

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT
Regular Meeting – March 12, 2019
Long Hill Administration Building
Lorraine R. Smith Assembly Room

The Trumbull Board of Education convened in the Auditorium in the Long Hill Administration Building for a Regular Meeting.

Members present:

L. Chory, Chairman
L. Timpanelli, Vice Chair
J. Norcel, Secretary
J. Donofrio
K. Fearon
M. Ward

Members absent:

M. Petitti

Agenda Item I—Call to Order

The meeting was called to order at 6:04 p.m.

It was moved (Fearon) seconded (Norcel) to continue the February 26, 2019 Executive Session discussion. The Superintendent was invited to be a part of the discussion and Board Member Marie Petitti participated via telephone. Vote: Unanimous in favor. By unanimous consent of Board members present, it was moved to come out of Executive Session at 6:52 p.m.

Agenda Item II—Preliminary Business

A. Pledge of Allegiance - The Public Session began with a salute to the Flag.

It was moved (Donofrio) and seconded (Ward) to move Agenda Item III—Reports/Action Items Approval/United Public Service Employees Union (UPSEU) Local 424, Unit 89 – Para-Educator Contract 2018-2021 to this portion of the meeting. Vote: Unanimous in favor.

Agenda Item III—Reports/Action Items

A. Approval/United Public Service Employees Union (UPSEU) Local 424, Unit 89 – Para-Educator Contract 2018-2021 – Attorney Floyd Dugas

The collective bargained agreement between Trumbull Public Schools (TPS) and the Trumbull Para-educators union expired on June 30, 2018. A successor agreement was bargained during the summer of 2018 and into the winter of 2019. Below is a summary of what was agreed to:

1. Duration - July 1, 2018 – June 30, 2021

2. Wages

- | | |
|---|---|
| a. July 1, 2018 – June 30, 2019 | 2.25% general wage increase; no step movement; insert a mid-step between the top step and the next to top step. |
| b. July 1, 2019 – June 30, 2020 | Increase to top step only by 1.50% - no other general wage increase; step movement for those not at the top step. |
| c. July 1, 2020 – June 30, 2021 | Increase to top step only 1.75% - no other general wage increase; step movement for those not at top step. |
| d. Paraeducators filling in for a Health Aide | Previously received \$1.50/hr; increased to \$1.75/hr |

3. Insurance

a. Cost-Share	<u>Individual</u>	<u>Two Person/Family</u>
July 1, 2018 – June 30, 2019	14.0%	19%
July 1, 2019 – June 30, 2020	14.5%	19%
July 1, 2020 – June 30, 2021	15.0%	19.5%

b. Opt-Out Waiver Employees who are otherwise covered by any Town/Board policy, are not eligible for the waiver.

4. Other

- a. Grievance Procedure (Section 2.5) – Clarified to make clear all days indicated are work days; eliminated BOE step in the grievance process.
- b. Layoff/Recall (Section 7.2) – Incorporated Health Aides as separate classification for purposes of layoff.
- c. Bereavement (Section 8.3.1) – Added Son-in-Law and Daughter-in-Law to the list of family triggering three (3) days bereavement leave.
- d. Working Hours (Section 10.5) – Clarify that any make up days must immediately follow the stated “last day” of school.
- e. New Hire Information (Section 15.3) – To be provided to the Union within 10 days of hire: name, classification, location, wage rate, email and mailing address.
- f. Agency Fee Payors (Section 15.4) – Modified language to comply with U.S. Supreme Court Janus decision.
- g. Mail (Section 16.0) – Personal mail will not be placed in general mailbox; rather will be sent via email or regular U.S. Mail.
- h. Various non-substantive changes to incorporate Health Aides into the bargaining unit.

It was moved (Donofrio) and seconded (Norcel) to approve the 2018-2021 Para-Educator Contract/United Public Service Employees Union (UPSEU) Local 424, Unit 89 as presented. Vote: Unanimous in favor.

Agenda Item II—Preliminary Business

B. Recognition – Trumbull Food Services

The Trumbull Food Services Department takes great pride in providing healthy and nutritious food to our students. All kitchen managers have passed the ServSafe Food Protection Manager Certification Exam and currently, twenty-five employees have completed their Food Protection Certification. Also, every year, each Food Services employee completes on-site training in food safety. All of our cafeterias are inspected unannounced a minimum of twice each school year by the Trumbull Health Department. We are proud to say that our cafeterias continue to receive scores in the high 90's with some having 100% scores. This achievement has been noted in the February 14, 2019 issue of the *Trumbull Times*. The entire Board congratulated and commended Trumbull Food Services on this outstanding achievement.

C. Correspondence – The Board received the following correspondence: Educator Tom Koch wrote in favor of later start times stating that administration must focus on the needs of the students first in determining the feasibility of implementing change; Dr. Kathryn Baker wrote in support of later start times based on studies that identify chronic sleep deficit as a risk factor for our teens; all Board members are invited to the Invention Convention at Frenchtown on March 13, 2019.

D. Public Comments – There were no public comments this evening.

E. Board Chairman Report – Mrs. Chory reported on the success of our girls and boys basketball teams; Mrs. Chory and Dr. Cialfi attended the Invention Convention at Jane Ryan and the Board sent a letter to Connecticut State Legislators in agreement with our First Selectman against the regionalization of our schools. The public is encouraged to view the hearings on CTN.

