



## Board of Education Regular Meeting

July 16, 2018 7:30 PM  
Board Meeting Room  
Administrative Offices  
137-B Glenwood Road  
Clinton, CT 06413

### Attendance Taken at 7:32 PM:

#### Present Board Members:

Peter Giannotti  
Doug Traynor  
Sandra Luke  
Lois Ruggiero  
Erica Gelven

#### Absent Board Members:

Kimberly Russo

#### Updated Attendance:

Doug Traynor was updated to present at: 8:29 PM

### 1. Opening Exercises

#### 1.A. Roll call

##### Discussion:

Also in attendance were Superintendent Maryann O'Donnell, Assistant Superintendent Marco Famiglietti, and Business Manager Carolyn Dickey.

#### 1.B. Pledge of Allegiance

##### Discussion:

All stood for the pledge.

### 2. Public participation/recognition

##### Discussion:

None.

### 3. Minutes - Approval - Regular & Special Meeting of June 18, 2018

**Motion Passed:** To approve the minutes of the regular and special meetings of June 18, 2018, passed with a motion by Lois Ruggiero and a second by Sandra Luke.

#### 4 Yeas - 0 Nays.

Peter Giannotti	Yes
Doug Traynor	Absent
Sandra Luke	Yes
Lois Ruggiero	Yes
Kimberly Russo	Absent
Erica Gelven	Yes

#### **4. Communications**

Discussion:  
None.

#### **5. Administrative Reports**

##### **5.A. Administrators, Program Directors and Teachers**

###### **5.A.1. General Update**

##### **5.B. Assistant Superintendent's Report**

###### **5.B.1. 2018 Safe School Climate Survey Results**

Discussion:

M. Famiglietti explained the purpose of the survey and discussed the survey's four focus areas: demographics, safety, a welcoming atmosphere, and open-ended responses.

In general, Clinton Public Schools provides a safe and welcoming place for students, parents, and faculty. Specific areas of concern identified through the open-ended responses will be shared with administrators so they can be addressed.

The Assistant Superintendent reaffirmed the district's commitment to making students feel welcome, safe and cared for, with policies and practice to support that commitment.

Questions followed regarding staff feelings regarding safety and steps being taken to improve communication, safety, etc.

###### **5.B.2. General Update**

##### **5.C. Business Manager's Report**

###### **5.C.1. Summer Work Update**

Discussion:

SunGard has been successfully rolled over for the new year.

###### **5.C.2. Fiscal Year Transition**

Discussion:

Monitoring encumbrances is ongoing. Staff received an additional 2-3 hours of training on the system set-up and reporting.

Planning to close out the fiscal year by August 31st.

Auditors are on premises this week and are sampling for grants, payroll, and process and procedure compliance,

###### **5.C.3. Pension Bank Selection Process**

Discussion:

References are being checked on pension investment bank finalists that will succeed Key Bank.

In preparation for finalizing the pension bank selection, the Superintendent requested a special meeting at 4:30 p.m. on Monday, July 23rd if the reference checks are completed in time.

#### **5.C.4. General Update**

Discussion:

Work continues on a new way of reporting end-of-year expenses to the State.

The first Medicaid revenue has been received.

### **6. Superintendent's Report**

#### **6.A. General Update**

Discussion:

The Janus v. American Federation of State, County, and Municipal Employees Supreme Court decision will not have a major impact on the district, but will necessitate compliance. Administration will be working with the unions to facilitate the changes.

Work on the roofing project at Joel School is ongoing. The work on the Eliot roof should start soon. A conduit for the solar panels at Joel will need to be disconnected.

The Board retreat will take place on July 23rd. Protocols, agendas, minutes, etc. will be discussed with Shipman & Goodwin attorney Kevin Roy, in order to streamline as many procedures as possible.

