

**TOWN OF EAST HAVEN, CT
EAST HAVEN PUBLIC SCHOOLS
BOARD OF EDUCATION
REGULAR BOARD MEETING MINUTES
35 WHEELBARROW LANE, EAST HAVEN, CT 06513
TUESDAY, MARCH 23, 2010
7:00 P.M.**

**PRESENT: MR. PALLADINO, MR. DENUZZO, MRS. DEPALMA,
MR. HENNESSEY, MRS. KLUTH, MRS. MAISANO,
MR. POMPANO, MR. SCALESE and MRS. VINEYARD**

**ALSO PRESENT: MR. ANTHONY SERIO, SUPERINTENDENT
MR. FRANK MEOLI, ASSISTANT SUPT.
MRS. ERICA FORTI, ASST. SUPT. OF
CURRICULUM & INSTRUCTION
MRS. MARY ACQUARULO, DIRECTOR OF
PUPIL SERVICES
MR. JOSEPH TRAVAGLINO, DIRECTOR OF
BLDGS. & GROUNDS
MR. JASON LATHROP, BUSINESS ADMIN.**

1. CALL TO ORDER

Chairman Palladino called the regular Board of Education meeting to order at 7:03 p.m. in the Boardroom at the High School. He asked the student rep to lead them in the Pledge of Allegiance.

2. MINUTES

Mr. Palladino asked for a motion for the approval of the minutes for the Regular Board meeting of March 9, 2010.

Motion was made by Mrs. Vineyard and seconded by Mr. Pompano.

Any discussion on the motion? There was none.

There were no objections or abstentions made to the motion. Motion carries. The minutes were approved.

3. **CORRESPONDENCE**

- **Chairperson, Nicholas Palladino**

Mr. Palladino had received a letter with no address and no signature. He read the letter which was about the Academy lottery. The letter questioned the integrity of the Board and Mr. Palladino felt that if the person was going to question the Board's integrity, they should acknowledge who they are and come question them in public.

- **Superintendent, Mr. Anthony Serio**

Mr. Serio had no correspondence this evening.

4. **SUBCOMMITTEE REPORTS**

- **Athletic Oversight, Raymond Pompano, Chair**

No report.

- **Buildings & Grounds, Raymond Pompano, Chair**

No report.

- **Curriculum & Instruction/Negotiations, Tia DePalma, Chair**

No report.

- **Finance/Grants, Christine Maisano, Chair**

Mrs. Maisano reported they had a finance subcommittee this Thursday at 7:00 p.m. She then handed out the agenda.

She stated she would like to make a motion to have it approved. Mrs. DePalma seconded the motion.

Any discussion?

Mr. DeNuzzo asked if they were going to be discussing the issues she had raised in her emails in this subcommittee. Mrs. Maisano responded yes.

There were no objections or abstentions to the motion. Motion carries.

- **Food Service & PTA/PTO Advisory Committee, Kristen Vineyard, Chair**

Mrs. Vineyard reported she had met with Debby Spaziani and John Prunier last week about their meetings with the Student Councils. They had some good input. There had been discussion about the POS systems and hopefully they would be online next month.

She was looking to have a meeting with the PTA/PTO's to explain to parents how the POS system works.

- **Legal/Ronald DeNuzzo, Chair**

No report. Mr. DeNuzzo introduced Attorney Michael Dolan. Attorney Dolan explained he was here this evening to answer any questions about the potential non-renewal of non-tenured teachers.

- **Policies and Bylaws, Charles Scalesse, Chair**

No report.

- **Personnel, Laura Kluth, Chair**

Mrs. Kluth stated she would like to make a motion on the same night as the Finance Subcommittee to have a Personnel Subcommittee meeting. Motion was seconded by Mrs. Maisano.

Any discussion? There was none.

There were no objections or abstentions to the motion. Motion carries.

5. REPORTS/COMMUNICATION

- **Student Representatives, Albert DeCaprio & Gabrielle Caruso**

Albert informed the Board that spring sports were starting and the extracurricular clubs were underway. HOSA was having a State-wide leadership competition next Tuesday and on Monday the Future Business Leaders of America were having their competition. He spoke about each of the competitions and what they entailed. Albert spoke about the new technology online environments such as *Moodle*. April 9th was the Talent Show.

- **Superintendent and Central Office Administration**

Mr. Serio asked that the two chairs that requested the subcommittee meetings call him to discuss their agendas. He wanted to know what the topics would be for personnel. He wanted to add to the agenda discussion on the reconfiguration and whether it was going to withstand the financial crisis they were in. Mrs. Maisano explained that it was Item #2 on her agenda. Mr. Serio wanted to go over their reconfiguration plan and the consolidation of buildings and how there might be a new expense to this reconfiguration plan. The money had to be frontloaded.

Mrs. Maisano asked if this was the reconfiguration for K-2 and 3-5. Mr. Serio responded yes, it was the one they approved. Mrs. Maisano asked, nothing else? Mr. Serio stated nothing else right now. The dollars had not been committed. He felt they needed to put a bottom line figure to make the reconfiguration go if they did not have enough money to make that reconfiguration happen. They had heard amounts from zero to \$1 million dollars. Even with the top money, there would be difficulty with things that needed to be trimmed. They needed to have an in-depth conversation on Thursday night. Mr. DeNuzzo stated they need to be proactive because they did not know the finance number at this time. They could not just sit on it.

