DANBURY BOARD OF EDUCATION MEETING  
WEDNESDAY, SEPTEMBER 11, 2019- 7:00 PM  
Administrative Center, 63 Beaver Brook Road

MISSION STATEMENT
Danbury Public Schools, in partnership with families and the community, provides transformational learning experiences, designed to nurture thoughtful and prepared graduates.

2019-2020 District 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 (revised)

I. CALL TO ORDER

II. PLEDGE OF ALLEGIANCE

III. ROLL CALL
   Joseph Britton, Rachel Chaleski, Kate Conetta, Gladys Cooper, Richard Jannelli, Patrick Johnston, Frederick Karrat, David Metrena, Emanuela Palmares, Ralph Pietrafesa, Amy Spallino

IV. RECOGNITIONS
   Teacher of the Year:
   Matt Calvanese, Fourth Grade Teacher, Academy for International Studies......19-111(pg.4)

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 19-112 through 19-116, as recommended:

   MINUTES
   6/25/19 Superintendent Evaluation Committee Meeting.............................................19-112(pg.6)
   6/26/19 Finance Committee Meeting.............................................................................19-113(pg.7)
   6/26/19 Board Meeting.................................................................................................19-114 (pg.8)

   DONATION
   Danbury Board of Education $35,000 donation to the Pembroke Playground Project.................................................................19-115(pg.16)
GRANTS
Request for Proposals - Program Enhancement Projects for Adult Education
July 1, 2017 – June 30, 2018 ........................................................................................................19-116(pg.17)
Purpose: To provide opportunities for the expansion and enhancement of existing
educational programs and services for adults who lack the level of basic skills and literacy
necessary to be effective parents, citizens and employees.

VII. EMPLOYEE REPRESENTATIVE
“Spotlight Your School” – King Street Elementary School

VIII. STUDENT REPRESENTATIVES
DHS Representatives: Larissa Costa, Claire Moreira, Jake Goodwin, Rebecca D’Ostilio
ACE Representative: Tamara Souza

IX. PRESENTATION

X. ACTION ITEMS

A. Equity Policy
   MOTION: that the Board of Education remove from the table the
   Equity Policy (tabled at the June 26, 2019 Board Meeting)

   MOTION: that the Board of Education accept for first reading the
   Equity Policy, as recommended by the Policy
   Committee .........................................................................................................................19-117 Revised (pg.18)

B. Child Nutrition Program Agreement
   MOTION: that the Board of Education submit the ED-099
   Agreement for Child Nutrition Programs to the
   CT State Department of Education .................................................................................19-118(pg.19)

C. Primary Mental Health Program Grant
   MOTION: that the Board of Education approve the Primary
   Mental Health Program Grant.

XI. SUPERINTENDENT’S REPORT
A. Opening School Report
B. Budget Update
C. State Board of Education/Legislative request for support
D. Facilities Update

XII. DISCUSSION
A. New Teacher Orientation and Professional Development

XIII. INFORMATION
A. BMS & RPMS trip to Quebec City, Canada, April 15-18, 2020 ..............................................19-119(pg.21)

XIV. BOARD CHAIRPERSON’S REPORT

XV. BOARD REPORTS, COMMUNICATIONS AND COMMENTS
XVI. EXECUTIVE SESSION
MOTION: that the Board of Education convene in Executive Session for the purpose of discussing personnel matters, including the search for a permanent Director of Finance.

XVII. PUBLIC SESSION

XVIII. ADJOURNMENT

FUTURE MEETINGS AND DATES TO REMEMBER
September 11    Board of Education Meeting, 7:00 pm
September 24    One-hour early release for students/PD
September 25    Board of Education Meeting, 7:00 pm
September 30    Rosh Hashanah, Schools & Offices Closed
October 7       Citywide PTO Meeting, 6:30 pm
October 9       Yom Kippur, Schools & Offices Closed
October 10      Board of Education Meeting, 7:00 pm (Thursday)
October 14      Professional Development, Schools Closed
October 15      “Meet the Candidates”, Broadview Auditorium, 7:00 pm
October 23      Board of Education Meeting, 7:00 pm
October 29      One-hour early release for students/PD
October 29      AIS Trustee Advisory Meeting, 12:00 @ AIS
FOR IMMEDIATE RELEASE
Date: Aug. 16, 2019
Contact: Robin Provey or Dr. Sal Pascarella, Danbury Board of Education
Phone: (203) 942-1302 or (203) 797-4701
E-mail: robineprovey@aol.com or pascas@danbury.k12.ct.us

AIS math educator is DPS Teacher of the Year

DANBURY, CONN. — Math doesn’t come easily for everyone, and Matthew Calvanese, a fourth-grade math teacher at the Academy of International Studies, knows it. That’s why he works hard to reach every student in his classroom, from the student who can’t sit still to the one who finds math just a pile of numbers.

“I want students to know that math is for everyone,” said Calvanese, who asks students to write down how they feel about the subject at the beginning of the year. By the end of the year, most of the negative feelings about the subject have waned and students find they enjoy math, thanks to Calvanese.

“I focus on making relationships with the kids and I ask them what their interests are,” Calvanese said. “I try to find something I can connect to and we can bond over.”

For all of his efforts, Calvanese was named the district’s “Teacher of the Year 2019-20.”

“Matthew is the one of those teachers who brings out the best in our students by being approachable and making lessons practical,” said Superintendent Dr. Sal Pascarella. “He has an excellent rapport with students and works tirelessly to make sure that he engages each child, which isn’t always easy when there are 23 students in a classroom. His enthusiasm coupled with his knowledge of delivering curriculum is the key to student success.”

Calvanese has been teaching in the district at AIS since 2010 and was a substitute for a year before that. He earned a bachelor’s degree in elementary education/psychology from Western Connecticut State University, a master’s in educational leadership from Quinnipiac University and a sixth-year certificate also in educational leadership from the University of Connecticut.

“I did my student-teaching in Danbury and I just really liked it,” Calvanese said. “I like the diversity of the district and that everyone gets brought together. It’s also important that kids get a good education regardless of their zip code and circumstances. The district offers a solid education. I like the magnet theme and focus. We talk about socially responsible global citizens. The world is wide open, and it’s an amazing thing to have that awareness that students here share.”

