

Easton, Redding & Region 9 Boards of Education  
Tri-Board Meeting  
November 16, 2010  
Minutes

Attendance:

Easton Board of Education: Treidel, Peskay, Bobroske, Maiorano (by telephone)

Redding Board of Education: Gaspar, Miller, Joyce-Kirk, Lewson

Region 9 Board of Education: Abrams, Gombos, Hocker, Karvelis, Lewis, Logie, Macchio, Shapiro

Administration: Cicchetti, Mas, Sullivan

Others: 12 members of the community and staff, and representatives of the Redding Pilot/Easton Courier and Daily Easton.

Chairman of the Easton Board of Education, Al Treidel, called the meeting of the Tri-Boards to order at 8:10 in the Helen Keller Middle School Library. All three of the boards had a quorum in attendance..

APPROVAL OF MINUTES

**Motion: move that the Easton Board of Education approve the minutes of the September 20, 2010 meeting as amended. Peskay, Bobroske. Approved. Unanimous.**

**Motion: move that the Redding Board of Education approve the minutes of the September 20, 2010 meeting as amended. Lewson, Miller. Approved. 3-0-1. Mrs. Joyce-Kirk abstained.**

**Motion: move that the Region 9 Board of Education approve the minutes of the September 20, 2010 meeting as amended. Abrams, Karvelis. Approved. Unanimous.**

Amendments to motions:

**Page 2, Executive Session, change paragraph 1 as underlined:**

**Dr. Shapiro questioned the reason for going to Executive Session if the purpose was to discuss salary increases for municipal employees, since such discussion is not specified for Executive Session under the Freedom of Information Act. 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 action may be taken in Executive Session, contrary to what was stated in the special agenda. Mr. Treidel therefore added an agenda item, "Discussion of Dr. Cicchetti's salary recommendations for Mrs. Mas and Mrs. Sullivan," following the Executive Session.**

**Page 3, paragraph 1, line 8, ...three-year employee contract, which expired June 30, 2010.**

DISCUSSION AND ACTION PERTAINING TO CONTRACTS FOR THE ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION AND FOR THE DIRECTOR OF FINANCE AND OPERATIONS

Mrs. Gombos reported the ad hoc committee established to further align the salary contracts for the Assistant Superintendent for Curriculum and Instruction and for the Director of Finance and Operations recommended changes in language. Changes were made in fringe benefits in the area of wording of the contract regarding personal/sick days (number remains the same, distribution changes), and health insurance change opportunity for Mrs. Sullivan to align with the contract for Mrs. Mas. The draft contracts were reviewed and discussed.

**Motion: move that Region 9 Board of Education approve the contracts Assistant Superintendent for Curriculum and Instruction and for the Director of Finance and Operations are revised. Hocker, Karvelis. Approved. Unanimous.**

**Motion: move that the Redding Board of Education approve the contracts Assistant Superintendent for Curriculum and Instruction and for the Director of Finance and Operations as revised. Lewson, Miller. Approved.**

**Motion: move that the Easton Board of Education approve the contracts Assistant Superintendent for Curriculum and Instruction and for the Director of Finance and Operations as revised. Peskay, Bobroske. Approved. Unanimous**

DISCUSSION AND ACTION PERTAINING TO THE RETIREMENT OF SUPERINTENDENT MICHAEL T. CICHETTI

The discussion of moving forward to engage a search firm and establishment of a committee and steering committee began.

**Motion: move that the Region 9 Board of Education move forward with a search committee of the three boards, and a smaller steering committee composed of representatives of the three boards, to explore options from the previous search, conduct interviews with former superintendent Dr. Fossbender and with Dr. Cichetti, and collect information and data on the current pool of resources. Logie, Karvelis.**

**Motion: move that the Easton Board of Education move forward with a search committee of the three boards, and a smaller steering committee composed of representatives of the three boards, to explore options from the previous search, conduct interviews with former superintendent Dr. Fossbender and with Dr. Cichetti, and collect information and data on the current pool of resources. Peskay, Bobroske.**

**Motion: move that the Redding Board of Education move forward with a search committee of the three boards, and a smaller steering committee composed of representatives of the three boards, to explore options from the previous search, conduct interviews with former superintendent Dr. Fossbender and with Dr. Cichetti, and collect information and data on the current pool of resources. Lewson, Joyce-Kirk.**

Discussion of how best to proceed followed. Board members expressed their thoughts on the functioning of the three boards, the need to reduce the work load on the Central Office staff especially the superintendent, the potential to contract or expand the districts, the legal issues, the challenging structure of the regional system and one superintendent, best practices and what other districts in the state are doing, potential of needing an interim superintendent, and especially the pool of potential candidates for the superintendent post.