Mr. Serio felt they were going to have to make sacrifices. Everyone would be affected. They needed a plan to carry them into the next four or five years and it needed to be educationally sound. He could not say they had not looked at other configurations. There were a number of different scenarios they kept referring back to, but they weren't as attractive. A lot depended on what appropriation the Town gave to the Board.

Mr. Serio stated that Attorney Dolan was present to explain the procedure for an action item to put some of the non-tenured teachers on notice of possible non-renewal of their contracts.

Mr. DeNuzzo wanted to say that Central Office and this Board had worked very hard and he wanted to compliment them for coming up with this reconfiguration. He asked Mr. Serio if he had a dollar amount to make this reconfiguration work. Mr. Serio stated he needed \$2 – 2.2 million to make this fly. If the best scenario being offered right now was \$1 million, they would still need \$1.2 million from somewhere. They could still have the same grade reconfiguration plan but not all-day kindergarten and class sizes would increase.

Mr. Serio was asked if he had talked about concessions and he replied he was meeting with the teachers tomorrow. Mr. Pompano felt it was important they let everyone know that this Board was going to make sure these cuts were kept as far away from the kids as possible. If it meant some administrative ranks were cut and buildings and grounds was cut, as long as it affected the least amount of teachers.

Mr. Serio explained that the certified teachers were only on the Board because of State Statute and the timeline of April 1st.

Mrs. Maisano asked if they had thought about increases in co-pay or anything like that. Mr. Lathrop stated that the administrators and teachers contractual cost shares were set forth for the 2010-11 year. The administrators have a freeze and will receive no increase. Mr. Lathrop spoke about his conversation with Anthem and how he disagreed with some of their figures and asked them to double check them.

At this point, Mr. Palladino asked Mr. Lathrop to respond to the Board members when they ask him a question and not to look at the Superintendent. He asked him to please just answer the question so there was no misunderstanding. When we ask a question, we need to have an answer. If we wanted an answer from him we could ask him.

Mrs. Maisano asked if the Excess Cost had been solidified with what they were getting back. Mr. Lathrop stated for the current year he was forecasting gloom and doom and they received \$723,000. In February and the one that was before them today, that pot of money was divided across a two-year basis. The reimbursement rate would be less than this year unless there was an increase in Special Ed costs. He was comfortable with \$560,000 right now. They could lower it to \$520,000 and \$40,000 would not make or break this budget at this time. Mr. Pompano stated that \$40,000 was a teacher.

Mr. Serio stated he had a financial report for March but he would like to defer that discussion to the Finance Subcommittee meeting. He would ask Mr. Lathrop to give it to them tonight and ask that they process the numbers between now and Thursday.

Attorney Dolan would now speak about the process regarding the non-renewal of non-tenured teachers. Mr. Serio hoped they would get enough information to make a decision. Attorney Dolan stated that by April 1st non-tenured teachers needed to be notified if they were not going to be renewed. This needed to be done this evening or at least sometime this week if more information was needed. He did not recommend waiting longer than the end of the week. They really needed to act on it tonight.

Mr. Pompano thought the April 1st deadline was for non-rehires based on performance. He asked if they had a reduction in staff due to reconfiguration, budgetary constraints or enrollment, did the April 1st deadline still apply. Attorney Dolan responded the process of layoffs could be done at a later date. If they did this now, the non-tenured teachers did not have a right to appeal. If it

was done after April 1st, teachers had the right to be heard by the entire Board. The evidence from the administration would be due to budgetary constraints we are reducing the number of teachers and that would be adequate. Doing it prior to April 1st, this manner is cleaner and puts teachers, parents, and town leaders on notice of the possibility of layoffs. He stated they did have an option to wait and see what they get for an appropriation. It was a decision this Board needed to make.

There was discussion on losing good teachers and how they had looked at some of the specialty areas by certification because it was difficult to replace in the areas of physics, math, language arts, ELL and foreign language. They were talking about 24 teacher layoffs. There were a total of 48 non-tenured teachers in the district. Special education was not affected in the area of psychologists. They would be saving approximately \$1 million.

Mr. Serio informed the Board that they had done this last year and legal counsel had advised them they should have done the non-renewal route because it was cleaner and it gave the teachers more notice. There were no time constraints on non-certified staff; they could be let go at any time. Mr. Serio explained last year they had been unable to give the teachers their assignments by June 1st. He would like to be able to give a definite answer to what our reconfiguration was going to look like. He would also like the administrators to participate in the planning of those schools. His goal was to have all of this done and make sure teachers, parents and administrators were aware of where they were going as soon as possible.

The Board members discussed whether the reconfiguration would still work with twenty-four (24) fewer teachers. Mr. Serio was not exactly sure. Mr. Pompano stated that based on the presentation that was given by Frank Meoli a couple of months ago, just based on enrollment alone and the reconfiguration moving forward without the addition of all-day kindergarten, would there be a reduction of nine (9) teachers. Initially it was thought to be five (5) teachers but that was going straight forward. Doing the reconfiguration without the full-day K it was nine (9) teachers. Mr. Serio stated the question was could they

do it with 24 fewer and his answer was probably not. There was still a lot to do and it was suggested that they could look in other places and keep teachers. Mr. Serio explained they were only bringing this forward because of the timeline of April 1st. If they did not go forward with this process, they would be looking at it down the road. There was further discussion on notifying the teachers and also on looking at the budget to see what cuts could be made. On Thursday, they would put all of these numbers on the overhead and see what it was they desired and where do they go from here.