Exhibit #19-111
Despite the glory of his success, Calvanese said he still finds it challenging to meet the demands of more than 100 students every day.

“I always feel like there’s not enough time to help everyone,” he said. “I get them for just one year and I need to make the most of it.”

Calvanese said being chosen as Teacher of the Year is exciting, but he gives a nod to his colleagues for helping him along the way.

“It’s an honor, but it’s also an honor for our school,” Calvanese said. “The other teachers influenced me, and I have learned from them. It’s a celebration of all our hard work and dedication.”

#Danbury Board of Education#
Present: Gladys Cooper, Richard Janelli, Fred Karrat

Also Present: Emanuela Palmares, Kate Conetta

Meeting called to order by G. Cooper at 6pm.

Motion made by F. Karrat to enter into executive session to discuss the superintendent’s evaluation; seconded by R. Janelli. Motion passed.

Discussion ensued.

Group discussed doing a wrap-up meeting with Dr. Sal in early September to discuss the notes, questions and feedback from the June 11 Special Meeting. After this meeting in September, the group will create a specific to-do list, with the expectation that Dr. Sal will report back to the Board on a quarterly basis to discuss progress. It was also suggested that the Board self-evaluation be placed with the Superintendent evaluation committee and conducted in tandem.

F. Karrat moved, seconded by K. Conetta, to re-enter public session. Motion passed.

F. Karrat moved, seconded by R. Janelli, to adjourn the June 25 Superintendent Evaluation Committee Meeting. Motion passed and the meeting adjourned at 7:15pm.

__________________________________________
Kate Conetta

Exhibit # 19-112
Present: Gladys Cooper, Richard Jannelli, Fred Karrat

Also Present: Joe Martino, Kim Thompson, Joe Britton, Dr. Sal Pascarella, Dr. Kara Casimiro, Anne Mead, Kate Conetta, Kevin Walston, Kelly Truchsess, Pat Johnston, Emanuela Palmares

Meeting called to order by R. Jannelli at 5:30pm.

J. Martino provided draft budget reduction handouts; discussion ensued.

Recommended cuts include approx. $1M in staff cuts, approx. $1.2M in various other cuts including health insurance savings, curriculum development, heating oil, instructional supplies, technology lease, security grant. Identified approx. $500K in possible delayed position filling if needed to make up deficit.

Noted that this was the most challenging in the last 8 years in terms of closing books in the black. Several people noted there is no room for error or variation as we are running so close to the margin, it would create a financial issue immediately. Concerns about rolling $500K-$1M deficit into next year’s budget. Contributing factors include increased hires at the start of the school year, large number of health claims in February and April. Expectation of jump for special education spending due to out-of-district placements – tuition & transportation costs.

Mayor is aware of the financial situation. Clarification received from the mayor that any special education “excess” funds provided back from the state are already rolled into the city’s allotment for education, so only if the reimbursement exceeds what it has been in previous years will additional funds be passed to the schools. Mayor also made an offer to provide $500-600K in funding to the schools if needed – this is separate from the Matrix money ($550K) which pays out only once the project moves forward.

F. Karrat moved, seconded by G. Cooper, to accept the amended budget as proposed. Motion passed.

Before the meeting ended, R. Jannelli commented: we can’t go on any longer having meetings to discuss reductions to our proposed budget. We are eroding the foundation of our financial stability and we can no longer do more with less. It’s time to unite the stakeholders in Danbury and next year put forth a plan to advocate from both city and state for more funding. We have needs and we must use them to support our requests .

Motion made by G. Cooper, seconded by F. Karrat, to adjourn the June 26 Finance Committee Meeting. Motion passed and the meeting adjourned at 6:45pm.

Kate Conetta

Exhibit # 19-113
CALL TO ORDER
The Chairperson, Patrick Johnston, called the meeting to order 7:02 pm and those assembled recited the Pledge of Allegiance.

ROLL CALL

Present:    Joseph Britton, Kate Conetta, Gladys Cooper, Richard Jannelli,
Patrick Johnston, Frederick Karrat, Emanuela Palmares, Ralph Pietrafesa,

Absent:    David Metrena, Rachael Chaleski and Amy Spallino

Also Present: Dr. Pascarella, Joe Martino, Kelly Truchsess, Kim Thompson, Kevin Walston and
Kara Casimiro

RECOGNITIONS

PUBLIC PARTICIPATION

- I am Irving Fox, past Chairman of the Danbury Board and currently co-president of the King Street
  PTO and presently, since 2013, a City Councilman for the First Ward. I am concerned about the
  meeting on June 12th of the Sites and Facilities Committee. I would like to caution the Board to take
  into consideration the feelings of the community. I had a chance to look at the minutes and had
  conversations with some people afterward. I just wanted to express my concerns about some of the
  conclusions that were reached, and I understand that meeting may be preliminary. I know that a lot
  of work to go into sculpting, studying and planning. I just like to question the Board, as they take
  those things into consideration, the feeling of the community. Working with the Mayor and others
  we can find the right plan to get the right school space. Our population is increasing as we all know
  and need to build more classrooms. I know that we need to find room, but I think we can do that
  without disrupting hundreds of thousands of families. I urge Board members to look very closely
  and consider the resident’s concerns as they formulate the plans and that a plan comes forward to the
  public that is appropriate. Thanks for a great school year. Being a parent of 4 children in the school
  district, I am very satisfied with the school. I thank the Board and the staff for their hard work.