Following a long discussion, a vote call taken on the motions on the table.

**Region 9 Board of Education: approved, unanimous.**

**Redding Board of Education: Mr. Lewson withdrew the motion.**

**Easton Board of Education: approved. 3-0-1. Mr. Treidel abstained.**

**Motions not approved unanimously**

A two-minute caucus was taken by the boards.

Another vote was taken:

**Region 9 Board of Education: approved, unanimous.**

**Redding Board of Education: motion reinstated, approved, unanimous.**

**Easton Board of Education: approved. unanimous.**

**The motions passed unanimously.**

Discussion continued on the establishment of a committee to examine the ER9 governance structure and best way for the three board/districts to function, and improve operations. Mrs. Peskay crafted a potential motion

that was discussed. Discussion followed. Board members asked that comments from the public be allowed before going forward with a formal motion.

**PUBLIC COMMENT**

Alice Smith, Umpawaug Road, Redding: suggested that all board members spend some time meeting and visiting with all who work in Central Office, and spend some time in each of the five schools during the school day. She asked the budgetary concerns also be a part of the discussions.

Paul Coppinger, Ferndale Easton: commented that to expand or contract the district is complicated and there may be other ways for the boards to work together effectively.

Mike D'Agostino, Glen Hill Road, Redding: commented that the main objective is to find a new superintendent, and the importance of moving forward as a school district.

Suzanne Krivit, Black Rock Turnpike, Redding: commented that the discussion seems to be the number of evening meeting required of the superintendent, and asked why the boards were discussing the restricting of the boards and governance.

Caro Dreznickl, Old Stonewall, Easton: asked that the boards move forward to find a permanent superintendent.

Frank Desalvo, Mountain Road, Redding: commented that as a member of the Redding Board of Finance, he thought the boards should do the study and present the findings to the Boards of Finance and Boards of Selectmen. He was not in favor of representation of the Board of Finance on the study committee.

Gene Connolly, Meeker Hill Road, Redding: commented that this is not a crisis, but the issues present a delicious challenge for a new superintendent.

Sharon Stemme, Tersana Drive, Easton: commented that there was excitement about what was started with the strategic planning process and that that communication between Easton & Redding was improving as well as communication between the schools.

Elizabeth (last name unclear), Morehouse Road: asked that the search include candidates that are not currently superintendents so boarder base of candidates is available.

Board members continued the discussion of a motion to consider. Mrs. Peskay noted that her motion would be to gather information, put the information together in a cohesive way and report back to the boards, but not make recommendations.

Mrs. Gombos suggested that the three boards first invite Ron Harris of the State Department of Education to a meeting to explain what the options are and what other regional districts are doing, and then decide if the boards want to create a tri-board committee to review structure and practices once a new superintendent has been identified.

**Motion: move that the three boards of Education (Easton, Redding & Region 9) form a committee to examine the ER9 governance structure and ways of working, and to review current thinking in best practices for boards of education. Such committee would issue a report to provide the boards with information on the structure, ways of working and best practices by March 31, 2011. The committee would consist of one member from the Easton Board of Education, one member from the Redding Board of Education, two members from the Region 9 Board of Education (one from Easton and one from Redding). In addition, a representative from each of the Boards of Selectmen and Boards of Finance or their designees will be invited to join this committee. Easton motion by Peskay, seconded by Bobroske. Approved. Unanimous**

**Redding motion by Miller, seconded by Joyce-Kirk. Approved. Unanimous.**

**Region 9 motion by Macchio, seconded by Hocker. Approved. 4.22-3.78 with a crossover vote.**

**Voting for: Macchio, Hocker, Karvelis, Abrams. Voting against: Gombos, Shapiro, Lewis, Logie**

**The motion approved Unanimously.**

There was a consensus that Ron Harris of the Connecticut Department of Education should be invited to a meeting of the three boards in December.

ADJOURNMENT

The meeting was adjourned at 10:40 pm

Respectfully submitted,

Regina Bobroske, Acting Recording Secretary

Recorded by Mary Maday