There was discussion on class size and how it could increase to 24 or 25. Numbers could go this high over the summer. Mrs. Kluth felt that class sizes this high were not educationally sound. Mr. Serio stated the original proposal was based on us getting our appropriation. This would affect staffing and class size. They would try to keep it away from the students as much as possible. Attorney Dolan stated it was a reality other districts were facing as well. There were going to be plenty of teachers to hire. It was a harsh reality and the economic climate.

Sports and specials were discussed and it was hoped that they would stay intact. Mr. Serio stated this past year they had only reduced some of their stipends. They offered the same amount of sports as in previous years. Other things were brought back once they knew the money was available such as non-certified positions and some stipends. Some hours and pay were reduced. **Mr. Serio would be meeting tomorrow with the teachers, but did not want to speak to the concession issue because there wasn't an agenda per se. He would let them know Thursday. He would be calling in all of the union presidents and have discussions with them as well. They may want to consider something as far as concessions.**

Attorney Dolan left the meeting at 7:47 p.m.

- **Comments from the Chairperson, Nicholas Palladino**

(Mr. Serio was out of the room at this point.)

Chairman Palladino wanted to make a comment to the entire Board including himself. First he wanted to thank everyone. He knew they were all under a lot of pressure to get this done and a lot of them were new members and tempers were flaring sometimes. He did not think, including himself, that they were acting as professionally as they could. He stated he was going to try and act as professionally as he could. He would like them to take a breath and exchange information and ideas without arguing and getting loud. They needed to set the tone to be a little more professional. He appreciated all of the work everyone was doing.

6. COMMUNICATION FROM PUBLIC

Lou Crisci, 12 Jeffrey Road, had three children in the system. The first item he mentioned was about the number of handbooks they receive, three. It must cost the Town about 250 cases of paper. He suggested they send out a one-page document to read and discuss with your child and if you wanted to request a written copy you fill out the slip on the bottom. The second item was that every school had a different manual. They should have one with the standard rules for the whole district. The back part could be for each separate school. The third thing was notices that were sent home where students were told they had to sign it from the school and then the parent signs and sends it in. He felt that students in the lower grades shouldn't be told to sign anything. Once they were 18, it was a legally binding document and it could get them in trouble.

Jim Farrell, 7 Errico Drive, thanked the Board for volunteering their time. He didn't know why they get bogged down with intricate details such as paying invoices. That was his personal opinion; there were subcommittees for that purpose. They should utilize the time in the best way which was giving the best education to our youth.

Gabby DeNuzzo, Anthony Court, said that at the last meeting they were given \$2,000 for the After-Prom and she would like the Board to reconsider giving them the additional \$4,000. A lot of kids were complaining and they were asking for a little fairness.

Paul Hongo, Deputy Director of Town Affairs, spoke about his son being expelled many years ago. He learned a lot about that student handbook. He thought it might be required that each student bring one home. He was trying to pass legislation because he felt that the student handbook did not go far enough regarding bullying and drug and alcohol issues. The legislation would require the parent and child to go over the handbook and bring it back a week later and be tested on it.

(Mr. Serio returned to the meeting at 8:05 p.m.)

It should be zero tolerance on those three issues. There were rules in those handbooks that should be adhered to. He was still working on that in Trumbull.

Bob Limoncelli, East Haven Chamber of Commerce, wanted to bring some sunshine to the Board with all the pressing issues that they had before them currently. It was with great pleasure and it was a high honor that he was able to inform them that Mrs. Vanessa Reale, Principal of EHHS, had been selected to serve with him as a Director of the East Haven Chamber of Commerce. He recommended Vanessa and her appointment was unanimous. She was a dedicated, committed and influential member of our community. The district was fortunate to have her on staff. It was a privilege to add her to their Board. He had given Vanessa a letter this evening and she will be sworn in at a ceremony on April 13th in Town Hall at 5:30 p.m. He would like to have someone from the district, an associate or co-worker, be there for support. It would take about 5-10 minutes. He congratulated Vanessa and welcomed her to the Board.

Also, the Chamber was hosting a Business after Hours at the high school with the FBLA. He had been working with Vanessa and Loretta Kelly and this event would be held on the 20th of April at 5:30 p.m. in the Lobby. They would be reviewing some brief resumes from the students and interviewing them for internships here in town.

Pam CoFrancesco, 54 Green Street, stated she was against the reconfiguration. She had done some research on her own and she

had copies for the Board if they would like them. She was concerned about the 6th graders fitting in at the Middle School as far as the lunchroom and the high numbers in the lunch waves. She wanted to know if the 6th graders would be getting a guidance counselor like the 7th and 8th graders had. **Mrs. CoFrancesco also wanted to know why they had three superintendents when most had two. She would like to get an answer to that. She would like a phone call from anyone to let her know. Mr. Palladino asked that Mr. Serio or Mr. Meoli contact her.**

Lena Travers, Laurel Street, stated her first concern was cutting the teachers. Cutting \$1.2 million from the budget would hurt the children. She asked if it was public information regarding the benefits that the employees get from Anthem and Blue Cross. Mr. Hennessey answered that it is definitely public knowledge. Mrs. Travers then asked what percentage of the budget goes to Anthem. **Mr. Palladino asked Mr. Lathrop to give her a call to answer the questions. Mr. Lathrop would have the answer for them on Thursday.**

Donna Ricco, 67 Charnes Drive, asked about raising the deductible and co-pays of all of the employees throughout the town and instead of having multiple contracts for different bargaining units, have one contract throughout the town for all employees. What would the savings be? It might be enough to not only retain the 24 teachers but some other services that may be needed.