- Juan Vasquez told the Board that he was here to represent the Veterans of Foreign Wars (VFW). He
  said that his organization would like to bring a writing contest to the schools. As background
  information, he said the VFW has sponsored educational programs since 1947. The writing contest
  is for student’s grades 9-12. Nationally 30,000 students participate. Students compete by writing
  and recording an audio essay on an annual patriotic theme. Prizes and scholarships can be awarded
  at the Post, District, state and national level. The post level is $1,000. State Department winners
  receive an all-expense-paid trip to Washington, D.C. a tour of the city and receive a portion of
  $154,000 of the national award. The top scholarship prize is $30,000. The process is to record their
  original 3-5 minutes essay on a CD, flash drive or e-mail to the VFW post. No music, singing,
  poetry or sound effects. There will be a winner for every 15 entry from each VFW Post which will
  advance to the District and one District winner advances to the State Department for the competition,
  Deadline for the entries is midnight October 31, 2019. He said he realizes that this is short notice for
  this year, but possibly the district can participate in the 2020-21 school year. Mr. Vasquez had a
handout describing in detail the overview, prizes, and scholarships, qualifications, and process for this contest including the deadline and judging criteria.
Dr. Pascarella asked what the theme is for the contest, Mr. Vasquez stated that it is “What Makes America Great”. The Superintendent also mentioned to Mr. Vasquez that Abbott Technical School is not under the auspices of the public-school district and that it is a State of Connecticut school, so he would have to present that to them as well.
Kara Casimiro told the Board that she will talk with Mr. Vasquez about the VFW Contest.

- Tim Seibert told the Board that he also lives in the King Street area and is formerly a PTO President. He stated that he coaches baseball, basketball, soccer and is also a member of the Rotary Club. He went on to say that he supports many of the community functions. Most of the people behind me in this audience also lives in the King Street area and I’m here speaking on their behalf. We are all pretty concerned about the agenda at the Sites and Facilities meeting. It seems there is going to be some drastic changes in the King Street campus. We have sacrificed a lot for this community. We have a close relationship with that school, and we don’t want to see that tarnished. When I read the proposal, I wondered how it came to this. We sacrifice everything to support the children and much of this is going to be dumped on our shoulders. When this city has real estate opportunities opening up, why are they not taking advantage of them? Amphenol downtown could have been converted for those kids.

CONSENT CALENDAR

MOTION - Gladys Cooper moved, seconded by Fred Karrat that the Board of Education approves the items on the Consent Calendar, Exhibits 19-101 through 19-103, as recommended:

MINUTES
6/11/19 Special Board Meeting
6/12/19 Sites & Facilities Committee Meeting
6/12/19 Board Meeting
Motion carried at 7:15 pm.

EMPLOYEE REPRESENTATIVE – None present

STUDENT REPRESENTATIVES
The former Student Representatives introduced the new Representatives. They also thanked the Board for an amazing year. Before introducing the new Representatives, they mentioned what colleges they plan to attend in the Fall and what their course of study will be.

The new Students Officers of BOG and Representatives from Danbury High School are for 2019-2020. Larissa Costa, President of the BOG, Claire Moreira Vice President. Jake Goodwin Secretary. Larissa Costa said unfortunately, our B.O.G Treasurer, Rebecca D’Ostilio, isn’t here due to traveling but she is here in spirit! She went on to say before we begin, I would just like to say it is an honor to be here with you all tonight and be a part of such an important aspect of our daily lives and of our fellow students. I would also like to thank you all for working hard to not only make our futures bright but also the futures of the many other students in our school system. With that being said, here are some announcements about the end of the school year for DHS!

- Senior Prom, with the unique theme of “Ice Ball” took place on May 24th at the Amber Room with hundreds in attendance. It was a fantastic time for all who came.
• Seniors Gabby D’Ostilio and Montez Osbey were awarded at the 2019 Scholar Leader Dinner on May 28th, hosted by the Fairfield County Association of Secondary School Principals. Congratulations to the two of them!
• A recognition ceremony for the 19 students who completed the 2018-2019 AP Spanish Independent Study Program for English Learners (ELs) was held the first week of June in the Black Box theatre. A big thank you to teacher Soraya Bilbao for steering students towards this accomplishment.
• The Senior Barbeque took place on June 14th and was a big hit!
• Class of 2019 has graduated! Despite less than ideal weather, Graduation took place on Wednesday, June 19th. Including ACE, nearly 700 students graduated.
• The NHS Spring Induction Ceremony took place Thursday, May 23rd. Congratulations to the new Inductees, who were chosen for their exceptional achievements in academics and community service.
• May 28th, the Science National Honors Society Members received their long-awaited Certificates of Membership.
• June 11th, a ceremony took place in which 60 students involved in the CNA Program received their CNA pins.
• Alanna Smith, a freshman on the Girls Track and Field team, was the 400 Meter New England Champion. Her score of 55.49 seconds is an FCIAC record and a Thornton Academy facility record. She also won the State LL Championship Titles in the 100m, 200m, and as stated before, the 400m in early June.
• Emily Bogues and Shannon Quinn, DHS seniors, were selected to the CHSCA All-Star softball Game in Meriden CT on June 12th. Both Emily and Shannon also earned All-FCIAC honors this spring in helping lead the Hatters to a 13-7 record, FCIAC Playoffs, and CIAC 2nd Round. Congratulations.
• Congratulations to Javon Hernandez for making the 2019 Class LL Connecticut All-State Baseball team, voted on and selected by the Connecticut High School Coaches Association.
• Girls Outdoor Track won Connecticut Team of the Year! What an outstanding achievement! They were the third team to be named a CHSCA CT team of the year, joining our Girls Cross Country and Wrestling Teams as the best teams in their sport in CT this year.

Emanuela Palmares said all three of you young ladies have left an impression on us with the awards you have received and the things you have done. Gabby’s was performance was amazing and what you gave of yourself for those three days. I am always going to remember that play. Good luck to all of you.

Ralph Pietrafesa, Chairperson of the Sites and Facilities Committee, said since this is the last meeting, I want you to know that every year we put out studies and I do agree that real estate comes up at the City Council. I do know your concerns about redistricting. We are not going to try to tarnish anything. I hate using that word tarnish. These are just studies that are being made. Sites and Facilities always kick this back to the City to look at what we can do. That was only a Committee meeting – no conclusions have been drawn. Nothing will be done until next year. It is our intention that we take everyone into consideration.

