

**SPECIAL JOINT MEETING  
REGION 9 BOARD OF EDUCATION  
EASTON BOARD OF EDUCATION  
REDDING BOARD OF EDUCATION  
Minutes - September 20, 2010**

**ATTENDANCE:**

Region 9 BOE: Abrams, Gombos, Hocker, Karvelis, Lewis, Logie, Macchio, Shapiro

Easton BOE: Bobroske, Dunsby, Maiorano, Peskay, Treidel, Underberger,

Redding BOE: Barickman, Gaspar, Goldberg (left at 7:30 p.m.), Lewson, Miller

Administration: Cicchetti, Mas, Sullivan

Four members of the public.

Location: Joel Barlow High School library

**CALL TO ORDER**

Easton Board of Education Chair Treidel called the Easton Board of Education meeting to order at 7:04 p.m.

Redding Board of Education Chair Gaspar called the Redding Board of Education meeting to order at 7:04 p.m.

Region 9 Board of Education Chair Lewis called the Region 9 Board of Education meeting to order at 7:04 p.m.

**APPROVAL OF May 10, 2010 SPECIAL JOINT MEETING TRI-BOARD MINUTES**

**Motion: Move that the Region 9 Board of Education approve the May 10, 2010 Special joint meeting minutes as submitted. Lewis, Karvelis. Approved: 6-0-2 (Abrams, Shapiro abstained).**

**Motion: Move that the Easton Board of Education approve the May 10, 2010 Special joint meeting minutes as submitted. Dunsby, Bobroske. Approved: 4-0-2 (Underberger, Maiorano abstained).**

**Motion: Move that the Redding Board of Education approve the May 10, 2010 Special joint meeting minutes as submitted. Lewson, Gaspar. Approved: 3-0-1 (Miller abstained).**

**Note: Mr. Barickman arrived after votes were taken on motion.**

**PUBLIC COMMENT**

Frank DeSalvo – Redding. Commented on the lack of visibility on the process that will occur in Executive Session.

**BOARD MEMBER COMMENT**

None.

**OVERVIEW OF THE STRATEGIC PLANNING PROCESS FOR THE EASTON, REDDING AND REGION 9 SCHOOL DISTRICTS**

Dr. Cicchetti gave a presentation on the work done by the Focus Group and by the Strategic Planning Group in August, 2010 on the renewal of the ER9 Strategic Plan. He introduced the members from each of the three boards who participated in the Strategic Planning Group: Region 9 – Logie and Macchio, Redding – Gaspar and Barickman, Easton – Dunsby and Treidel. Draft documents were shared which had been developed during the August sessions including beliefs, mission, parameters, objectives and strategies. Dr. Cicchetti stated the next steps would be reconvening the Ad-hoc Strategic Planning Committee and forming action teams this fall that will consist of board members, administrators, staff, parents and other community members. Implementation action plan

presentations would be targeted for January. Discussions ensued over how to best structure the meeting times to speed up the process without compromising the quality of output.

Mrs. Gombos asked if the word “all” should be included in two lines of the Objectives, especially in relation to the portion of the student population that is categorized as special education learners: (1) *All students will achieve their highest level of personal academic excellence* and (2) *All students will meet or exceed national, state and local standards for student learning.*” Mr. Logie explained that the objective is stating that you would do everything possible to make that happen. Dr. Gaspar explained the discussion in the Strategic Planning sessions surrounded the fact that you would not want an objective that said you want *some or most* of your students to meet or exceed the standards. The objectives are the aspirations of the school districts.

#### **DISCUSSION AND POSSIBLE ACTION PERTAINING TO APPOINTMENT OF LEGAL COUNSEL**

A subcommittee consisting of two members from each Board (Region 9 – Gambos, Karvelis; Easton – Bobroske, Underberger; and Redding - Brey, Goldberg) had been formed to review Dr. Cicchetti’s recommendation to consider changing the Board’s legal counsel. This committee interviewed the senior counsel and other members of the firm. Formal and informal reference checks were performed by committee members – all were extraordinary. Dr. Gaspar noted that this legal counsel represents the districts in all cases excluding Special Education which has other legal representation. The subcommittee also recommended that each board chair appoint a member to review the legal invoices to make sure the Boards are staying within their legal expense budgets. Mr. Barickman felt that boards should not be auditing invoices, that it is the role of the Director of Finance and Operations to do so. Mrs. Gambos stated that Region 9 does audit their vendor invoices.

