>
<td>1.0 FTE Nurse Park Ave and High School</td>
<td>45,000</td>
</tr>
<tr>
<td>Increases for DHS</td>
<td>111,479</td>
</tr>
<tr>
<td>Custodial Supplies</td>
<td>10,000</td>
</tr>
<tr>
<td>NEASC Study DHS</td>
<td>20,000</td>
</tr>
<tr>
<td><strong>Total DHS Expansion Budget</strong></td>
<td>856,479</td>
</tr>
</tbody>
</table>

## Enrollment Growth / Program Restoration Budget

<table>
<thead>
<tr>
<th>Item</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.0 FTE K-12 Drug &amp; Alcohol Specialist</td>
<td>70,000</td>
</tr>
<tr>
<td>2.0 FTE Elementary Teachers</td>
<td>140,000</td>
</tr>
<tr>
<td>1.0 FTE Special Ed Elementary Teacher</td>
<td>70,000</td>
</tr>
<tr>
<td>1.0 FTE ESL Teacher/Program Support</td>
<td>70,000</td>
</tr>
<tr>
<td>2.0 FTE C.N.A Nursing Subs</td>
<td>40,000</td>
</tr>
<tr>
<td>1.0 FTE Tech Aide for Park Ave and Shelter Rock</td>
<td>22,000</td>
</tr>
<tr>
<td>1.0 FTE Tech Specialist</td>
<td>48,000</td>
</tr>
<tr>
<td>Literacy/SRBI Para's</td>
<td>290,000</td>
</tr>
<tr>
<td>Math and Reading Coaches</td>
<td>850,000</td>
</tr>
<tr>
<td>2.0 FTE Westside 6th Grade</td>
<td>140,000</td>
</tr>
<tr>
<td>2.0 Speech and Language Specialists</td>
<td>140,000</td>
</tr>
<tr>
<td><strong>Total Enrollment Growth</strong></td>
<td>1,880,000</td>
</tr>
</tbody>
</table>

**Note:** All costs are indicative and subject to change.
Educational Specifications for
Temporary Classrooms at Westside Middle School

1. **RATIONALE FOR THE PROJECT**
The City of Danbury is experiencing significant population growth throughout the school system. The future projections for the next 5 to 7 years indicate that this growth trend will continue.

This population growth has resulted in serious space shortages at our middle school level. The City and the Board have also reposed several smaller instructional spaces and divided others to deal with overall space challenges.

The goal of this project is to provide additional temporary classroom space at Westside Middle School Academy to meet our short term grow needs for our current population of students.

2. **LONG RANGE EDUCATIONAL PLAN**
The Westside Middle School Academy mission is to be part of a partnership of school, family and community to foster a safe, positive and supportive learning environment that will empower students to become responsible lifelong learners in an ever-changing global society.

3. **PROPOSED PROJECT**
Westside Middle School Academy was constructed in 1964, with an addition constructed in 2013.

The 8 new temporary classrooms will be added next to the current cafeteria and will be connect to the building by an enclosed hallway. The current cafeteria has bathrooms that will be accessible to students.

Each classroom room will be furnished with standard desk, fixtures and equipment to meet student’s needs. This will include a whiteboard and small spaces for storage.

Lockers will be installed in the hallway for each student.

4. **ENROLLMENT DATA**
Current enrollment is 600 as of October 1, 2017 and the anticipated enrollment is projected at 750 students based on the current numbers present in the lower grades.

5. **BUILDING SYSTEMS**
Technology: The classrooms will include wireless access points and other basic technology items.
HVAC: The temporary classrooms will be equipped with HVAC including air conditioning.

Electrical: Project will include electrical feeds to the temporary classrooms.

Public Address: Additional speakers will be installed for public address.

Clock: Clocks will be installed throughout the classrooms and be connected to the existing system.

Fire Alarm: The new temporary classrooms will be connected to the current fire alarm system.

Water & Sanitary Sewer: City water service to the school currently exists but no bathrooms are being installed as part of this project.

6. **SITE DEVELOPMENT**

   The project will utilize an unused grass area on the side of the cafeteria. This will require minimal site work other than sonotubes for the foundation.

7. **COMMUNITY USES**

   The community uses the school playing fields at night and on weekends.

   The school building is used for voting.
### HONOR ROLL

| Revised:  
| February 5, 2018  
| Policy No. 7-305* |

Student academic achievement will be recognized in grades 6 through 12 through the establishment of an Honor Roll. Acknowledgement of student success will occur at the conclusion of each marking period.

**At the High School Level**, students must be enrolled in at least 5 courses each marking period to be eligible for placement on the Honor Roll.

All courses, which conform to the policy on grading and utilize letter grades “A” through “D”, will be eligible for inclusion in the Honor Roll computation.