Ms. Palmares ask that all of you as representatives of King Street be a little more mindful of the overall work of the district and look at it as a holistic approach. I do understand your concerns and the culture of your community because everyone has a certain culture of living and you feel that may be in jeopardy. Culture of diversity needs to be embraced in every area. That’s part of growth and has changed from twenty or thirty years ago. We’re trying to look at the whole district. We are going to look at it as a realistic approach and the culture of the King Street area that you are trying to preserve. There is an overall diversity. The culture has been changed. What I have heard is that the incoming of
downtown children will tarnish that culture. Your concerns are that the culture is what you are trying to preserve. Times have changed. We all have questions on the real estate sites. We need parents like you to advocate in the right places such as City Hall for what you want. Your respect is beautiful, and everyone has a culture. Culture comes from building communities. Together we can both feel respected. We are do everything that we can to follow our mission which will be one of focusing on equity and encourage that work. We need to work together and trust that we are trying to do everything we can for our mission.

Someone in the audience asked if they could respond to Ms. Palmares comments.

Mr. Johnston’s reply was unfortunately no. We can’t get into a dialogue at a Board meeting. There will be meetings coming up and we can have discussions. The reason why Mr. Pietrafesa spoke is just to let everyone know that nothing has been done. This is just another outlook into seeing where we can expand. We did it with knowing that we were not doing anything yet. Mr. Pietrafesa said we figured since is the last meeting and that we won’t meet again until September since you took the time to come here tonight, we appreciate that. We don’t normally respond the same evening, but didn’t want you to leave just making a statement to us without some kind of a response

Mr. Johnston said that Mr. Pietrafesa spoke on behalf of the Committee since we didn’t want you to leave thinking that conclusions have already been made. Mr. Johnston said if you would like to wait until after the Executive Committee Meeting you can talk to me or anybody you wish to speak with. Thank you so much also for coming tonight and your comments. Mr. Pietrafesa said he will give you his e-mail address. The Chairperson stated if you want to stay tonight until after the Executive Session, we can see me then.

The Chairperson told the audience that unfortunately for us, Mr. Martino will be leaving our district. Joe, we all got together and got you a card. We are all sorry to see you go, Joe. We are going to miss you a lot. We appreciate all that you have done for us and we thank you. The Board gave him a standing ovation.

Dr. Pascarella said we are getting things done since Mr. Martino came to the district. He said that because of Joe we were able to accomplish things that we couldn’t seem to do in the past. You always put our kids first. We wish you well. You are a good man and we will miss you tremendously.

Mr. Martino said leaving this district was not an easy decision. When I came to Danbury, I was a young 33-year-old and I’m a couple of years older than that now. The support level that you have given me was much appreciated. We have been through some complicated things and a lot of infrastructure projects like portables and the Board has always supported them. We have come through some complicated projects and we’ve done some good projects. I told Dr. Pascarella that I will stay on for the transition as long as needed since the budget is complicated. I appreciate all the support you have given me.

**PRESENTATION - None**
ACTION ITEMS

2019-2020 Budget

MOTION: Gladys Cooper moved, seconded by Fred Karrat that the Board of Education approve and set the School District’s budget in the amount of $134,986,000 (2.08%) for the fiscal year 2019-2020.

Motion passed at 7:40 pm.

Mr. Martino said there are some challenges and moving forward with additional costs and we are working with the City.

A discussion ensued concerning various aspects of the budget.

Mr. Martino said there is already overcrowding in the DHS buses. The bus company is trying to consolidate its runs. When I came here, there were 65 full-size buses, now there are 85 full-size buses.

Mr. Jannelli said this the worse budget I have ever seen. This community has to stand behind the Board of Education and help us advocate for more funding. I don’t really care where the money comes from whether it be a combination from the City or State, but we are not doing our children the justice that they deserve with the challenges that we have. We have a population that’s increasing, and we have a lack of space. We have no wiggle room in this budget for next year. We have a maintenance budget that’s not doing anything to create new programs. We cannot cut anymore. My feeling is that we have to wake up the City and come together as a community and do a better job of understanding funding and what we need. We cannot cut anymore. We can justify the areas where we need the money. I want that for the record.

May 2019 – Operating Results Analysis (General Fund/Grants/Projects)

MOTION: Gladys Cooper moved, seconded by Fred Karrat that the Board of Education accept the May 2019 Operating Results Analysis (General Fund/Grant/Projects)

Motion passed at 7:42 pm.

Mr. Martino told the Board that for the month of May the district expended $10,719,115 resulting in a fiscal year-to-date expenditure value of $106,439,615 which represents 80.5% of the General Fund total budget. Mr. Martino told the Board for the month of May, the district expended $2,193,082 resulting in a fiscal year-to-date expenditure value of $20,603,567 which represents 65.6% of the Grants budget.

Technology Lease - TABLED

MOTION: Emanuela Palmares moved, seconded by Ralph Pietrafesa that the Board of Education Table the Technology Lease.

Motion passed at 7:43 pm

Mr. Martino said he would feel better approving the Technology Lease once the funding is released. It may be modified from $750,000 and may drop to $450,000. The council has already approved the application. He will then bring it back to the Board for approval.

Increase in School Lunch Prices

MOTION: Gladys Cooper moved, seconded by Fred Karrat that the Board of Education approve the increase in School Lunch prices for 2019-2020

Motion passed at 7:46 pm.
Mr. Martino told the Board that the increases in the school lunch program is mandatory by the State. Mr. Jannelli asked what the criteria was for a student to receive free lunch. Mr. Martino replied that if the family is enrolled in a social program, for instance, SNAP, Husky, and other state agencies, then the student can automatically receive free lunch.

**Tuition Rates**

**MOTION:** Gladys Cooper moved, seconded by Kate Conetta that the Board of Education approve the tuition rates for 2019-2020

**Motion passed at 7:47 pm.**

The Board had questions about the tuition rates for the year 2019-20: ACE $24,049, DHS $16,033, Grades K-5 and Middle School $13,248. Mr. Martino said these are the rates that he would charge the district sending a student to our schools. In my tenure here, we’ve had only one student from another district.

**Rental Fund**

**MOTION:** Gladys Cooper moved, seconded by Ralph Pietrafesa that the Board of Education approve the following projects out of the rental fund in accordance with revised Exhibit 19-108

**Motion passed at 7:48 pm.**

Mr. Martino said with the exception of Pembroke playground which is a project we need to fund to make it ADA compliant, the balance of the items will be funded out of the rental account. Each item is a cost estimate for replacement.

