CITY OF DERBY
BOARD OF EDUCATION
September 20 2012

Call to Order:
The meeting was called to order at 6:35 p.m.

Roll Call:
Denise Bottone, Andy Mancini, Laura Harris, Christine Robinson, Rebecca O'Hara, Stephanie D'Onofrio, Ken Marcucio - Board Chair and Kim Kreiger.

Also Present: Interim Superintendent: George Tanner, Student Representative - Robert Holt, DHS Principal Greg Gaillard.

Excused: George Kurtyka.

Additions or Deletions to the Agenda
Mr. Marcucio would like to move the Student Representative Report to after the Public Participation. A MOTION to approve by Ms. Kreiger with a second by Ms. Robinson, all in favor, motion carries.

Public Participation
No one from the public spoke.

Student Representative Report
Mr. Gaillard introduced Mr. Holt to the board who presented his student report. Accomplishments included are seven new teachers, an intern, nurse and a library specialist. The Freshman Academy started this year. The juniors have received their CAPT scores which went up in math and reading. Mr. Gaillard met with Mr. Holt and a few other students regarding qualities needed in a new Superintendent. A Sikorsky Team Challenge began allowing students to work with professionals at Sikorsky to gain hands on experience for those wishing for a trade in engineering. The Business Enterprise class has a sock exchange program. There was an open house at DHS on the 13th along with Senior Night. NBC was at the school today profiling the
Enterprise Class. The first official pep rally will be next week. Stock holder information was available to those interested in purchasing stock.

Paraprofessional Grievances Evidence
A copy of the grievance was presented to the board. On July 24, 2012, the union noticed two positions at Bradley School were changed. The union feels this was a violation of the contract language by placing paraprofessionals in alternative assignments after original assignment list was drafted and approved by the paraprofessionals at Bradley School. The union provides for bidding on positions by seniority.

In April 2010, Cindy Morano applied for a position and received the position based on her qualifications and seniority.

In June 2011, she received an evaluation from her principal indicating she had done a wonderful job, many areas of criteria were above expectation. None were below average. Comments included Ms. Morano is exceptional in many ways and often goes above and beyond in her position.

In August 2011, Ms. Morano remained in her position as a kindergarten aide where she helped one student or any student who may need help.

In late November 2011 a student in the classroom needed extensive care due to bowel movement accidents requiring extensive clean up. Ms. Morano and another paraprofessional were assigned to those duties. Not long into this assignment Ms. Morano found she could not physically handle that assignment. She spoke with the principal and did not get resolution.

In December 2011, the union filed a grievance based on the significant change in job duties.

On or about December 12, 2011, Ms. Morano in the course of trying to perform that one assignment could no longer continue. She asked the principal to come into the nurse’s office, the student was present, and Ms. Morano could not handle that assignment. The principal’s response was to write her up for insubordination. The principal presented a schedule to Ms. Morano stating the schedule will not be deviated from for the rest of the year. You are required to follow that schedule without deviation.

Ms. Morano acquired a doctor’s note and presented it to the principal the very next day. The union was working with Dr. Tracy to meet regarding the grievance and the significant change in job duties. Subsequent conversations allowed for a stipend to be incorporated into the position for the additional duties. Ms. Morano was taken out of that one assignment. However, shortly after that time, the union feels that Ms. Morano began to feel reprisal for what had transpired with the one grievance that was filed.

On December 22, 2011 her lunch schedule that Ms. Morano had for years was changed. The principal also requested Ms. Morano to find her own substitute coverage to cover that time period. Shortly after that, Ms. Morano began getting complaints from the principal that she was late leaving for lunch. Ms. Morano tried to respond by indicating that she needed to be flexible,
the teacher often came back to class after recess informing Ms. Morano things needed to be told. There are also times when Ms. Morano is required to take students down to the nurse or down to the principal based on lunchtime activities for that period.

The principal continued to indicate Ms. Morano had to come back at the exact time that she was scheduled without arguing.

On March 30, 2012, an outside consultant had come in from ACES in order to perform an observation on a student. The consultant produced a report that she was very upset at some of the things that she seen take place in the classroom that Ms. Morano was a paraprofessional in.

It is the union’s position in discussions with Dr. Tracy over this issue that there was nothing in this report that was significant in causing blemish in Ms. Morano’s job performance. Ms. Morano has been a valued employee for the Derby School District for more than thirteen years. She had never been given written discipline based on her activity or lack or professionalism with students.

The union is upset that this one outside consultant’s report was being used to impose discipline on Ms. Morano. The letter indicated it would lead up to termination.

