

**SHELTON BOARD OF EDUCATION  
REGULAR MEETING  
BOARD OF EDUCATION ADMINISTRATIVE OFFICE  
382 LONG HILL AVENUE  
JUNE 23, 2010**

The Board of Education met at 6:30 p.m. in Conference Room C to discuss personnel matters – non-tenured recalls and possible discussion of tenured terminations. Win Oppel moved to **go into Executive Session at 6:31 p.m.**; seconded by Thomas Minotti; vote 9-0. All members were present and invited to stay were Freeman Burr, Lorraine Rossner, Allan Cameron and Rita McDougald-Campbell. Mike Pacowta moved to **leave Executive Session at 7:10 p.m.**; seconded by Thomas Minotti; vote 9-0.

Chairman Timothy Walsh called the Regular Meeting of the Board of Education to order at 7:20 p.m. with a full quorum.

Roll Call: (alpha order)

Paula Ellis

John Francino-Quinn

Kate Kutash

Arlene Liscinsky, Vice Chairman

Thomas Minotti, Secretary

Win Oppel

Mike Pacowta

Timothy Walsh, Chairman

Kathleen Yolish

Board of Education Administration present:

Superintendent of Schools, Freeman Burr

Assistant Superintendent, Lorraine Rossner

Director of Finance, Allan Cameron

Director of Human Resources, Rita McDougald-Campbell

(1 tape on file in City/Town Clerk's Office)

The Board led the Pledge of Allegiance.

**Public Hearing**

Cheryl O'Brien, 153 Village Drive, expressed several concerns about the Pay to Participate proposal.

No one else wished to speak and the public portion was closed.

**Approval of Agenda and Addendum**

**Win Oppel moved to approve the agenda; seconded by Thomas Minotti; vote 9 -0; motion passed.**

**Win Oppel moved to approve the addendum; seconded by Paula Ellis; vote 9-0; motion passed.**

**Paula Ellis moved to address agenda item VIII. B. 11. concerning Long Hill School Field Building Committee regarding electricity and water to the present; seconded by Jay Francino-Quinn; vote 9-0; motion passed.**

**Presentation**

Bruce Reinheimer, Landscape Architect with Tate & Associates, spoke on behalf of the Long Hill School Field Building Committee and was joined by James Tate at 7:30 p.m. Discussed was the request to install a temporary electrical hook-up to operate a pump for irrigation of the field presently under renovation. It was explained that the amount of electricity is minimal, less than 30 amps draw to run the pump every other day for about three hours and that U.I. will provide a permanent solution in about three months minimum that will not impact Long Hill School. Board Members asked numerous questions regarding installation of the electrical wire in a trench, temporary water usage and areas to be paved. Discussion suspended at 7:46 to allow time for Mr. Tate to provide further documentation for review later in the meeting.

**Approval of Minutes**

**The following minutes were moved for approval and seconded; vote 9-0 to accept all; motion passed:**

- May 25, 2010 Budget Workshop – moved by Paula Ellis; seconded by Arlene Liscinsky
- May 26, 2010 Regular Meeting – moved by Win Oppel; seconded by Thomas Minotti
- May 27, 2010 Special Meeting – moved by Paula Ellis; seconded by Thomas Minotti
- June 3, 2010 Special Meeting – moved by Win Oppel; seconded by Arlene Liscinsky

**Retirements**

Mr. Burr stated each Board Member received for review a packet of the Employee Retirement Incentive plans for administrators, secretaries, nurses, and paraprofessionals. Included in the packet was a list of employees who elected to take advantage of the plans. He reminded the Board they had previously approved the plan for the teachers.

