



City of Derby - Board of Education Meeting

December 13 5:30 PM
Derby Middle School Cafetorium
73 Chatfield Street

Attendance Taken at 5:38 PM:

Present Board Members:

Mr. Jim Gildea
Mr. Kenneth Marcucio
Mrs. Laura Harris
Mrs. Janine Netto
Mrs. Debra Borrelli
Mr. Dan Foley
Mrs. Casey Picheco

Board members arriving after attendance:

Mrs. Rebecca O'Hara arrived at 6:00 p.m.
Mr. George Kurtyka arrived at 6:05 p.m.

I. Call to Order

I.a. Opening Ceremonies

I.b. Roll Call

II. Public Participation

Danielle Martinez, para-professional at Irving School, asked if there was further information coming forward on the stipends for para-professionals.

Mr. Gildea indicated that the topic is scheduled to be discussed in January.

Ms. Martinez stated that there are two types of para-professionals. There are those that assist academically and there are those that have an elevated duty providing assistance to the special education student. The job duties are different and as such she felt the compensation should also be different.

Dr. Conway indicated that he strongly advocated for the issue to be on the agenda this evening. It has been an initiative before the Board for a nearly a year now. He received the Memorandum of Understanding (MOU) last week and has conversed with Ms. McDonald. The issue will be on the January 8th School Community Relations and Policy Committee meeting agenda. He and the Board members are aware of the incredible work the staff performs each day. He indicated that the Union has requested more time to review the MOU as well. Mr. Gildea concurred that the Board acknowledges the commitment the staff has for the students and that their duties are more intense than the experiences in a regular classroom.

Michele Martinez, Danielle's sister, noted that Irving School is an incredible school with patient and caring staff. She questioned where is the gap from a year ago until now that the matter is just being discussed.

Mr. Gildea noted a year ago discussions started to explore compensation levels of the para-professionals. He could not speak specifically as to the timeline but understood that there have been on-going

conversations with union representatives and counsel. None of the members have had time to receive and review the MOU.

Michele Martinez questioned whose job was it to move it forward or how can this be expedited as she noted her sister recently received a concussion while doing her duties.

Dr. Conway indicated that it is the Union's job to draft the MOU and pursue its execution. The first draft was received on November 13, 2018.

Mr. Gildea stressed that the Board is tremendously concerned for staff safety. The staff must be afforded a safe and secure environment and that is why the Learning Center is on the agenda.

Danielle Martinez welcomed the ongoing discussions and grateful that all are working towards a positive outcome. Having effective, well trained staff that is well compensated is the goal for the best outcome for both the students and staff.

Anne McDonald, union representative, noted regret that her medical leave may have caused delays in the process. She has been in education for years and noted that the behaviors that have arisen are unlike anything seen previously. It is an ongoing learning process to deal with the new level of disability that is presenting in the schools throughout the country.

III. Executive Session

Motion Passed: Motion. The Board of Education enter into Executive Session to review the appointment list, a memorandum of understanding and discuss a personnel matter, and the Superintendent of Schools and Board Counsel Kyle McLaine are invited to attend at 5:55 PM. with a motion by Mrs. Janine Netto and a second by Mr. Dan Foley.

Mr. Jim Gildea - yes
Mr. Kenneth Marcucio - yes
Mrs. Laura Harris - yes
Mrs. Janine Netto - yes
Mrs. Debra Borrelli - yes
Mr. Dan Foley - yes
Mrs. Casey Picheco yes

Mr. George Kurtyka - arrived during executive session
Mrs. Rebecca O'Hara - arrived during executive session

Without objection the Board returned to open session at 6:40 PM.

IV. Derby Middle School English Teacher

Motion Passed: Motion. The Board of Education approve the appointment of Lisa Russo to the position of Grade 6 English teacher at the Derby Middle School, as recommended by the Superintendent of Schools with a motion by Mrs. Janine Netto and a second by Mr. Dan Foley.