Paul Hongo, spoke about the cost of the benefits being different for both the Board and Town and explained the costs associated for prescription, generic and co-pays. There was a \$2,000 cap for prescriptions. They were asking Anthem how much it would cost with \$5, \$20, \$30 and a \$2,000 cap. There would still have to be negotiations with the Board of Education unions and Town unions.

Patrick Hadley, Strong Street, felt it was important not to cut teachers. There were other ways to go about funding. He thought cutting the teachers would be detrimental.

Any other public comment? There was none.

Mr. Palladino asked for a quick 5-minute recess. (8:17 p.m.)
Meeting reconvened at 8:33 p.m.

Mr. Serio explained the reason for the recess was because it was Board Appreciation Month. He thanked them for the endless hours they put in trying to support Central Administration and providing the best education for our students.

7. SPECIAL RECOGNITIONS/PRESENTATIONS

7.1 School Building Committee Update – Stanley Seliga

There was no one from the School Building Committee at the meeting. Mr. Tom Hibbard, architect from Middletown, CT spoke about the four (4) roofing projects. He stated that the four roofing projects at Deer Run, Momauguin, Overbrook and the Middle School were now complete. The final paperwork had been submitted to the contractors, the Town of East Haven, and the Bureau of School Facilities in Hartford.

They had a successful low bidder on the solar panels which was DBS in Berlin, Connecticut in the amount of \$1,509,000. They had completed the drawings for a partial replacement for the Tuttle Roofing Project. All local officials had signed off on them and they were up here for final approval before they sent the ED042 up to the Bureau of Facilities.

Mr. DeNuzzo asked if they had any roofs that had leaked. There had been small leaks reported at Momauguin, overflow roof drain; Overbrook (overflow drain issue); Deer Run (he did not know of any leaks) and the Middle School had a small stain on one of the ceiling tiles underneath an expansion joint. Metal flashing needed to be replaced. Mr. DeNuzzo referred to a letter last September from Paige Farnham, State Education consultant, and asked whether the irregularities of the bidding process had been resolved. Mr. Hibbard said yes, it was rebid. Mr. DeNuzzo said they were waiting for a special legislation from the General Assembly to approve the funding, was that so? Mr. Hibbard responded it was actually being handled through the -- he was not that familiar with it. He thought they had met all of the requirements. Mr. DeNuzzo stated but they

still did not know if the General Assembly was going to approve that and were they going to get the funding. Did he know the answer to that? Mr. Hibbard explained that they were definitely going to get the funding from the Clean Energy Fund. That was about \$700,000. He did not know about the final disposition on the solar panels; the school reimbursement dates. The Town gets 67.8%. Out of the \$1,509,000 you would deduct the \$700,000 from the Clean Energy Fund. Leaves you about \$800,000 and 67.8% of that would be eligible for the reimbursement from the Bureau of School Facilities. That would be another \$500,000. Mr. DeNuzzo asked if the solar panels were \$1.89 million. His concern was whether they were going to get reimbursed on that. Mr. Hibbard stated that was the budget figure but the actual bid figure came in lower at \$1,509,000.

Mrs. DePalma stated she believed they went to the State Department and it was all rectified and they were waiting for the funds to start coming in for that. Mr. DeNuzzo stated he needed that answer because it was going to affect the budget, wasn't it? Who was on the hook for this, the Board or the Town? Mr. Serio stated it was the Town; it was still a significant amount of money. Mr. Pompano asked about the savings for energy costs in the buildings now that they had completed that. Mr. Hibbard had not seen any feedback on that. He spoke about the roofs and their insulation. It should result in some real energy savings.

Mr. DeNuzzo asked if Mr. Hibbard knew whether the Town had already bonded for these solar panels even though we have not received them yet. Has the Town already bonded for these? Mr. Hibbard did not know about any of the specifics on that. Mr. DeNuzzo asked him if he knew where they are at this point in time. Mr. Hibbard did not believe anyone was awarded a contract at this time. Mr. DeNuzzo asked if he knew where they physically sit or if they were ours. Mr. Hibbard did not believe they had purchased them yet. He did not believe they had signed a contract. Mr. DeNuzzo wanted to know if we were on the hook for anything if we didn't get the funding from the special legislation; that was his concern. Mr. Hibbard stated

just with the \$700,000 Clean Energy Fund, the energy savings will pay for the remaining costs. It would be around a 7-year payback. With the additional reimbursement, it drops back to a 3-year payback.

Mr. Hibbard spoke about kilowatt hours and how the small sized systems were made to compete with the \$.19-.21 a kilowatt hour electricity that you are buying. You are producing it somewhere down near \$.11. That delta was \$.08-.10 a kilowatt hour. So that was their profit margin.

Mr. DeNuzzo was concerned because his research found that these panels had a life expectancy of 20 years. Mr. Hibbard stated it was actually 25 years.

There was further discussion on the solar panels and roofing. Mr. Serio stated that thinking back to Mr. DeNuzzo's question, he thought Mr. Hibbard might have been confused with the reimbursement of the roofs vs. solar panels. The solar panels were moving forward with the new bid process and they had been approved to go out to bid. This process was taking place in a timely manner according to State guidelines. He thought the problem we had was the lack of reimbursement on the roofing project. Mr. DeNuzzo asked if that was because they were co-mingled in one package. Mr. Serio stated no, they separated them. He thought the reimbursement on the roofs was pending. Mrs. DePalma said that was not true. The reimbursement has already started. Mr. Serio stated that was good.