All grades shall be presented in numerical form, will be assigned an appropriate numerical value for ease of computation of an Honor Roll student name list.

The Honor Roll will be computed at the conclusion of each nine-week marking period for full year, trimester or semester courses. **At the High School Level**, semester and end of year course averages will be excluded from the computation of a marking period Honor Roll.

Courses using pass/fail or satisfactory/unsatisfactory will be excluded from Honor Roll computation.
There are three levels of the Honor Roll program at the **high school level**:

<table>
<thead>
<tr>
<th>Honors Designation</th>
<th>GPA Range</th>
<th>Grade Averages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Distinguished Honors</td>
<td>4.2 – 4.5</td>
<td>Grade averages which fall within a numerical range of 97 – 100%</td>
</tr>
<tr>
<td>High Honors</td>
<td>3.5 – 4.1</td>
<td>Grade averages which fall within a numerical range of 90 – 96%</td>
</tr>
<tr>
<td>Honors</td>
<td>3.2 – 3.4</td>
<td>Grade averages which fall within a numerical range of 87 – 89%</td>
</tr>
</tbody>
</table>

**CLARIFICATION – 1/26/18**

There are two levels of the Honor Roll program at the **middle school level**:

Honors: 90 - 95.9

High Honors: 96 - 100
2017-18 ALLIANCE DISTRICT (AD)/PRIORITY SCHOOL DISTRICT (PSD) APPLICATION

I. Talent Priorities

Step 1: Districts may choose, but are not required, to pursue additional strategies to strengthen district and school talent systems. Place an "X" beside the district's 2017-18 talent-related reform priorities. Please note that PSDs must spend all of their PSD funding on allowable PSD reform areas.

<table>
<thead>
<tr>
<th>Recruitment and human capital pipelines</th>
<th>Instructional coaching</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hiring and placement processes</td>
<td>District/school leadership development</td>
</tr>
<tr>
<td>Professional learning</td>
<td>Retention of top talent</td>
</tr>
<tr>
<td>Evaluation</td>
<td>Other: ______________________</td>
</tr>
</tbody>
</table>

Step 2: Identify a core set of no more than three strategies to advance the district's talent-related reform priorities (identified in Step 1). Summarize district talent strategies and identify a S.M.A.R.T. goal (ie., specific, measurable, actionable, realistic, and time-bound) that is aligned to each strategy. If Smarter Balanced scores are relevant to the strategy, this assessment must be used for goal-setting purposes. S.M.A.R.T. goals will be central to 2017-18 progress monitoring.

<table>
<thead>
<tr>
<th>Talent Priorities:</th>
<th>Aligned SMART Goals:</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1.1.</strong> Continue job-embedded coaching to support increased teacher performance and higher levels of student achievement. Place increased emphasis on helping teachers to meet the needs of English Language Learners. Continue the position of 6-8 Associate Principal for Instruction to achieve greater instructional alignment between the three middle schools.</td>
<td>In alignment with the ESSA goal targets, increase the District Performance Index (DPI) for English Language Arts (ELA) from 63.6 in 2016-17 to 64.5 in 2017-18. Increase the DPI for Math from 58.6 in 2016-17 to 59.9 in 2017-18. Under the Smarter Balanced Growth Model, improve the Average Percent of Target Achieved for ELA from 52.4% in 206-17 to 56.1% in 2017-18. In addition, improve the Average Percent of Target Achieved for Math from 58.1% in 2016-17 to 61.3% in 2017-18.</td>
</tr>
<tr>
<td><strong>1.2.</strong> Align all district and school leadership development efforts/initiatives to all School Improvement and District Improvement Plans. Redesign all administrative group meetings to become Administrative Learning Sessions focusing on the strategic use of data, supporting the growth of English Language Learners, SRBI implementation approaches, Special Education gap closing strategies, and engaging parents and the community in the Improvement of learning and support services for all students.</td>
<td>In alignment with the ESSA goal targets, increase the District Performance Index (DPI) for English Language Arts (ELA) from 63.6 in 2016-17 to 64.5 in 2017-18. Increase the DPI for Math from 58.6 in 2016-17 to 59.9 in 2017-18. Under the Smarter Balanced Growth Model, improve the Average Percent of Target Achieved for ELA from 52.4% in 206-17 to 56.1% in 2017-18. In addition, improve the Average Percent of Target Achieved for Math from 58.1% in 2016-17 to 61.3% in 2017-18.</td>
</tr>
<tr>
<td><strong>1.3.</strong> Continue to provide ongoing training and support to teachers on effective instructional/teaching strategies and to administrators on leadership development strategies via ongoing training and coaching activities with an emphasis on the Marzano Evaluation Model. Maintain the position of Evaluation Validator at a .5 level. Ensure alignment of all teacher/administrator growth plans to the BOE's/district's enhancement plan priorities.</td>
<td>In alignment with the ESSA goal targets, increase the District Performance Index (DPI) for English Language Arts (ELA) from 63.6 in 2016-17 to 64.5 in 2017-18. Increase the DPI for Math from 58.6 in 2016-17 to 59.9 in 2017-18. Under the Smarter Balanced Growth Model, improve the Average Percent of Target Achieved for ELA from 52.4% in 206-17 to 56.1% in 2017-18. In addition, improve the Average Percent of Target Achieved for Math from 58.1% in 2016-17 to 61.3% in 2017-18.</td>
</tr>
</tbody>
</table>
Step 3: Directions: Identify talent-related expenditures aligned to the strategies outlined above. Provide a line-item budget, separating expenditures by ED 114 cost categories. Provide the following information for each line item: (a) cost, position, or service; (b) alignment to talent strategies outlined in Step 2; (c) detailed budget justification and cost basis (e.g., cost structure, unit cost, number of units); and (d) total use of Alliance District funding for the particular cost.