Mr. Jim Gildea - yes
Mr. Kenneth Marcucio - yes
Mrs. Laura Harris - yes
Mrs. Janine Netto - yes
Mrs. Debra Borrelli - yes
Mr. Dan Foley - yes
Mrs. Casey Picheco yes

Mr. George Kurtyka - yes
Mrs. Rebecca O'Hara - yes

V. Derby Middle School Reading Teacher

Motion Passed: Motion. The Board of Education approve the appointment of Chris Grillo to the position of Grade 7 Reading teacher at the Derby Middle School, as recommended by the Superintendent of Schools with a motion by Mrs. Janine Netto and a second by Mr. George Kurtyka.

Mr. Jim Gildea - yes
Mr. Kenneth Marcucio - yes
Mrs. Laura Harris - yes
Mrs. Janine Netto - yes
Mrs. Debra Borrelli - yes
Mr. Dan Foley - yes
Mrs. Casey Picheco - yes
Mr. George Kurtyka - yes
Mrs. Rebecca O'Hara - yes

VI. School Security Officer

Motion Passed: Motion. The Board of Education approve the appointment of Philip Pilletere to the position of School Security Officer, as recommended by the Superintendent of Schools with a motion by Mrs. Janine Netto and a second by Mr. George Kurtyka.

Mr. Jim Gildea - yes
Mr. Kenneth Marcucio - yes
Mrs. Laura Harris - yes
Mrs. Janine Netto - yes
Mrs. Debra Borrelli - yes
Mr. Dan Foley - yes
Mrs. Casey Picheco - yes
Mr. George Kurtyka - yes
Mrs. Rebecca O'Hara - yes

VII. Appointment List

Motion Passed: Motion. The Board of Education approve the appointment list, as recommended by the Superintendent of Schools with a motion by Mrs. Janine Netto and a second by Mrs. Laura Harris.

Mr. Jim Gildea - yes
Mr. Kenneth Marcucio - yes
Mrs. Laura Harris - yes
Mrs. Janine Netto - yes
Mrs. Debra Borrelli - yes
Mr. Dan Foley - yes
Mrs. Casey Picheco - yes
Mr. George Kurtyka - yes
Mrs. Rebecca O'Hara - yes

VIII. Memorandum of Understanding

Without objection the matter was tabled.

IX. Sub-Committee Reports

The Finance Committee A meeting is set for January 14, 2019.

The Negotiations and Personnel Committee Nothing was presented.

School/Community Relations and Policy Committee will meet on January 8, 2019.

Plant and Facility Committee Nothing was presented

Long-Range Planning Committee Nothing was presented.

Field House and Baseball Field Building Committee Progress is going smoothly. The building is going up with the steel work near complete and the structure will be enclosed shortly allowing for work to continue through the winter. The 25 foot retaining wall is being constructed and going well.

Student Health and Safety Committee There are now School Security Officers in each of the schools. The intent is to look for two additional officers to serve as temporary or substitute personnel.

Temporary Regional School Study Committee The new consultants will be introduced and will discuss the process going forward.

X Superintendent's Report

The report was accepted as submitted.

XI. Administrator's Reports

Mr. Langridge reported he continues to meet with vendors to become familiar with the ongoing projects. The second camera for the field house project is up and running. He is continuing to review the security camera systems and will develop strategies for amendments or enhancements to the systems in all the schools. He is continuing with the day to day duties and familiarizing himself with the staff and the facilities. He is exploring the position of a third technology technician.

XII. Approval of minutes

Motion Passed: Motion. The Board of Education approve the minutes of the November 8, 2018 meeting, as written; with a motion by Mrs. Janine Netto and a second by Mr. George Kurtyka.

Mr. Jim Gildea - yes
Mr. Kenneth Marcucio - yes
Mrs. Laura Harris - yes
Mrs. Janine Netto - yes
Mrs. Debra Borrelli - yes
Mr. Dan Foley - yes
Mrs. Casey Picheco - yes
Mr. George Kurtyka - yes
Mrs. Rebecca O'Hara - yes

XIII. Financial Report

Motion Passed: Motion. The Board of Education approve the financial report for the period through November 30, 2018, as recommended by the Superintendent of Schools; with a motion by Mrs. Janine Netto and a second by Mr. Dan Foley.