### **7. Reports**

#### **7.A. Board of Education Subcommittees and Special Committees**

##### **7.A.1. Budget & Finance/Negotiations Subcommittee (Erica Gelven, Lois Ruggiero, Doug Traynor)**

Discussion:

The next meeting will be held on July 26th at 3:30 p.m. regarding paraprofessional negotiations.

##### **7.A.2. Buildings & Grounds Subcommittee (Lois Ruggiero, Doug Traynor)**

Discussion:

The next meeting will be held on August 6th and August 13th at 4:30 p.m.

##### **7.A.3. Instruction Subcommittee (Erica Gelven, Peter Giannotti, Sandy Luke, Kimberly Russo)**

Discussion:

No report.

##### **7.A.4. LEARN (Doug Traynor is the BOE Liaison to LEARN)**

Discussion:

No report.

##### **7.A.5. Policy Subcommittee (Peter Giannotti, Sandy Luke, Lois Ruggiero, Kimberly Russo, Doug Traynor)**

Discussion:

The Superintendent described the process of crosswalking the current policies over to Shipman & Goodwin and the various strategies possible. The process may take as long as a year in order to achieve the full transition.

**7.A.6. Public Relations Subcommittee (Sandy Luke)**

Discussion:  
The next meeting should take place at the end of August.

**7.A.7. School Nutrition Subcommittee (Erica Gelven, Lois Ruggiero)**

Discussion:  
L. Ruggiero requested the wellness policy be ready by the beginning of the new school year. A meeting time will be determined.

**7.A.8. Technology Subcommittee (Lois Ruggiero, Peter Giannotti, Kimberly Russo)**

Discussion:  
No report.

**7.B. Town of Clinton Committees  
7.B.1. Capital Expenditure Committee**

Discussion:  
No report.

**7.B.2. Morgan Building Committee**

Discussion:  
Work on the programming and commissioning of the HVAC system is continuing.

**7.B.3. OPEB - Other Post-Employment Benefits Board of Trustees**

Discussion:  
No report.

**8. Personnel Items**

**8.A. Possible Executive Session for the Purpose of Discussion Regarding the Superintendent's Evaluation**

**Motion Passed:** To enter into Executive Session at 8:28 p.m. for the purpose of discussing the superintendent's evaluation (to which the superintendent was invited), as well as individual Central Office contracts passed with a motion by Sandra Luke and a second by Lois Ruggiero.

Discussion:  
The Board came out of Executive Session at 9:32 p.m.

**4 Yeas - 0 Nays.**

Peter Giannotti	Yes
Doug Traynor	Absent
Sandra Luke	Yes
Lois Ruggiero	Yes
Kimberly Russo	Absent
Erica Gelven	Yes

**8.B. Approval of 2018-2021 Employment Contract for the Superintendent**

**Motion Passed:** To execute a contract for the years 2018-19, 2019-20, and 2020-21 for the Superintendent as presented passed with a motion by Lois Ruggiero and a second by Sandra Luke.

**3 Yeas - 2 Nays.**

Peter Giannotti	No
Doug Traynor	No
Sandra Luke	Yes
Lois Ruggiero	Yes
Kimberly Russo	Absent
Erica Gelven	Yes

**8.C. Approval of 2018-2021 Employment Contracts for Central Office Non-Union Administrators**

Discussion:

The director of buildings and grounds' contract was separated for approval from the certified non-union administrators' contracts.

**Motion Passed:** To authorize the Superintendent to execute a contract for 2018-19, 2019-20, and 2020-21 for the central office certified non-union administrators as presented passed with a motion by Sandra Luke and a second by Lois Ruggiero.

**3 Yeas - 2 Nays.**

Peter Giannotti	No
Doug Traynor	No
Sandra Luke	Yes
Lois Ruggiero	Yes
Kimberly Russo	Absent
Erica Gelven	Yes

**Motion Passed:** To authorize the Superintendent to execute a contract for the director of buildings and grounds as presented passed with a motion by Sandra Luke and a second by Lois Ruggiero.