8. OLD BUSINESS

8.1 Any questions or comments on the Board Briefs (3-09-10)

Any other comments? There were none.

9. NEW BUSINESS

9.1 Ratification of Appointments

- **Literacy Aide at Tuttle School (Replacement)**
- **EHHS Assistant Boys Track Coach (New Apptmt.)**

Mr. Serio requested the Board ratify the appointment of Amanda Allamadani as a literacy aide replacement for Erin McWilliams at Tuttle School and Jeffrey Smith as the EHHS Assist. Boys' Track Coach.

Motion was made by Mrs. Vineyard and seconded by Mrs. DePalma.

Any questions on the motion? There were none.

There were no abstentions or objections to the motion.
Motion carries.

9.2 Request for Approval of the Payment of Invoices:

- **Dated March 24, 2010 for Fiscal Year 2009-10 in the Amount of \$810,407.17**

Mr. Serio requested the Board approve the payment of invoices dated March 24, 2010 for Fiscal Year 2009-10 in the amount of \$810,407.17.

Motion was made by Mrs. Kluth and seconded by Mr. Maisano.

Any discussion on the motion?

Mrs. Maisano asked Mr. Lathrop the following questions:

Admin. Unemployment – Why were they raising the unemployment benefits above the budget forecast to \$145,000? After reviewing the claims in the last six months, they were right on budget because they had a significant number of claims expiring this month. He had done some additional research knowing she had requested this. They were right at the \$125,000.

Arpino Plumbing – Was this something our guys could have fixed? This was the supply house. It was a blanket PO, would they be closing that in April? Mr. Lathrop explained

that Mr. Travaglino had just gotten back and he was reviewing the open purchase orders. **There was discussion on how they needed to discuss this and Mrs. Maisano asked that Mr. Travaglino give them a projection. She requested they have this for Thursday.**

Dornfeld – Was this a blanket PO? This was a blanket PO for various repairs. One was for the air-handler in the EHHS gym. Did this go out to bid? Dornfeld had won the bid for all AC work. How many comparable bids? There were three or four. It was put out by Steve Scalisi at the Town Hall.

East Haven Athletic – Were they up to date with the Athletic account? They should be good until the beginning of the next school year.

Firetech – This was exceeding our budget by \$70,000. What was he anticipating transferring over from Firetech into that account? Mr. Lathrop talked about the financials of this account. They were talking about another \$550,000 from an expenditure standpoint is where they would end up. That was an estimate. They would be transferring out of accounts that had surplus. For Thursday night, Mr. Lathrop would try to true up any of these individual accounts with a transfer. Mrs. Maisano wanted to know where were they taking that money from in order to pay buildings and grounds that's over by almost \$200,000. Mr. Lathrop stated that right now the current forecast had them in a positive position of approximately \$10,000. Transfers would be across multiple accounts. **Mrs. Maisano would like a transfer reconciliation done at least for one meeting a month. Mr. Serio thought this was an agenda item for Thursday night and at the following meeting they could vote on it.**

Gunnison Flooring – Mrs. Maisano wanted to know if this was bid out. Mr. Lathrop stated it was below \$4,000; it was for repairing the floor at the high school. Mrs. Maisano spoke about the bylaws and how anything between \$1,000 and \$4,000 had to have at least three quotes. This was an emergency repair. They needed to bring in someone quickly.

Mrs. Maisano felt other people could have given bids or quotes and in the future they need to quote it out for the best people and the best price.

Mr. Pompano stated he had received notification that this was going on and then never heard about the outcome. Please keep him up to date. Mr. Travaglinio apologized that he had dropped the ball on that.

Ben Mazzucco – Mrs. Maisano asked for a report as to what was done a couple of months ago regarding these bills. She requested that he come and give a report.

Mr. Hennessey asked if they had switched to the new person now. Mr. Meoli answered yes. At no charge to us right? Mr. Meoli stated that was his understanding. Mr. Hennessey stated that's everyone's understanding, right? He's working good? Mr. Palladino stated it was a company the Town had -- it was a private investigation company and the Town was allowing us to use them with no additional charge. The price was right. Mr. Hennessey said no kidding. **Mrs. Maisano would like this item tabled until he comes to the next meeting to discuss it. Mr. Meoli stated he had a report that he could share with them. He did not have it with him tonight.**

Murphy Security – How are they working out? Vanessa Reale stated she was very pleased with them.

Shipman & Goodwin – Mrs. Maisano said there was one item on there that she had called them and was told specifically by Gary Brochu that she would not be billed for that. She would like someone to call and confirm it for her.

Schindler Elevator – Mr. Lathrop stated they have two elevator companies that provide service to East Haven. Contract terms are difficult at best. The pricing is higher than it should be. They had contacted them to discuss pricing with them and did not receive a response from them over a two-

month period. Called the general manager and told them they were going to take steps to terminate the agreement. Contracts are for 5 years with automatic 5-year renewals with a very narrow window for renewal. If not respond to phone calls, we will consider a formal notice for termination of service. Please let me know the value of services rendered to date. Their response was a bill for another 5 years for \$23,500. **Mrs. Maisano suggested they send a letter from Dolan & Luzzi.**

Any further discussion? There was none.

There were no abstentions or objections to the motion.
Motion carries.