**Equity Policy - TABLED**

**MOTION:** Fred Karrat moved, seconded by Emanuela Palmares that the Board of Education Table for first reading the Equity Policy, as recommended by the Policy Committee

**Motion passed at 7:50 pm.**

Mr. Karrat told the Board that he apologizes for having to table this Equity Policy tonight. The Committee needs time to have a meeting and will then review and recommend the policy for first reading. Patrick Johnston told the Board that the Equity Policy that is being tabled tonight will be on the agenda for the first or second meeting in September.

**Teacher Evaluation Plan**

**MOTION:** Gladys Cooper moved, seconded by Fred Karrat that the Board of Education approve the Teacher Evaluation Plan

**Motion passed at 7:51 pm.**

**Revised Board of Education Meeting dates 2019-2020**

**MOTION:** Gladys Cooper moved, seconded by Kate Conetta that the Board of Education approve the revised Board Meeting dates for 2019-2020 (Thursday, October 10, due to Yom Kippur)

**Motion passed at 7:52 pm.**
The Chairperson, Patrick Johnston, asked for a motion from the Board to Amend the Agenda to add an Action Item

**Family Resource Center Program at Morris Street School - AMENDED**

**MOTION:** Richard Jannelli moved, seconded by Fred Karrat that the Board of Education amend the June 26, 2019 Board Agenda to add an action item for approval of the grant application for the Family Resource Center at Morris Street School.

Motion passed at 7:53 pm.

**Family Resource Center Program at Morris Street School**

**MOTION -** Richard Jannelli moved, seconded by Ralph Pietrafesa, that the Board of Education approve the submission of the application package to the State Department of Education for the renewal of a Family Resource Center Program at Morris Street School, July 1, 2019 through June 30, 2021.

Motion passed at 7:54 pm.

**SUPERINTENDENT’S REPORT**

**Graduation update**
Dr. Pascarella told the Board that 670 students graduated on June 19th. He said he is always amazed that there are no disruptions and that the students show a lot of respect for the speakers. I’ve been to a lot of graduations. I am proud and in awe of our students and their respect for the whole graduation process.

**Recruitment of Finance Director**
Kim Thompson told the Board that we posted the Finance Director’s position. We have had four applicants so far. Hopefully, we will get some additional applicants in the next couple of weeks. Since this is a cabinet member position, the interview process will be the two panels and a Board member on each panel.

**Summer School**
Mr. Walston told the Board that they have four sites: Ellsworth, King Street Primary, Mill Ridge Primary and Park Avenue. We have 600 in early childhood programs. We will be starting summer school on July 8th to August 1 – 8:30 to 11:30 for students and 8:00-12:00 for staff—lunch will be available. There will be 617 students in K5 elementary. There are 18 students in the accelerated program which be at high school one program for the middle school will be at Broadview from July 1st through August 1st from 8:00 to 2:30. A little different this year as classes will be from Monday through Thursday. No classes on Friday.

Ms. Truchsess told the Board that the special education summer program will start on July 1st run through August 1st. We have about 200 staff members who are meeting tomorrow. We will be receiving about 330 special education students within the program with ages ranging from 3 to 21 and we will be at the Magnet School.

**Summer Projects**
Mr. Martino said the projects for summer are short. We need to get to the Westside and address space there. DHS has two floors of tile to be replaced. Insurance will cover; $97,000 came from the City of cover it.

**DISCUSSION** – None
INFORMATION - None

BOARD CHAIRPERSON'S REPORT
Mr. Johnston told the Board to have a great summer. He said graduation went off like clockwork. It was tremendous. He addressed Mr. Martino and said, “I am sorry to see you leave”.

BOARD REPORTS, COMMUNICATIONS AND COMMENTS
Mr. Jannelli said that Joan Kayser had to leave high school 3-4 months before graduation and came back after 65 years to receive her diploma. That was a memorable event for this graduation.

Ms. Cooper said I would hope that we would look at Danbury as a very diverse community. I would not refer to the kids as ‘those kids.’ We should look at people as people. I want to say that I try my best not to use that type of phrase. I’ve been on the Board for 28 years and I feel we do our best for all the children in Danbury.

EXECUTIVE SESSION

MOTION: Kate Conetta moved, seconded by Richard Jannelli that the Board of Education convene in Executive Session to discuss a personnel matter regarding a grievance from D. Froehlich.

Motion carried at 8:00 pm

The Chairperson called the Executive Session to order at 8:05 pm and turned the discussion over to Kim Thompson.

Present: Joseph Britton, Kate Conetta, Gladys Cooper, Richard Jannelli, Patrick Johnston, Frederick Karrat, Emanuela Palmares, Ralph Pietrafesa,

Absent: David Metrena, Rachael Chaleski and Amy Spallino

A discussion ensued.

PUBLIC SESSION

MOTION: Fred Karrat moved, seconded by Ralph Pietrafesa, to return to Public Session.

Motion carried at 10:00 pm.

ADJOURNMENT

Fred Karrat moved, seconded by Ralph Pietrafesa, that the Board adjourn its June 26, 2019 Board Meeting and the meeting adjourned at 10:02 pm.

Gladys Cooper, Secretary

(the meeting was videotaped)
August 18, 2019

Board of Education Members
Danbury Public Schools
63 Beaver Brook Road
Danbury, CT 06810

Dear Board of Education Members,

Thank you very much for your extremely generous support of The Pembroke Playground project. Your tax-deductible donation of $35,000 helped us get a matching donation of $35,000 from another foundation and will go directly towards the purchase of new, accessible and interactive playground equipment for a safe play environment at Pembroke Elementary School.

Pembroke Elementary School has one hundred and seven students with special needs across six grade levels (Kindergarten through fifth grade) with a total population of three hundred and fifty students. The objective of the inclusive playground is to help all students have an opportunity to play, jump, climb and be social without limitations thanks to adaptive playground equipment built especially to meet the needs of all skill levels and abilities for children ages two through twelve.

Your donation will directly benefit students with Autism, Intellectual Disability, Cerebral Palsy, Down Syndrome, Medically Fragile, Learning Disabled, and other health impairments. Pembroke Elementary School, as well as the Danbury community, is in desperate need for an accessible playground that is in ADA compliance. With your donation, we are one step closer to having our dream become a reality!