When the union met with Dr. Tracy, Ms. Morano and the principal the concerns were discussed. At that time, Dr. Tracy felt there was not enough to invoke discipline. He said he had concerns based on what was recorded in the report. The union raised concern for not being given permission or opportunity to consult with this one outside consultant. The union asked to speak with Ms. Morano’s direct supervisor to find out specific information on whether or not she had any problem ever with the performance indicated in the report.

While the consultant was doing the observation on that student, the teacher was in the classroom present at all times and never indicated any problems with Ms. Morano’s job performance.

The principal stated the direct supervisor would not be allowed to be called down.

The union was denied the opportunity to speak with the outside consultant.

Within that time, the positions for paraprofessionals at Bradley School were changed.

It is the union’s position that two of the paraprofessionals; Cindy Morano and her friend were more senior para’s and both of their positions were changed at Bradley School.

It is the union’s position that maintaining or earning a position based on seniority and qualifications is the basic concept of unionism. There is also contract language that continuity will be maintained.

The student’s parents sent numerous letters of appreciation for the wonderful work done and the need for continuity for their child. A copy was presented to the board.
It is the union's position that this violates contract language on vacancies, contract language and the Board's position on maintaining continuity, as well as disciplinary language and language in the grievance procedure which prohibits any kind of reprisal being taken against union members for involvement with grievances.

Both grievances for the Board to consider mirror each other. If not for the change in Ms. Morano from her assignment, there would not be the other change of her friend also being taken out of the position that she had been in for four years.

**Executive Session**

A MOTION at 6:56 p.m. by Ms. Kreiger with a second by Ms. Robinson that the Board of Education enter into Executive Session to deliberate a para-professional grievance and to discuss a secretarial collective bargaining issue and that interim Superintendent George Tanner and Attorney Grello be invited to attend, all in favor, motion carried.

**Public Session**

A MOTION at 7:52 p.m. by Ms. Harris with a second by Ms. Robinson that the Board of Education return to public session, all in favor, motion carries.

The issue will be revisited at a later date. No action this evening.

**Chairman's Report**

There was a capital planning meeting on Monday night. Mr. Nardone stated the new truck will arrive in a week or so. Also, capital planning would recommend to the Tax Board and the Board of Aldermen an allocation of $80,000 to replace the boilers at Irving School.

**Superintendent's Report**

The Shared Information Technology Agreement has been finalized.

Superintendent Tanner attended the Commissioner of Education's Opening of School Meeting for Superintendents in Hartford.

Superintendent met with Ansonia's Superintendent several time to discuss various topics on regionalization.

Citizens of Ansonia and Derby will be presented a survey on regionalization on the website the first week in October.

Superintendent Tanner attended various workshops on the new educational evaluation system to be put into effect in 2013-2014.

The Alliance Grant is in the process of being rewritten and resubmitted.

Motion detector lights will be installed in the back of Bradley School to prevent vandalism.
The CABE search group came down and met with administrators, faculty members and students at each school. They will set up a parent focus group for the search for the Superintendent.

**Use of Middle School Gym by the High School and City**
A gate will be installed at the end of the hallway in the north end of the building. It will be open to the City by next week. This allows for usage for the high school if needed without access to the rest of the school. Mr. Tanner will check on the use of the Building Committee funds to cover the cost of the gate.

**Approval of Minutes**
A MOTION by Ms. Kreiger with a second by Ms. D'Onofrio that the Board of Education approves the minutes from the following meetings:

August 7, 2012 Committee of the Whole
August 16, 2012 Board Meeting

all in favor, motion carries.

**Financial Report**
A MOTION by Ms. Kreiger with a second by Ms. D'Onofrio that the Board of Education approve the Financial Report from the period ending August 31, 2012, as recommended by the School Business Manager, all in favor, motion carried.

**Executive Session**
A MOTION at 8:03 p.m. by Ms. Kreiger with a second by Ms. D'Onofrio that the Board of Education enter into Executive Session to discuss personnel matters and Interim Superintendent George Tanner be invited to attend, all in favor, motion carried.

**Public Session**
A MOTION at 8:45 p.m. by Ms. Kreiger with a second by Ms. Harris that the Board of Education return to public session, all in favor, motion carries.

**Faculty Appointments**
A MOTION by Ms. Kreiger with a second by Mr. Mancini that the Board of Education approve the schedule of appointments, as recommended by the Interim Superintendent of Schools, all in favor, motion carried.

**Adjournment**
A MOTION at 8:45 p.m. by Ms. D'Onofrio with a second by Ms. Harris that the Board of Education adjourn, all in favor, motion carries.

Respectfully Submitted,

Denise Cesaroni  
Recording Secretary

City of Derby  
Board of Education  
September 20, 2012
***These minutes are subject to approval by the Board of Education at their next regular meeting.