9.3 Request Approval of EH Academy Field Trip to Philadelphia, Grades 5 & 6 on May 21, 2010

Mr. Serio requested the Board's approval for the EH Academy field trip to Philadelphia for Grades 5 and 6 on May 21, 2010.

Motion was made Mr. Pompano and seconded by Mrs. Vineyard.

Any discussion on the motion?

The Board members had discussion on the length of the trip for one day and the number of chaperones. There were more chaperones than were normally requested. They were taking a coach bus and had done many trips of this sort in the past. This trip was connected to what they were studying. The kids did not complain about the trip, they loved it. Mrs. Johnson would be going on the trip as well. The school nurse was not going, but they pack all the medications that the students need. It was decided that it was the parent's decision to make.

Any further discussion? There was none.

There were no abstentions or objections to the motion. Motion carries.

9.4 Approval to Notify Non-Tenured Teachers of Non-Renewal

Mr. Serio asked for the Board's approval to notify non-tenure teachers of non-renewal.

Mr. Palladino asked if all of these teachers could be called backed. They weren't saying all of these teachers were being dismissed. They were just following the law and sending them notification. Mr. DeNuzzo asked if any names were being mentioned. Mr. Serio stated yes, they would read the names. Mr. Palladino asked if this had to be done in Executive Session. Mr. Serio responded no. Mrs. Kluth commented they would read these names tonight without them knowing. Mr. Serio stated they do know.

Motion was made by Mr. Hennessey and seconded by Mr. DeNuzzo.

Any discussion on the motion?

Q How many non-tenured teachers do they have?

A Forty-eight (48)

Q Could he explain to them how they came to 24?

A They were originally going to put all 48 on but realized how difficult it would be to fill some of the positions. They arrived at the 24 based on certification.

Q So their thought process did not include any assumptions as to what they were going to get?

A Yes, it did. They discussed getting cut possibly \$2 million from the \$2.9 million. The only reason teachers were on the first notification was because of State statute.

Q If they get zero, could they go higher?

A It could go higher, but there would be other people that would come forward first.

Q If teachers agree to concessions, that number could decrease?

A Yes.

Mr. Palladino asked if there was any other discussion?

Mr. DeNuzzo asked if they were going to get a copy of that list.

Mr. Serio stated that the motion he had was as directed by counsel. He would like to read it. There was already a motion on the table.

Mrs. Kluth asked if they were going to explore every other avenue to make cuts before they do this. Mr. Palladino stated absolutely.

Mr. Hennessey amended his original motion to the one Mr. Serio would read. Mr. DeNuzzo seconded the motion.

There were no objections or abstentions made. Motion carries.

Mr. Serio would like the motion to be that the Board directs the Superintendent to give written notice to individual non-tenured teachers that his or her contract will not be renewed for the 2010-11 school year.

Mr. Palladino asked that Janice do a roll call vote.

Mrs. Kluth wanted to know how come they did not do it in reverse; to find cuts in other areas first. Mr. Serio stated it was because of the April 1st deadline date for certified teachers.

Mrs. Maisano asked Mr. Hennessey with all of his years of experience, why he was opposed to this. Mr. Hennessey stated they had gone through this last year and had cut 24 people. Everyone was of the frame of mind to cut, cut, and cut. We did it last year and he did not want to do it twice in a row. They can't cut more money without affecting kids. He was going to oppose all of this stuff. He felt the conversation should not be about laying off more teachers. The conversation should be that they need more money. We have to fit an education system to the money. It should really be reversed. They were doing it backwards. He did not feel that next year would be any better. They would be sitting here doing the same thing.

Mr. Palladino asked if anyone had an idea of what they could do. There were a lot of first year people on this Board. When the Town or Board of Finance says our expenses were up and income was down, what do they do? Mr. Hennessey didn't know what to say. They were putting roofs on schools they might close. He did not think it made any sense.

Mr. Pompano said it troubled him that they were down 24 teachers from last year and our largest class size was 24 or 25. That told him they were grossly overstaffed for years. Someone did not do their due diligence to move with the enrollment as they moved forward from the prosperous times years ago. There was discussion on the roofs and buildings. They would discuss this more on Thursday.

Mrs. Vineyard said if your household budget increases, you have to go out and get a part-time job and cut out things like buying coffee and lunch. You make cuts. Mr. Hennessey stated you can't cut forever.

Mr. Pompano stated people may lose their homes if a dramatic increase in taxes was made. They needed to be cognizant of that fact. Mr. Hennessey did not agree with him on this.

There was further discussion on what to do regarding the layoffs. This was an item that could be done later because it was not based on teachers' performance. Mr. Scalesse agreed with Mr. Hennessey. They needed to provide their students with an equal education opportunity. He felt they were decimating our school system. The kids were the future of our town. Mr. Scalesse spoke about the Board of Finance meeting and how he feels they can get more money from the Finance Committee.

Mrs. DePalma felt that Mr. Lathrop had a handle on the general ledger system. The audit and the six weaknesses carries over from year to year. Mr. Scalesse asked Mr. Lathrop if they were working to rectify that problem. **Mr. Serio informed the Board that he had just received an email from the auditors to make an appointment with himself, Jason and the**

administration to make suggestions and recommendations. He was going to bring this up Thursday night. They need to set up the systems they need moving forward and the Business Office would have to follow the systems that were set up conforming to the auditors requests. He would report back to the Board in the Finance Subcommittee.

Mrs. Maisano thought that was a great step and it should have been done years ago. She applauded him for getting them in.