**3 Yeas - 2 Nays.**

Peter Giannotti	No
Doug Traynor	No
Sandra Luke	Yes
Lois Ruggiero	Yes
Kimberly Russo	Absent
Erica Gelven	Yes

**8.D. Approval of 2018-19 Terms of Employment Document**

Discussion:

The Superintendent intends to move the Terms of Employment employees' vacation from a monthly accrual model to an upfront award model.

Discussion also included the salaries, hourly rates, and increases proposed for non-union positions.

D. Traynor suggested a 1.75% increase for the group instead with no steps and the rest of the proposal intact.

**Motion Failed:** To authorize the Superintendent to execute the 2018-19 Terms of Employment document as presented failed with a motion by Lois Ruggiero and a second by Sandra Luke.

**2 Yeas - 3 Nays.**

Peter Giannotti	No
Doug Traynor	No
Sandra Luke	No
Lois Ruggiero	Yes
Kimberly Russo	Absent
Erica Gelven	Yes

**Motion Passed:** To authorize the Superintendent to execute the 2018-19 Terms of Employment document as presented except for the change of a general wage increase of 1.75% across the board and no steps passed with a motion by Doug Traynor and a second by Peter Giannotti.

**4 Yeas - 1 Nays.**

Peter Giannotti	Yes
Doug Traynor	Yes
Sandra Luke	Yes
Lois Ruggiero	No
Kimberly Russo	Absent
Erica Gelven	Yes

**8.E. Resignations/Retirement/Termination**

**8.E.1. Retirement of Certified Staff - Special Education at Eliot**

**Motion Passed:** To accept the retirement of Barbara Lye as Special Education Teacher at Eliot effective July 1, 2018 passed with a motion by Sandra Luke and a second by Peter Giannotti.

**5 Yeas - 0 Nays.**

Peter Giannotti	Yes
Doug Traynor	Yes
Sandra Luke	Yes
Lois Ruggiero	Yes
Kimberly Russo	Absent
Erica Gelven	Yes

**8.E.2. Resignation of Classified Staff - Secretary at Morgan**

**Motion Passed:** To accept the resignation of Heidi Bergeron as Secretary at Morgan effective July 27, 2018 passed with a motion by Peter Giannotti and a second by Sandra Luke.

**5 Yeas - 0 Nays.**

Peter Giannotti	Yes
Doug Traynor	Yes
Sandra Luke	Yes
Lois Ruggiero	Yes
Kimberly Russo	Absent
Erica Gelven	Yes

**8.E.3. Resignation of Extra Duty Staff - Field Hockey Coach at Eliot**

Discussion:  
No motion. The item was tabled.

**8.F. Appointments (Certificated, Classified, Extra Duty)**

**8.F.1. Appointment of Certified Staff - Assistant Principal at Joel**

**Motion Passed:** To approve the appointment of Abby Rice as Assistant Principal at Joel passed with a motion by Sandra Luke and a second by Lois Ruggiero.

**5 Yeas - 0 Nays.**

Peter Giannotti	Yes
Doug Traynor	Yes
Sandra Luke	Yes
Lois Ruggiero	Yes
Kimberly Russo	Absent
Erica Gelven	Yes

**8.F.2. Appointment of Certified Staff - Principal at Pierson**

Discussion:  
There was discussion regarding the hiring process, salary, and one-year term of the contract for this position.

**Motion Passed:** To approve the appointment of Donna Slate as the Principal at Pierson for a term of one year only passed with a motion by Lois Ruggiero and a second by Sandra Luke.

**4 Yeas - 0 Nays - 1 Abstained.**

Peter Giannotti	Yes
Doug Traynor	Abstain
Sandra Luke	Yes
Lois Ruggiero	Yes
Kimberly Russo	Absent
Erica Gelven	Yes

**8.F.3. Appointment of Certified Staff - Special Education at Eliot**

**Motion Passed:** To approve the appointment of Jaime Strunjo as Special Education Teacher at Eliot passed with a motion by Lois Ruggiero and a second by Sandra Luke.