**MOTION: Move to appoint Shipman & Goodwin, LLP as legal counsel to the Easton, Redding and Region 9 Boards of Education and to authorize the Board chairs to execute an appropriate engagement letter.**

**Region 9: Gombos, Karvelis. Unanimous. Approved.**

**Easton: Peskay, Underberger. 5-1. Approved. (Maiorano opposed).**

**Redding: Barickman, Miller. Unanimous. Approved. (Brey, Goldberg, Joyce-Kirk absent)**

#### **EXECUTIVE SESSION FOR PURPOSES OF DISCUSSION AND POSSIBLE ACTION PERTAINING TO CONTRACTS FOR ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION AND DIRECTOR OF FINANCE AND OPERATIONS**

Dr. Shapiro questioned the reason for going to Executive Session if the purpose was to discuss contracts for municipal employees. Dr. Cicchetti stated that performance reviews would be discussed and that must be done in Executive Session. Dr. Shapiro noted that according to the Freedom of Information Act no actions may be taken in Executive Session, contrary to what was stated in the special agenda.

Dr. Cicchetti, Mrs. Mas and Mrs. Sullivan were invited to attend. Ms. Mas and Mrs. Sullivan rescued themselves from joining.

**Motion: Move to enter Executive Session to discuss issues related to the performance of two municipal employees, E. Marie Mas and Peggy Sullivan.**

**Region 9: Karvelis, Hocker. Unanimous. Approved.**

**Easton: Dunsby, Peskay. 5-1. Approved. (Maiorano opposed).**

**Redding: Barickman, Miller. Unanimous. Approved. (Brey, Goldberg, Joyce-Kirk absent)**

Enter Executive Session: 8:15 p.m.

Enter Public Session: 9:00 p.m.

Dr. Cicchetti recommended a 3.7% increase in salary for 2010-2011 for both Ms. Mas and Mrs. Sullivan. The 3.7% increase amount was arrived by combining their 2009-10 base salary, annuity and a 2009-2010 \$3,000 stipend. In 2009-2010, Ms. Mas and Mrs. Sullivan's total pay was \$161,962 and \$141,937, respectively. A 6% placeholder budgeted amount for 2010-11 (\$315,773) had been approved by the Tri-Board and passed by the towns earlier this year. The combined proposed salaries would total \$315,144; \$629 under the placeholder budget amount. Dr. Cicchetti noted that with the 3.7% both positions would be second to the bottom in total 2010-11 compensation within the DRG A districts; Wilton being the lowest. Both individuals have a three-year employee contract; the terms, with the exception of pay, would remain unchanged. Dr. Shapiro and Mr. Dunsby stated they would favor a raise, but at a lower percentage. Mr. Maiorano questioned why this action was not taken earlier and stated going forward the Boards need to address salary issues better during the budget season.

Dr. Underberger, Mr. Karvelis, Mr. Miller commented on the outstanding reviews/job performance of the two employees and possible consequences (leaving, cost to replace) if no action is taken.

Dr. Cicchetti stated the intent of the agenda was to take action on a salary increase. Mrs. Gombos said that since this was a Special Meeting, the agenda could not be modified. Mr. Treidel (chair for this Tri-Board meeting) felt that action could be taken on this issue.

All three boards caucused at 9:48 p.m. then reconvened (9:55 p.m.) for the motion.

**MOTION: Move to accept the recommendation of the Superintendent of Schools for a salary increase of 3.7% for 2010-2011 for the Assistant Superintendent for Curriculum and Instruction and for the Director of Finance and Operations.**

**Region 9: Hocker, Karvelis 7-1 (Shapiro opposed).**

**Easton: Peskay, Underberger 5-1 (Maiorano opposed).**

**Redding: Barickman, Miller. 4-0 Unanimous. Approved. (Brey, Goldberg, Joyce-Kirk absent)**

#### **PUBLIC COMMENT**

Michael D'Agostino – Redding: Mr. D'Agostino stated that the two administrators received a \$3,000 stipend last year, yet comments have been made that they took no pay increase last year. He said that this is contradictory. He stated we should also value our teachers the same way we value our administrators. He noted the similarities between the two - salaries are near the bottom of DRG A, and school performance is near the top.

#### **ADJOURNMENT**

Mr. Treidel adjourned the Easton Board of Education meeting at 10:04 p.m.

Dr. Gaspar adjourned the Redding Board of Education meeting at 10:04 p.m.

Mr. Lewis adjourned the Region 9 Board of Education meeting at 10:04 p.m.

Respectfully submitted by,  
Daniel Underberger, M.D., Easton Board of Education Secretary

Recorded by Vicki Cram.