Mr. Hennessey spoke about the letter from Paul Hongo regarding how the Town needs to make up in this budget approximately \$6 million. The School Board spent over \$400,000 -- that's \$5.5 million that they were still off. It was not all because of the audit or all because of the school board. Mrs. Maisano stated we have overspent year after year after year on this Board of Ed budget. Mr. Hennessey stated if they spent over \$400,000; but somebody else made \$5.5 million. Mr. Hennessey stated it says that in this budget, our Town needs to make up \$6 million. There was further discussion on what and who needed to make up the difference.

Mr. Hennessey stated the Board did not have a revenue account; we use what they give us. Mrs. Maisano asked Mr. Hennessey to repeat what he just said one more time. Mr. Hennessey said we don't have revenues. Mrs. Maisano stated so we don't get money from anywhere else; there wouldn't have been a payment of money expected to come in for anything, right? Mr. Hennessey stated all of our money, our appropriations, comes from the Town Council. Mr. Serio stated they do get some revenues. Mrs. Maisano, Mr. Hennessey and Mr. Serio agreed that what they do get in revenues was insignificant. Mr. Hennessey talked about foreclosures and asked how they could overstate their revenue. It was stated that you expect people to pay their bills. Mr. Hennessey thought they should not be expecting that with the biggest housing crisis since World War II.

Mr. Palladino stated they got off track and they needed to know whether or not they were going to send out the notices. There

was a motion and a second. He asked Janice to do a roll call vote.

Mr. DeNuzzo – no. They had heard great arguments from both sides, but they had not heard from the people of this town. They did not know what they were thinking as far as education as opposed to what they could afford. Perhaps if this went to a referendum – he anticipated some type of mil hike. What the Town brought it up to he did not know, but he understood anything over 5 mils calls for a referendum. Perhaps the Town should do that. Maybe they should hear from the Town as to whether they are ready to spend the money for education or was the Town in that position that they can't afford it. The people should tell them what they feel is important. It's not for us to decide. There are 28,000 people out there that we represent and who pay taxes to this Town and they were the ones that should ultimately decide.

Mrs. DePalma – yes. I think the people that might get a pink slip, that they should be given that in a time period to keep it clean. We are all in this together. I'm not saying we shouldn't get money, I hope we do get money for our budget. There was so much they could do and they could look for cuts in other places. Mr. Serio will be meeting with the teachers union. Hoping they realize that concessions really, truly need to be made. It was a fact of life everywhere.

Mr. Hennessey – no.

Mrs. Kluth – no. Do these people know who they are? It was no surprise, they know who they are? She felt they should research other opportunities to go about this.

Mrs. Maisano – no. She did not like the fact that 24 teachers were made aware that their jobs may come to an end. There were other ways to cut. If they take the time and sit down and crunch these numbers and come up with a solid figure... she felt they could do it. We may have to revisit this depending on what the appropriation was that comes from the Town Council.

Mr. Pompano – no. He would like to look at every one of the people in the face at a hearing if they so choose. Tony mentioned \$1.2 million -- he believed this Board was capable of getting \$1.2 million without getting rid of any teachers.

Mr. Scalesse – no. They can't lose teachers at all costs.

Mrs. Vineyard – no.

Vote was one (1) in favor with seven (7) opposed.
Motion does not pass.

9.5 Discussion and Possible Approval of BOE Prom Donation

Mr. Serio stated the After Prom money was budget so he put this back on the agenda to revisit it and discuss it with possible approval.

Motion was made by Mrs. Maisano and seconded by Mrs. Vineyard.

Any discussion on the motion?

Mr. Pompano stated that Mr. Lathrop was not at the last meeting so this item got stalled at a \$2,000 figure. Mr. Lathrop explained that in the 2008-09 actuals, they spent approximately \$10,000 on events related to the Junior and Senior After-Proms which were separate last year. The high school graduation which included flowers and chairs -- they reduced that amount by \$1,500 so the total budget was \$8,500 for those items for this year. Last year there was a \$2,000 contribution towards the junior prom and \$4,000 towards the senior prom. Assuming the costs of graduation have not changed, my recommendation would be to take the \$6,000 that was given last year and reduce it by \$1,500 of the reduction in the budget and move forward with that amount of \$4,500 to the Junior/Senior After-Prom. He felt comfortable from a financial standpoint with the \$4,500.

Mr. Pompano and Mr. DeNuzzo asked to hear from Mrs. Reale again because she made a case for not so much. Mrs. Reale stated this was really tough because she wanted the kids to have a very memorable experience, but these were really tough times. With the possibility of \$4,000 and \$3,000 from the Town, it was a lot of money for four hours time. Her recommendation for \$2,000 was a happy medium for them to have a nice evening and do it within reason. They could use the money for exercise equipment or books for the library. She would like to stick to the \$2,000 recommendation because of their budget situation.

Mrs. Maisano suggested a fundraiser that she could head up. They would have \$5,000 altogether; was there anything they would not get? Gabby (student) stated it was the principle. They were going to buy books for the library when the Middle School does not have one. Mrs. Reale stated that those were just examples. A parent stated that the money was not just for After-Prom. Some of the money is for the seniors' gifts so they could leave the school with something. In the past they had given laptops, I-pods, and cameras. The students had to be present in order to be considered in the raffle.

There was further discussion on how much to give to the After-Prom. Mr. Pompano thought it was difficult to look at this request after it was piggybacking 24 teachers being laid off. He spoke about how other groups had changed their ways of doing things and made cuts because of the hard times. There was discussion on fundraisers and what had been allocated for this.