Thank you again for your interest in helping all of our students have an opportunity to enjoy outdoor play on a new accessible playground!

Sincerely,

Dr. Sharon Epple
Principal

Share our dream for all children to play together!

Exhibit #19-115
III. APPENDICES

APPENDIX A

APPLICATION COVER
FOR 2019–20 ADULT EDUCATION PROGRAM ENHANCEMENT PROJECTS

Bureau of Health/Nutrition, Family Services and Adult Education

Title of Grant: WERACE Program Enhancement Projects

Applicant Organization: Western Connecticut Regional Adult and Continuing Education
10 Crosby St, Danbury CT, 06810

Initiated By: Terence Cunningham, Director (203) 797-4731
cunnit@danbury.k12.ct.us

Project Director: Terence Cunningham, Director (203) 797-4731
cunnit@danbury.k12.ct.us

Submitted By: Dr. Sal Pascarelli, Superintendent 203-797-4731

Signature of Superintendent of Schools or Chief Executive Officer of Agency:

<table>
<thead>
<tr>
<th>Priority Area</th>
<th>Code</th>
<th>Funds Requested</th>
<th>Matching Funds</th>
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<tbody>
<tr>
<td>Workforce Readiness – Elementary ESL and ABE/GED</td>
<td>AE-19-1E</td>
<td></td>
<td></td>
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<tr>
<td>Workforce Readiness – Secondary CDP and NEDP</td>
<td>AE-19-1S</td>
<td>$ 40,000</td>
<td>$ 8,000</td>
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<td>Family Literacy – Elementary ESL and ABE/GED</td>
<td>AE-19-2E</td>
<td>$ 50,000</td>
<td>$ 10,000</td>
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<tr>
<td>Family Literacy – Secondary CDP and NEDP</td>
<td>AE-19-2S</td>
<td></td>
<td></td>
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<tr>
<td>Correctional Education and Other Institutionalized Individuals or Special Populations</td>
<td>AE-19-3</td>
<td></td>
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<tr>
<td>Expansion of the NEDP</td>
<td>AE-19-4</td>
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<tr>
<td>Integrated Education and Training (IET)</td>
<td>AE-19-5</td>
<td></td>
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<tr>
<td>Transition to Postsecondary Education and Training</td>
<td>AE-19-6</td>
<td>$ 40,000</td>
<td>$ 8,000</td>
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<td>English Language Acquisition (ELA) and Integrated English Literacy and Civics Education (IEL/Civics)</td>
<td>AE-19-7</td>
<td>$ 38,000</td>
<td>$ 7,600</td>
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<td>CT Adult Virtual High School</td>
<td>AE-19-8</td>
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<td>Total Funds Requested</td>
<td></td>
<td>$ 168,000</td>
<td>$ 33,600</td>
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</tbody>
</table>

Date Submitted: Sept. 11, 2019

Date of Board/Agency Approval: Sept. 11, 2019

Exhibit # 19-116
Students deserve a respectful learning environment in which their cultural, racial and ethnic diversity is valued and contributes to successful academic outcomes. Danbury Public Schools is committed to identifying and correcting practices and policies that perpetuate the achievement gap and institutional racism in all forms in order to provide all of its students the opportunity to succeed. This commitment means that student success will not be predicted nor predetermined by characteristics such as, but not limited to, race, ethnicity, family economics, mobility, language, marital status, gender, sexual orientation, gender identity, disability, initial proficiencies, or religion. In addition, the District will actively seek and analyze relevant disaggregated data through an equity lens and use that data to explicitly identify and address all disparities in educational outcomes for the purpose of decision making, and targeting areas for action, intervention and investment.

We acknowledge that equity is both a process and an outcome, which demands a relentless commitment to make changes to our systems, which is necessary to achieve our vision that ALL learners advance to their highest potential. Educational equity goes beyond formal equality, where all students are treated the same, to fostering a barrier-free environment where all students have access to opportunity to benefit equally.

To fulfill this, Danbury Public Schools will:

1. Welcome, respect and value the diversity of its students, parents, staff and the broader community.
2. Commit to advancing optimum participation in, contribution to, benefit from and enjoyment of learning and work experiences by diverse students, parents, staff and community.
3. Promote and provide equitable distribution of resources, opportunities, facilities and supports, even when this means differentiating resource allocations on the basis of student needs. Resource allocation shall support the definition of educational equity adopted in this policy while complying with state and federal funding mandates.
4. Offer opportunities for all staff to improve its cultural competencies in serving a diverse student body and community.
5. Commit to the continual improvement of culturally relevant curriculum and the diversification of materials, texts, and resources that are reflective of the multicultural community we serve.
6. Provide professional development to teaching staff specifically designed to strengthen employee’s knowledge and skills for eliminating opportunity and achievement gaps between groups of students.
7. Seek partnerships with outside agencies, organizations and persons who have demonstrated culturally specific expertise to assist the District in meeting its equitable education and business goals.
8. Employ staffing processes that support and engender racial, gender, and language diversity in its staff through recruitment, employment, training and retention of employees.

Embracing our diversity through inclusion creates an environment that leverages that diversity and creates schools where students, families, community members, and employees feel welcomed, valued, supported, and where students and staff can perform to their personal best.
Authorized Signatures Change Form

Read the Instructions to Complete the Authorized Signatures Change Form before completing the form. Return this form to the CSDE Child Nutrition Programs at the address above.

This is to certify that on ________________________ , as shown in the minutes of

Date

Danbury Public Schools
Name of Corporation, Board of Education or Governing Body

the following action was taken to revise the Authorized Signers of the ED-099 Agreement for Child Nutrition Programs.

1. The person designated below is authorized to sign this agreement and to sign claims for reimbursement.

Signature
Superintendent
Title (Superintendent of Schools, Mayor, Selectman, President or Chairperson of the Board, Pastor or Commissioner)

Dr. Sal V. Pascarella
Printed Name
Date

2. In the absence or incapacity of the first designated individual, the second person designated below is authorized to sign claims for reimbursement.