<table>
<thead>
<tr>
<th>Cost:</th>
<th>Alignment:</th>
<th>Description:</th>
<th>AD Investment:</th>
</tr>
</thead>
<tbody>
<tr>
<td>100: Personnel Services - Salaries</td>
<td></td>
<td>Department heads for increased instructional support and evaluation</td>
<td>$330,000.00</td>
</tr>
<tr>
<td>Department Heads</td>
<td>1.1/1.2/1.3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrators</td>
<td>1.1/1.2/1.3</td>
<td>Administrators for teacher evaluation</td>
<td>$297,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>100: Personnel Services - Salaries Subtotal:</strong></td>
<td></td>
<td></td>
<td>$627,000.00</td>
</tr>
<tr>
<td>200: Personnel Services - Benefits</td>
<td></td>
<td>Administrators for teacher evaluation</td>
<td>$45,000.00</td>
</tr>
<tr>
<td>Administrators</td>
<td>1.1/1.2/1.3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Department Heads</td>
<td>1.1/1.2/1.3</td>
<td>Department heads for increased instructional support and evaluation</td>
<td>$125,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>200: Personnel Services - Benefits Subtotal:</strong></td>
<td></td>
<td></td>
<td>$170,000.00</td>
</tr>
<tr>
<td>300: Purchased Professional and Technical Services</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>300: Purchased Professional and Technical Services Subtotal:</strong></td>
<td></td>
<td></td>
<td>$</td>
</tr>
<tr>
<td>400: Purchased Property Services</td>
<td></td>
<td></td>
<td>$</td>
</tr>
<tr>
<td>Account Number</td>
<td>Description</td>
<td>Amount</td>
<td></td>
</tr>
<tr>
<td>---------------</td>
<td>------------------------------</td>
<td>--------</td>
<td></td>
</tr>
<tr>
<td>400</td>
<td>Purchased Property Services</td>
<td>$</td>
<td></td>
</tr>
<tr>
<td>500</td>
<td>Other Purchased Services</td>
<td>$</td>
<td></td>
</tr>
<tr>
<td>600</td>
<td>Supplies</td>
<td>$</td>
<td></td>
</tr>
<tr>
<td>700</td>
<td>Property</td>
<td>$</td>
<td></td>
</tr>
<tr>
<td>800</td>
<td>Other Objects</td>
<td>$</td>
<td></td>
</tr>
</tbody>
</table>

**Subtotals:**

400: Purchased Property Services Subtotal: $  
500: Other Purchased Services Subtotal: $  
600: Supplies Subtotal: $  
700: Property Subtotal: $  
800: Other Objects Subtotal: $  

TALENT SUB-TOTAL: $
WE’RE CREATING PRODUCTIVE EMPLOYEES!

Please join us for an informational session on the successful innovative educational experience Danbury Schools are creating for our students.....

And YOUR future employee source.

We invite you to learn about DECO and how Danbury students achieved:
✓ A high school diploma;
✓ An associate degree in IT; and,
✓ Are productive in the workplace.

Danbury Schools need community assistance to continue to fund this valuable program:
✓ 100% completed at least 3 graduate credits;
✓ 73% after 2 years have enough credits to be considered seniors; and,
✓ 98% on track to graduate on time or early

Please RSVP to Dr. Sarah Roy, Program Director roysar@Danbury.k12.ct.us or 203-790-2880 by February 16th

Thursday, February 22 (snow day: February 23) 8am -- 8:45am
Danbury High School – Seminar Room- Refreshments will be served.