Mr. Palladino asked for a motion to approve the \$4,500 for the After-Prom.

Motion was made by Mrs. Kluth and seconded by Mr. Scalesse.

Any further discussion?

Mrs. Maisano asked if this was projected on the number on the bottom. Mr. Lathrop stated yes. Giving them the \$4,500 was still \$1,500 above, correct? Mr. Lathrop responded yes.

Mrs. Maisano wanted to reiterate that Mrs. Reale said this was the last class to get this money. Were all the other classes aware that they would not be getting this money? Mrs. Reale stated the expectation was for them to raise the money. Her reason for asking for the \$2,000 was because of these tough times for the Board.

There were no objections or abstentions to the motion. Motion carries.

9.6 Discussion and Possible Approval of EH Academy Lottery Procedure

Mr. Serio stated this was for discussion and possible approval on the procedure of the East Haven Academy lottery.

Mrs. Johnson explained that applications were sent to all of the schools sent and the deadline was April 20th. Information Night was this coming Monday, March 29th at 6:30 p.m. and they were sending out a Connect Ed to the entire town to notify parents. Applications would be available on that night as well. They had received 90 applications so far which was about normal. Mrs. Johnson was hoping for a representative from the Board of Education to pull the numbers.

Mr. Palladino and Mr. DeNuzzo volunteered to do this for her. All of the numbers would be placed on the table for all to see. Mr. Palladino would place the numbers in the receptacles by school. Two different people would write down the numbers and check each other. Parents were invited to attend and they would be notified by mail what their child's number would be. The lottery would be held in May. Mr. Palladino suggested they do it in a neutral location like in the auditorium here. The Board agreed.

The plan was to have two third grades and Mr. Serio hoped they would know by that date. Mrs. DePalma did not understand the percentages and why. Mrs. Johnson explained how the process worked and how it gave everyone an equal opportunity. Currently, there were no students from private schools that had applied. When the lottery took place, the parents would know before the lottery was done because their child had been assigned a certain number. If a number was pulled and that child did not go to the Academy, there was a wait list for all of the remaining students. If the student declines or moves, if the student was from Ferrara, then the first person on the Ferrara wait list would be selected. The wait list was arranged as to how the numbers were pulled. The wait list would be done that night. The timeframe to acknowledge they were going to take their spot was very short. They were doing this late because of the reconfiguration. Mrs. Johnson invited the Board to attend their Information Night at 6:30 p.m. in their auditorium.

Motion to approve was made by Mrs. DePalma and seconded by Mrs. Maisano.

Any further discussion? There was none.

There were no objections or abstentions to the motion. Motion carries.

Mr. Serio requested that they make a motion to go into Executive Session to discuss 9.7.

Motion was made by Mr. Pompano and seconded by Mr. DeNuzzo.

Any further discussion? There was none.

There were no objections or abstentions to the motion. Motion carries.

Adjourned Regular Session at 10:12 p.m.
Convened Executive Session at 10:27 p.m.

9.7 Possible Action on Carbone v. East Haven BOE Litigation Case

After discussion with Attorney Egan in Executive Session, the Board decided to take action on the Carbone v. East Haven BOE Litigation Case.

Motion to authorized Durant, Houston to file an appeal in the Carbone v. East Haven BOE Litigation Case was made by Mrs. Vineyard and seconded by Mrs. DePalma.

Any discussion on the motion? There was none.

There were no objections or abstentions to the motion. Motion carries.

10. INFORMATION ITEMS

Mr. Palladino asked if there were any questions on the informational items. There were none.

10.1 Correspondence

- *LouAnne Tullo, Cafeteria Satellite Hostess @ EHHS (Resignation)*
- *Erin McWilliams, Literacy Aide @ Tuttle School (Resignation)*
- *Andrea Greim, Teacher Asst. @ Family Resource Ctr. (Resignation)*
- *Dorota Esposito, 5th Gr. Tchr. @ EH Academy (Resignation)*
- *Victoria Gambardella, 5th Gr. Tchr. @ Tuttle (Resignation)*

10.1.2 School Newsletters

10.1.3 FYI – Budget 2010-11 Object Code Budget Reduction Analysis

11. EXECUTIVE SESSION

11.1 Discussion concerning strategy and negotiations with respect to a pending claim or litigation; Carbone v. East Haven Board of Education

Attorney Lisa Egan provided the Board with an update on Carbone v. East Haven Board of Education Litigation Case.

Motion to adjourn was made by Mr. Pompano and seconded by Mrs. Vineyard.

Adjourned Executive Session at 10:53 p.m.
Reconvened Regular Session at 10:54 p.m.

12. ESTABLISHMENT OF NEXT REGULAR MEETING

THE NEXT REGULARLY SCHEDULED MEETING OF THE BOARD OF EDUCATION – APRIL 27, 2010 – EAST HAVEN HIGH SCHOOL, 35 WHEELBARROW LANE, EAST HAVEN, CT 06513 at 7:00 p.m.

13. ADJOURNMENT OF REGULAR MEETING

Motion to adjourn was made by Mrs. DePalma and seconded by Mrs. Vineyard.

There was no discussion on the motion, no objections, and no abstentions. Motion carries.

Meeting adjourned at 10:55 p.m.

RESPECTFULLY SUBMITTED,

**MR. NICHOLAS PALLADINO, CHAIRMAN
EAST HAVEN BOARD OF EDUCATION**