Signature
Asst. Director of Finance
Title (Assistant Superintendent, Business Official, Principal, Headmaster, City or Town Manager, Executive Director or Deputy Commissioner)

Ann Adriani
Printed Name
Date

3. The signature below certifies the above action.

Signature
Secretary
Title (Secretary of Corporation, Town Clerk, Secretary of the Board)

The ED-099 Agreement for Child Nutrition Programs is the formal agreement between a sponsoring organization and the CSDE to operate one or more of the U.S. Department of Agriculture (USDA) Child Nutrition Programs. When the sponsoring organization’s Agreement was approved, two originals were signed by the sponsoring organization and the CSDE. One original was returned to the sponsoring organization.

Page 4 of the Agreement designates representatives authorized to enter into an agreement with the CSDE and to sign the claim for reimbursement. The Agreement is permanent and amended as changes occur. The CSDE recognizes that one or both of the authorized signers will change periodically. The Authorized Signatures Change Form must be executed whenever one of the two authorized signers changes. Claims for reimbursement are valid only when signed by authorized signers on file with the CSDE. Board action must occur to make changes to authorized signers so that claims can be signed and submitted, and reimbursement delays are avoided.

- **Date** of the board meeting is when the governing body of the sponsoring organization took action to change one or both of the authorized signers.

- **Signature 1** is the designated representative authorized to sign the Agreement for Child Nutrition Programs and to sign claims for reimbursement. The person is head of the governing body, e.g. the chief officer elected or appointed to assume legal responsibility for the organization (superintendent of schools, mayor, selectman, corporate president, chairperson of the board, pastor, or commissioner).

- **Signature 2** is authorized only to sign the claims for reimbursement in the absence or incapacity of the first designated individual (assistant superintendent, business official, principal, headmaster, city or town manager, executive director or deputy commissioner).

- **Signature 3** certifies the board action and is not authorized to sign the claim. This must be a different person from signatures 1 and 2 (secretary of the board, town clerk or secretary of the corporation).

Mail the original signed and dated Authorized Signature Change Form to:

Connecticut State Department of Education
Bureau of Health/Nutrition, Family Services and Adult Education
Child Nutrition Programs
450 Columbus Boulevard, Suite 504
Hartford, CT 06103

Questions may be directed to the CSDE’s Child Nutrition Programs staff. For more information, see the CSDE’s handout, *Child Nutrition Staff and Responsibilities*.

June 13, 2019

Dear Mr. Walston,

I am writing to request approval to lead a trip to Quebec City, Canada during spring break in 2020. This would be a wonderful opportunity for Danbury’s 7th and 8th grade students of French to hear and practice the language in an authentic setting, learn about Quebecois culture and see first-hand sites we studied in class. Ideally, we would have 20 students and three chaperones coming from both Roger’s Park and Broadview Middle School. The cost would be $950 (or $900 with 21-23 students attending). This is far more affordable than traveling to Europe. Of course, we will hold fundraisers to make it even more affordable.

We have very enthusiastic students who would love the opportunity to experience a new culture, new foods and another part of the world! Pending your approval, we would open the program up for enrollment in September, allowing families to budget their payments over seven months.

Thank you for your consideration.

Amy Sykes
French Teacher
Broadview Middle School
# STUDENT TRIP SUMMARY FORM
(Revised October 2016)

**DESTINATION:** Quebec City, Canada

**PURPOSE:** French Language + Quebec Culture (Students will have studied a unit on Quebec + famous sites, foods, people, etc.). This will bring their learning to life and allow them to practice French with native French speakers.

**DEPARTURE DATE:** April 15, 2020

**RETURN DATE:** April 18, 2020

**NUMBER OF SCHOOL DAYS MISSED:** 0 (spring break)

**IF FUND RAISER, PLEASE EXPLAIN:** We will organize fundraisers - raffle, bake sale, etc.

**METHODS OF TRANSPORTATION:** Coach Bus

**ITINERARY:** See attached.

**SUPERVISOR/CHAPERONES:** Amy Sykes, Prospere Walter, French teachers from BMS + Rogers Park (if necessary, a third chaperone TBA)

**MAXIMUM # OF STUDENTS:** 20-23

**STUDENT ELIGIBILITY:** 7th & 8th Grade Students

**STUDYING FRENCH (Broadview + Rogers Park) in Danbury Schools**

**COSTS:** $950

**SOURCE OF FUNDING:** Students + fundraiser

**SOURCE OF FUNDING FOR STUDENTS WITH FINANCIAL NEEDS** (Parents will be notified of procedure to apply for financial assistance through field trip announcement):
- Fundraising
- Payment Plan (Monthly Payments)

**TRIP CANCELLATION PROVISIONS AND FEE FORFEITURE PROCEDURES** (see attached)
- No fault insurance required for all trips $500 and over.
- Recommend payment by credit card for added insurance.

**# STUDENTS PER CHAPERONE:** 6 or 7

Board Policy - 1 Adult to 8-10 students
1 Teacher to 10-12 students

Principal's Signature

Deputy Superintendent's Signature

Trip Supervisor

Superintendent's Signature
QUEBEC CITY

Broadview Middle School
April 15 - 18, 2020
4 DAYS

Estimated Travel Time: Danbury (CT) to Quebec City (QC) = 490 miles, 8 hours
DAY 1: TRAVEL TO QUEBEC CITY

Wednesday 15-Apr-2020

- 06:30 Board your bus at your school and travel to Quebec City
- 15:30 Meet your Quebecois Promotour Tour Director upon arrival, he/she will remain with your group for the entire duration of your stay
- At Immersion Quebec, with the help of a virtual reality headset, Quebec's history will be revealed thanks to 3D animation techniques and a friendly competition of knowledge, skills and speed. Then, create a personalized historical avatar and interact with the terminals scattered throughout the room
- Have dinner at the restaurant l'Homme de la Terre, a gourmet bistro that specializes in the art of coloissanite and authentic Quebecois meals
- Traverse the mighty St. Lawrence River on a ferry to enjoy a sailor's view of the Plains of Abraham and Chateau Frontenac
- Overnight accommodation at Best Western Plus Centre Ville Quebec (or similar)
- A night hall monitor will provide added security for 4 hours