**Paula Ellis moved to adopt the Voluntary Employee Retirement Incentive Plans as outlined in the Memorandums of Agreement between the following Shelton Public School Employee Unions, Superintendent and the Board of Education: seconded by Win Oppel; vote 9-0; motion passed.**

- **Shelton Administrative Council**
- **Shelton Nurse Federation**
- **Shelton Paraprofessional Aides**
- **Shelton Educational Secretaries**

**Resignations**

The Board was advised of two resignations: Shane Morse, assistant freshman football coach, effective immediately; Suzanne Lucas, teacher at Elizabeth Shelton School, effective June 30, 2010.

**Instructional Update**

Freeman Burr said in terms of the budget approval delay; determining the number of positions that could be returned to the budget based on the money the City was holding to offset our unemployment obligations; and discretionary money taken from our building maintenance and operations accounts as well as our technology budget, all of the teachers who could have been recalled have been. He stated all the staffing assignments have been completed at this point with three anticipated vacancies - elementary art position, and high school physics and social studies positions. He said as the Central Office reorganization is finalized and appointments are made, conceivably five encumbered teaching positions would open up for additional people to fill. He clarified that administrators who would be entitled to an assignment all have tentative assignments in the event they do not remain in the administrative ranks. Interviews will be held shortly and board members will be solicited as representatives on those interviews. Mr. Burr said work year and associated position salaries have been established; the RIF language that has to be modified for the positions is expected to be finalized this week.

**School Facilities Report**

A written report was provided with agenda. In response to a request from Win Oppel to schedule a Board field trip to Perry Hill, Chairman Walsh said Bill Banfe agreed that a trip can be arranged once the contractors are gone and the area is safe. Lorraine Williams reported on a field trip to Perry Hill taken with her teachers. Kathy Yolish stated she has heard from many of the teachers assigned to Perry Hill expressing their appreciation for the personal calls from Lorraine Williams and Kathy Crosby advising them of room assignments.

**Items Voted On**

**Kate Kutash moved to approve an increase in meal prices as follows:**

- **In 2010-11 elementary school (gr. K-6) meals will cost \$2.50 for a type “A” meal, an increase of \$0.15 from the \$2.35 it has been for the past three years.**
- **In 2010-11 intermediate and high school meals will cost \$2.75 for a type “A” meal, an increase of \$0.15 from the \$2.60 it has been for the past three years.**
- **In 2010-11 intermediate and high school breakfast prices will cost \$1.25**

**Motion seconded by Paula Ellis; vote 9-0; motion passed.**

**Kate Kutash moved that the Board choose not to certify compliance with the State’s Healthy Food Guidelines during the period of July 1, 2010 through June 30, 2011; seconded by Paula Ellis. Discussion – Allan Cameron clarified that fundraisers would be severely adversely affected if they were unable to continue the way they do. Mr. Cameron said every meal offered by our cafeterias complies with the State’s Healthy Food Guidelines. Vote 9-0; motion passed.**

**Kate Kutash moved to reappoint the stipend position holders as listed on the attachment; seconded by Arlene Liscinsky. Discussion – There were numerous questions concerning the list. Mike Pacowta moved to table this item pending further review; seconded by Jay Francino-Quinn; vote 9-0; motion passed.**

**Paula Ellis moved to rescind its action of March 24, 2010, wherein the Board voted to non-renew the contracts of employment of certain individuals as listed on attached. Seconded by Arlene Liscinsky; vote 9-0; motion passed.**

**Win Oppel moved to terminate the contracts of employment of the individuals listed on the attached document, effective June 30, 2010, for reduction in force action, and that the Superintendent of Schools is directed to advise the affected persons in writing of this action; seconded by Kathy Yolish. Discussion – Win Oppel commented that the five tenured teachers being let go through non-renewal brings the total certified staff reductions to 51, which indicates clearly the amount of damage to the system this year through the budget process; vote 9-0; motion passed.**

**Thomas Minotti moved to accept the Personnel Committee’s recommendation to extend the contract of the Superintendent for two years through 2012-2013 and that the wage and benefits portion be negotiated annually; seconded by Paula Ellis; vote 9-0; motion passed.**