Mr. Jim Gildea - yes
Mr. Kenneth Marcucio - yes

Mrs. Laura Harris - yes
Mrs. Janine Netto - yes
Mrs. Debra Borrelli - yes
Mr. Dan Foley - yes
Mrs. Casey Picheco - yes
Mr. George Kurtyka - yes
Mrs. Rebecca O'Hara - yes

Mr. Izzo noted that we are half way through the fiscal year. He noted that at this time special education projects more than \$350,000 over the budget. He is working on strategies to address this funding demand.

Mr. Izzo and Ms. Olsen have been working on the Title 1 & 2 grants. He is working on the security grant with Mr. Langridge. He continues to explore additional avenues for grant funding. He is working on the submittal of the Title 4 grant which is due mid-January.

The audit is complete with minor adjustments that will be presented to the board members.

Food services is showing a positive return for the year.

Mr. Izzo is working on development of the 2019/2020 budget. The operating budget is generally 70% towards salaries. Special education is a significant portion of the remaining funding. Last year the district received an approximate 1.4% increase of the budget from the prior year. Contracts for the custodians and the administrative assistants are expiring and being discussed. Utilities are in a good position with a transmission rate locked in until 2023. Special Education is projecting an estimated 3.5 million dollars next year. Athletic supplies and maintenance supplies were reduced in the 2018/2019 budget and will hopefully be restored in the new budget. He and the Finance Committee have tried to hold steady the expenses as much as possible. He indicated that with the current numbers it equals a 7.2% increase. He will continue to fine tune the Special Education projections as well as review grant projections to develop the final proposal.

Mr. Gildea indicated that the climate is that the Board of Apportionment and Taxation will likely hold the funding to a lesser increase similar to the 2018/2019 percentage. Members will be continuing the review of the proposal

Mr. Marcucio requested a report of the special education costs and student numbers for the past three years.

XIV. Policy 5131.6 – Drugs and Alcohol

First read

Motion Passed: Motion. The Board of Education review Policy 5131.6 – Drugs and Alcohol as a First Read, as recommended by the Policy Committee by Mrs. Janine Netto and a second by Mrs. Laura Harris.

Mr. Jim Gildea - yes
Mr. Kenneth Marcucio - yes
Mrs. Laura Harris - yes
Mrs. Janine Netto - yes
Mrs. Debra Borrelli - yes
Mr. Dan Foley - yes
Mrs. Casey Picheco - yes
Mr. George Kurtyka - yes
Mrs. Rebecca O'Hara - yes

It was noted that the policy will detail the actions to be taken with 1st, 2nd and 3rd violations.

XV. Policy 4118.231 Alcohol, drugs, tobacco, certified and non-certified staff

First read

Motion Passed: Motion. The Board of Education review Policy 4118.231 Alcohol, drugs, tobacco, certified and non-certified staff as a First Read, as recommended by the Policy Committee by Mrs. Janine Netto and a second by Mrs. Debra Borrelli.

Mr. Jim Gildea - yes
Mr. Kenneth Marcucio - yes
Mrs. Laura Harris - yes
Mrs. Janine Netto - yes
Mrs. Debra Borrelli - yes
Mr. Dan Foley - yes
Mrs. Casey Picheco - yes
Mr. George Kurtyka - yes
Mrs. Rebecca O'Hara - yes

The policy will also include vaping devices, e-cigarettes and marijuana (medical and otherwise).

XVI. Policy 1330 Facilities Use

First read

Motion Passed: Motion. The Board of Education review Policy 1330 Facilities Use as a First Read, as recommended by the Policy Committee by Mrs. Janine Netto and a second by Mrs. Laura Harris.