DAY 2: QUEBEC CITY

Thursday 16-Apr-2020

- Enjoy breakfast at the hotel with your group
- Be immersed in modern circus techniques at the École de Cirque de Québec; under the supervision of qualified instructors try a wide variety of circus equipment & activities (subject to availability)
- Have Poutine for lunch, a Quebec specialty, it's more than just French fries, cheese & sauce
- Visit the Copper Museum, watch a demonstration of "Ropousid" work and then live the experience of an artisan by working on your own copper piece that you can bring home
- Stop at Atelier Paré to listen to Quebecois folk tales and follow the story on a carved wooden mural depicting the events
- At Parc de la Chute Montmorency have time for photos, to walk over the suspended bridge, and take the 487 steps for a different view of the falls which are higher than those of Niagara Falls
- Live the Quebecois tradition of "sugaring off" at the Erable du Lac Beaudoux sugar shack - tour the sugar shack, enjoy a lumberjack meal & learn traditional dances and folk songs
- Overnight accommodation at Best Western Plus Centre Ville Quebec (or similar)
- A night hall monitor will provide added security for 4 hours

DAY 3: QUEBEC CITY

Friday 17-Apr-2020

- Breakfast at Restaurant Le Cochon Dingue (croissants & a bowl of hot chocolate), a small Parisian bistro with a wildly contagious and irresistible Quebecois "joie de vivre"
- At the Musée de la Civilisation, have a guided visit of the exhibit People of Quebec... Then and Now. It's a journey into the heart of Québec's history and rich culture
- Wander through the enchanting Quartier Petit Champlain, the oldest shopping district in North America; don't miss the famous "Escalier Casse-cou" and "Wall of History"
- Have lunch on your own
- With the Morrin Cultural Center guide, "Live the Life of a Convict" and discover how prisoners were treated back in the 1800's
- With quiz sheet in hand and your own digital camera, set off in teams on a Photos Rally Game through Vieux Quebec. Prize for the winning team
- Have dinner at a local restaurant
- Participate in the animated historical ghost tour "Crimes in New France"; revisit the most famous crimes and ghosts in the history of Vieux-Quebec
- Overnight accommodation at Best Western Plus Centre Ville Quebec (or similar)
- A night hall monitor will provide added security for 4 hours

DAY 4: QUEBEC CITY - RETURN HOME

Saturday 18-Apr-2020

- Enjoy breakfast at the hotel with your group
- At the Plains of Abraham Museum, visit in The Soldiers of the Martello Tower, learn about daily life of a soldier of the 1812 Battle in Quebec
- Say a fond Au Revoir to your Quebecois Promotour Tour Director
- 10:30 After a fun-filled trip, board your bus and depart for the USA
PRICE PER PERSON SHEET
This is a privately operated tour - you will not be combined with another group.

<table>
<thead>
<tr>
<th>PRICE PER PERSON</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>(maximum 1 bus = 54 seats)</td>
<td></td>
</tr>
<tr>
<td>21 to 23 participants + 3 Free:</td>
<td>900 USD</td>
</tr>
<tr>
<td>18 to 20 participants + 3 Free:</td>
<td>950 USD</td>
</tr>
<tr>
<td>16 to 17 participants + 2 Free:</td>
<td>1 000 USD</td>
</tr>
<tr>
<td>14 to 15 participants + 2 Free:</td>
<td>1 050 USD</td>
</tr>
</tbody>
</table>

SUPPLEMENTS
- Adult Insurance Premium $10 per day, per person
- Adult Activity Supplement $10 per day, per person
- Twin Room Supplement $40 per night, per person
- Single Room Supplement $80 per night, per person

This trip is quoted as astudent tour, prices are subject to increase if number of adults exceeds 30% of group size.

PAYMENT SCHEDULE
- Based on Dates of Travel
  - $ 150 pp 30-Jun-2019
  - $ 250 pp 30-Sep-2019
  - $ 250 pp 30-Nov-2019
- Balance 30-Feb-2020 (based on final group size)
- Monthly installments available at time of online registration

PRICE INCLUDES:
- PROMETOUR PEACE OF MIND PROGRAM
  - Student Group Insurance Program covering group dates of travel
  - Coverage includes:
    - Trip Cancellation, Interruption and Delay
    - Cancel for Any Reason up to 75% of prepaid, forfeited, non-refundable payments or deposits
    - Baggage & Personal Effects; Damage Loss & Delay
    - Emergency Medical & Dental Expenses
    - Emergency Evacuation/Repatriation
    - 24 hour Accidental Death & Dismemberment
    - Travel Assistance & Concierge
- Roundtrip motor coach transportation & associated ground transportation costs while in destination
- 3 nights multiple occupancy in a Quebec City hotel (4-star standard, 3 & 4 per room, single beds not guaranteed)
- 3 Breakfasts / 1 Lunch / 3 Dinners (group menu with 1 non-alcoholic beverage + vegetarian option)
- All aforementioned visits, activities, tours and admissions
- Service of a dynamic bilingual Quebeccois Tour Director
- Complimentary trips as indicated in price grid above (based on full paying participants, twin accommodation according to gender)
- Service of a Hotel Half Monitor (4-hours x 3 nights)
- Complimentary Prométour Travel Pack
- Applicable service fees, taxes and FICAV** contribution

PRICE DOES NOT INCLUDE:
- Meals that are not indicated in the daily program
- Tips are at your discretion – these are standard guidelines
  - Tour Director: $3 USD per day, per person
  - Bus Drivers: $2 USD per day, per person
- Personal spending money
- Any applicable processing fees

Notes
Some items such as particular hotels, restaurants, and popular activities are subject to availability. When an item is not possible to book it will be replaced by a similar item of equal standard and value.

EXCHANGE RATE Prometour has quoted this package at an exchange of 1 CAD = 0.80 USD

Useful Information
- Going Green - Prometour’s Carbon Offset program with TAKING ROOT
- Your Role as a Group Leader
- TERMS & CONDITIONS
- SAFETY PROTOCOL

https://prometour.toogo.io/public/yourtrip/#QUEBEC?auth=c4ca2022bb40