**Arlene Liscinsky moved to approve the Investment Policy Statement for the Shelton Board of Education Group 403(b) Plan, as approved by the Finance Committee at its meeting on June 16, 2010; seconded by Win Oppel; vote 9-0; motion passed.**

**Paula Ellis moved to approve an agreement between the Shelton Board of Education and St. Lawrence School to enable the Board's food service provider, Sodexo, to provide school lunch at St. Lawrence School; seconded by Thomas Minotti; vote 9-0; motion passed.**

**Thomas Minotti moved for the Board to review Policy Proposal #5139, Pay to Participate; policy proposal to sit for 30 days; seconded by Jay Francino-Quinn. Discussion – Win Oppel suggested creating a mechanism for waivers or scholarships due to economic needs of some students and families. It was reported that the Athletics Committee is working on this, and it will be covered in administrative regulations. Vote 9-0; motion passed.**

Superintendent Burr recognized Dr. Beth Smith and John Niski for their ongoing work on Pay to Participate. The Athletics Committee will continue their focus on the plan at a meeting at 5:30 p.m. on June 30 in the Board Room.

#### **Comments by the Board Chair**

Timothy Walsh commended Dr. Beth Smith on an outstanding graduation ceremony. Mr. Walsh reviewed the events of the past year leading up to and through the budget process and extended thanks to Freeman Burr and Allan Cameron for their outstanding efforts and to the entire staff for biting the bullet.\* He discussed the total number of non-certified and certified positions that were affected by the reduction in force process. Chairman Walsh said the State Department of Labor and a private consultant held a meeting for those whose jobs were eliminated to assist them in the process of finding employment. Mr. Walsh outlined accomplishments over the past year such as redistricting and restructuring of Central Office, which will be a cleaner, smoother, more effective organization that is bent toward kids who will benefit from the supervision and programs that will be offered under this new structure. Freeman Burr recognized those who stepped up to help with the budget mitigation process and said that spirit of cooperation will be needed in the upcoming year with 51 fewer positions.

**(\*Tape 1; Side B – 8:20 p.m.)**

#### **Reports by Standing Committees**

**Athletics** – Paula Ellis said she will review a revised pay to participate plan received from John Niski and noted the committee will meet on Wednesday, June 30, at 5:30 p.m., in the Board Room.

**Building and Grounds** – Win Oppel said the committee met, and Ken LaCroix informed them that Bill Banfe and his summer help are prepared to deploy teachers to their new classrooms and spaces. Bids are out to repair and resurface Mohegan's gym floor. The committee continues to review the building use forms and fees. Mr. Oppel said there was brief discussion with Ken LaCroix concerning the high school renovation, noting bids for the boiler room are out; and discussion continues regarding the alarm

system that was installed. Win Oppel reported that Jay Francino-Quinn is handling the playscape move from Central Office to Long Hill and will be working on the move of Lafayette's playscape to Sunnyside. In response to a question from Mrs. Yolish, Jay Francino-Quinn said the target date for installation at Long Hill is the end of July. The next committee agenda will include the discussion of Lafayette School so a recommendation can be made at the July BOE meeting.

Kathy Yolish commended all the teachers throughout the system who had the tremendous task of packing boxes while keeping education going and said their hard work was appreciated.

**Cafeteria/Transportation** – Kate Kutash reported the committee met on June 9 for a Sodexo provided expectations dinner meeting to discuss what they would like to see in the future from the cafeteria program. Sodexo had reported over 400 breakfasts are served per day at the high school. The committee explored ways to get more information out to parents about free and reduced lunch. Mrs. Kutash said there was discussion about moving Lafayette's breakfast program to Sunnyside and possible offering of breakfast at the elementary level system wide. The committee talked about sending letters to parents of new students and first graders explaining the lunch program. In addition, discussion involved point of sale for the elementary level. Meal price increases and service to St. Lawrence School were also reviewed. The next meeting will be on July 7 at 5:30 p.m. to address transportation issues with the waivers for Perry Hill and gr. 3-4 redistricting issues. Secretary Thomas Minotti was asked to send a letter to Linda Stanisci acknowledging the good relationship and desire to work together on topics mentioned.