- F. Superintendent Report – Dr. Cialfi reported-
- 2019-2020 budget reduced from 4.30% to 2.0%:
 - Education Cost Sharing from State reduced to \$655,538
 - Teachers Retirement Contribution from Town: new expense of \$510,870
 - Above items account for \$1.2M
 - 4.30% to 2.0% is a \$2.38M reduction that we are in the process of addressing
 - We received an Agricultural Science Technology and Education Grant to cover necessary Agriscience greenhouse upgrades.
 - The THS Thespians will present the musical “Chicago” to our senior citizens on March 14 and upcoming performances are scheduled for March 15-17 and March 22-23, 2019.
 - The boys’ basketball team has advanced to the semifinals in the State Tournament and will play East Catholic High School on March 13, 2019.
 - Congratulations to THS senior Merritt Stevenson at finishing “First Place All Around” at the Connecticut State Open, and is now ranked the number one gymnast in the state.
- G. Student Board Representatives Report on events at THS: the play *Chicago* will be presented at THS on the next two weekends; the Mock Trial State Championship will take place tomorrow at the Connecticut State Supreme Court in Hartford in front of 5 of the Connecticut Supreme Court Justices; the Varsity Model Congress team will be heading to the University of Pennsylvania during the weekend of March 28; the boys basketball team beat the number one seed, Sacred Heart; the boys swim team finished 11th in the state; the Truth about Hate Assembly is scheduled for March 28; the PTSA fundraiser Fashion Show will be held on March 29 in the senior lounge and biliteracy testing for juniors will begin in May.

Agenda Item III—Reports/Action Items

- B. Tri-State Consortium Follow-Up Visit – Dr. Cialfi, Dr. Budd, Mr. Coppola and Ms. Lorenz gave a presentation on the January 23, 2019 Tri-State Consortium Visit that focused on five areas related to Writing Across the Curriculum, K-12:
1. “Consider the practice of consistent language around writing across disciplines; this will facilitate the transfer and application of knowledge about writing in other disciplines.”
 2. “Consider setting district and building goals/action plans derived from the analysis of a wide range of available student performance data, including anecdotal data.”
 3. “Consider providing teachers more professional learning opportunities to learn from each other. (For example, an elementary teacher visiting a middle or high school classroom, and vice versa.)”
 4. “Consider creating and maintaining a consistent standard for teachers to give feedback on various levels of student writing and to use data to inform instruction for students across disciplines.”
 5. “Continue to review and refine a common definition of how critical and creative thinking skills are applied to written assessments and assignments at all levels and across all disciplines to ensure consistency in an effort to increase student writing performance.”

The presentation concluded with a video offering feedback from the Tri-State consultants praising the dedication of our District and citing the evidence of substantial changes based on the needs of our students and teachers that have provided positive outcomes in our education process.

- C. Approval/Minutes – Regular Meeting 2/26/2019
 It was moved (Timpanelli) and seconded (Ward) to approve the minutes of the February 26, 2019 Board of Education meeting as presented.

It was moved (Fearon) and seconded (Donofrio) to amend the February 26, 2019 minutes with the following changes to Agenda Item II D. Correspondence: the word several is changed to six; and in addition: the Board received a letter endorsing 8:30 a.m. start times for middle and high schools signed by 24 Trumbull pediatricians and a separate letter from Rabbi Colin Brodie in favor of later start times.

It was moved (Fearon) and seconded (Donofrio) to approve the amended minutes of the February 26, 2019 Board of Education meeting as presented. Vote: Unanimous in favor.

D. Personnel Report-Dr. Cialfi reported on three certified retirements:

Regina Cebulski, special education teacher at Hillcrest Middle School since August 2009, retiring effective June 30, 2019.

Kaitlyn Picheco, reading teacher at Madison Middle School since August 2012 (currently on personal leave of absence) resigning effective June 30, 2019.

Cathy Monaco, guidance counselor at Hillcrest Middle School since August 2000, retiring effective June 30, 2019.

It was moved (Timpanelli) and seconded (Norcel) to accept these three retirements as presented. Vote: Unanimous in favor

Resignation – Non-Certified

Mallozzi, Valerie; Administrative Assistant to the Assistant Superintendent at the Long Hill Administration Building since September 1997, retiring effective April 30, 2019.

It was moved (Timpanelli) and seconded (Norcel) to accept this retirement as presented. Vote: Unanimous in favor.

E. Curriculum Committee Report

Approval/Curriculum Guide – Dr. Budd

1. Visual Arts Grades K-5 Curriculum Guide

It was moved (Timpanelli) and seconded (Ward) to approve the above curriculum guide as presented. Vote: Unanimous in favor.

F. Finance Committee Report

Mr. O’Keefe reported that the Finance Committee of the Board of Education met on March 7, 2019 to review the financials through January 31, 2019. In addition to the financials, the Committee also continued a discussion of Food Services prices based on an analysis of Trumbull’s pricing compared to other DRG B districts, a formal recommendation will be made to the Board at a future meeting. Also discussed was the status of the 2018-2019 and 2019-2020 budgets.

It was moved (Donofrio) and seconded (Norcel) to approve the financial reports as of January 31, 2019 as presented. Vote: Unanimous in favor.

Adjournment

Board Members gave unanimous consent to adjourn the Public Session at 8:25 p.m.