Mr. Jim Gildea - yes
Mr. Kenneth Marcucio - yes
Mrs. Laura Harris - yes
Mrs. Janine Netto - yes
Mrs. Debra Borrelli - yes
Mr. Dan Foley - yes
Mrs. Casey Picheco - yes
Mr. George Kurtyka - yes
Mrs. Rebecca O'Hara - yes

Question arose on group IV classification. The policy will review allowing private organizations to use facilities. It was noted that a private group was seeking to use a facility for an after-school program similar to one in Orange. Rates will be discussed. There should be no additional costs to the school district being that the schools are open at suggested times and janitors already in the building. The desire is to provide a cost effective measure for after-school programming.

XVIII. Out of State Field Trip Request

Motion Passed: Motion. The Board of Education approve the Out of State Field Trip Request for Derby High School to go to New York City on January 17, 2019, as recommended by the Superintendent of Schools; with a motion by Mrs. Janine Netto and a second by Mrs. Rebecca O'Hara.

Mr. Jim Gildea - yes
Mr. Kenneth Marcucio - yes
Mrs. Laura Harris - yes
Mrs. Janine Netto - yes
Mrs. Debra Borrelli - yes

Mr. Dan Foley - yes
Mrs. Casey Picheco yes
Mr. George Kurtyka - yes
Mrs. Rebecca O'Hara - yes

It was confirmed fifty students and ten chaperones as per standards for that age group.

XVII. Learning Centers

Mr. Gildea indicated that the Board has certain notification expectations when staff members are hurt. After seeing multiple occurrences of injuries, the Board requested that the Superintendent add this to the agenda.

Dr. Conway stated that last year the School Improvement Grant was used to renovate space in Irving School to bring the academic and behavioral learning centers under one location to better utilize resources. It is a very fluid process at this point. Certainly, there has been some lapses and staff are responding to things rather than being able to work on developing plans at this point. The intent is to review resources and determine best approaches for outplacement verses in-house learning. They have to continually evaluate the best measures for the student so as to be able to sustain the program as well as bring about effective outcomes.

Shelly and Amy first acknowledged the efforts of the staff and expressed appreciation for all that they do for the students. They explained there were learning centers at Bradley and Irving but the program outgrew Bradley. Originally they created classrooms at Irving – two for academic learning and two for behavioral learning. There has been a shift in need and the program has been restructured. They explained that it has been difficult to determine the line between academic and behavioral. There are more students on the spectrum or have different disabilities that require a specific type of teaching. In reviewing their needs, they are looking at shifting the program age classifications.

Incidents are occurring in both the academic and behavioral environments. Some students are mainstreamed but if a problem develops they are escorted back to the learning center. Staff do receive CPI (crisis prevention intervention) training. Members requested further information on the training and they felt the need to have a discussion with the staff to develop a better understanding of their concerns and the conditions that they are experiencing. It was also noted that dealing with non-violent verses violent interactions are quite different. Additional training or support may be effective in these more physical incidents. The layouts of the classrooms are also being explored to better manage the environment and to better manage the de-escalation of an incident when needed.

Shelly and Amy noted success stories within the program because of the patience and diligence of the staff. They are also touring other schools to bring insight in improving the program. Experienced staff have been retained and they bring their experiences into the discussion to bring forward a functional and successful program.

Mr. Gildea indicated that the staff's concerns have been heard. Workshops will be called to better determine the Board's actions going forward. They welcomed the interactions with the staff and were encouraged with a positive result.

XIX. Adjourn

Motion Passed: Motion. The Board of Education adjourn its meeting at 7:42 PM passed with a motion by Mrs. Janine Netto and a second by Mrs. Debra Borrelli

Mr. Jim Gildea - yes

Mr. Kenneth Marcucio - yes
Mrs. Laura Harris - yes
Mrs. Janine Netto - yes
Mrs. Debra Borrelli - yes
Mr. Dan Foley - yes
Mrs. Casey Picheco - yes
Mr. George Kurtyka - yes
Mrs. Rebecca O'Hara - yes

Karen M. Kemmesies

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Recording Secretary

Minutes are subject to approval at the next Board meeting.