**Policy/Curriculum/Technology** – Thomas Minotti reported on the committee's June 22 meeting that focused on pay to participate. Cheryl O'Brien presented financial information and the committee also heard from Rosemary Pagliaro and Joseph Sedlock concerning the negative impact on the Drama Club and theater arts. The committee developed the generic pay to participate policy voted on this evening for review. Mr. Minotti said other agenda items were a common school system calendar; individual school website update; parent portal for Infinite Campus. The next meeting will be July 20 at 10 a.m.

*Chairman Walsh asked to suspend proceedings to continue discussion with James Tate regarding temporary electricity use for Long Hill School ball field project.*

**Presentation (continued)**

James Tate presented maps and written documentation supporting the request for temporary use of electricity for review by the Board. Discussion ensued and numerous questions were answered, including Mr. Tate's agreement to pay for the temporary electricity. In addition, the BOE will be copied on all correspondence relating to this project.

**Win Oppel moved to approve the request of the Long Hill School Field Building Committee regarding electricity and water; seconded by Arlene Liscinsky; vote 9-0; motion passed.**

### **Reports by Standing Committees (Continued)**

**Personnel** - Mike Pacowta commented on the meeting held for displaced employees that included participation by the State Department of Labor and United Way, as well as and the services volunteered by James Brandt. Approximately 60 people participated. He stated there was a representative from the Connecticut Education Association in attendance who noted this was the only system he was aware of that took the time to help displaced workers. Superintendent Burr thanked Mr. Pacowta for initiating the effort.

Chairman Walsh said the committee met on June 16 during which the Superintendent's evaluation was considered and motion was made during committee to extend his contract by two years with the wage and benefits portion to be negotiated annually. In addition, job descriptions for the newly created Central Office positions were reviewed by the committee with some minor edits suggested. The job postings have been closed. Mr. Walsh stated the Superintendent and the Shelton Administrators Council will be engaged in impact bargaining to determine placement on salary scale of the current SAC contract.

**Finance** – Arlene Liscinsky said the committee met earlier this evening. With regard to the mitigation, Mrs. Liscinsky said in addition to all the cooperation of staff, Board Members, and community members, it is important to understand that many of the principals' accounts were frozen and required due diligence in spending. In addition, the entire technology line item went toward mitigation.

Allan Cameron said the committee met on June 16 and 23 to review year-to-date expenditures and year-end forecast. He said we will end up spending our budget but will not be in a deficit and will not turn any money back. Freeman Burr commented about talk that we magically found money and explained that essentially we will be borrowing from Peter to pay Paul in next year's budget. In addition to those areas mentioned, \$350,000-\$400,000 of pay to participate will be taken in order to have additional staff. Mr. Burr commended Allan Cameron and staff for monitoring the budget so closely and all the principals who lived the remainder of this year with the need to have versus the nice to have.

### **Reports of Special Committees**

**CES** – Arlene Liscinsky said CES will not meet until September and the Commissioner of Education will be at the October meeting.

**CABE** – Kathy Yolish reported on an informative workshop on Collective Bargaining and Teacher Compensation in the 21<sup>st</sup> Century held on June 15 that she attended along with Freeman Burr, Rita McDougald-Campbell, Timothy Walsh, and Arlene Liscinsky. Mrs. Yolish discussed the third Lighthouse Project training session held for Board Members.

**Adjournment**

Paula Ellis moved to adjourn at 8:58 p.m.; seconded by Jay Francino-Quinn; vote 9-0; motion passed.

Diane Luther

*Diane Luther*  
*Recording Secretary – Board of Education*  
*June 30, 2010*