**4 Yeas - 0 Nays - 1 Abstained.**

Peter Giannotti	Yes
Doug Traynor	Yes
Sandra Luke	Yes
Lois Ruggiero	Yes
Kimberly Russo	Absent
Erica Gelven	Abstain

**8.F.4. Appointment of Certified Staff - Special Education at Eliot**

**Motion Passed:** To approve the appointment of Joan Tannenbaum-Pasay as Special Education Teacher at Eliot passed with a motion by Sandra Luke and a second by Lois Ruggiero.

**5 Yeas - 0 Nays.**

Peter Giannotti	Yes
Doug Traynor	Yes
Sandra Luke	Yes
Lois Ruggiero	Yes
Kimberly Russo	Absent
Erica Gelven	Yes

**8.F.5. Appointment of Certified Staff - 0.54 FTE Pre-Kindergarten at Joel**

**Motion Passed:** To approve the appointment of Melissa Corgan as 0.54 FTE Pre-Kindergarten Teacher at Joel passed with a motion by Lois Ruggiero and a second by Peter Giannotti.

**4 Yeas - 0 Nays - 1 Abstained.**

Peter Giannotti	Yes
Doug Traynor	Yes
Sandra Luke	Abstain
Lois Ruggiero	Yes
Kimberly Russo	Absent
Erica Gelven	Yes

**8.F.6. Appointment of Certified Staff - Mathematics at Morgan**

**Motion Passed:** To approve the appointment of John Madura as Mathematics Teacher at Morgan passed with a motion by Lois Ruggiero and a second by Sandra Luke.

**5 Yeas - 0 Nays.**

Peter Giannotti	Yes
Doug Traynor	Yes
Sandra Luke	Yes
Lois Ruggiero	Yes
Kimberly Russo	Absent
Erica Gelven	Yes

**8.F.7. Appointment of Certified Staff - Family & Consumer Sciences at Morgan**

**Motion Passed:** To approve the appointment of Susan Murphy as Family and Consumer Sciences Teacher at Morgan passed with a motion by Lois Ruggiero and a second by Sandra Luke.

**5 Yeas - 0 Nays.**

Peter Giannotti	Yes
Doug Traynor	Yes
Sandra Luke	Yes
Lois Ruggiero	Yes
Kimberly Russo	Absent
Erica Gelven	Yes



**8.F.8. Appointment of Certified Staff - School Psychologist at Joel**

**Motion Passed:** To approve the appointment of Katrina Hicks as School Psychologist at Joel passed with a motion by Sandra Luke and a second by Lois Ruggiero.

**5 Yeas - 0 Nays.**

Peter Giannotti	Yes
Doug Traynor	Yes
Sandra Luke	Yes
Lois Ruggiero	Yes
Kimberly Russo	Absent
Erica Gelven	Yes

**8.F.9. Appointment of Extra-Duty Staff - Varsity Field Hockey Coach at Morgan**

**Motion Passed:** To approve the appointment of Emily List as Varsity Field Hockey Coach at Morgan passed with a motion by Sandra Luke and a second by Peter Giannotti.

**5 Yeas - 0 Nays.**

Peter Giannotti	Yes
Doug Traynor	Yes
Sandra Luke	Yes
Lois Ruggiero	Yes
Kimberly Russo	Absent
Erica Gelven	Yes

**8.G. Transfers**

**8.H. Information**

**9. Financial Items**

**9.A. Bills Payable**

Discussion:

L. Ruggiero questioned where the line item indicating payment to DTC Engineering was. D. Traynor asked for the estimate of end-of-year surplus. M. O'Donnell indicated that, although bills were still being paid, the surplus should be approximately 1%.

**10. Adjournment**

**Motion Passed:** To adjourn at 10:09 p.m. passed with a motion by Lois Ruggiero and a second by Sandra Luke.

**5 Yeas - 0 Nays.**

Peter Giannotti	Yes
Doug Traynor	Yes
Sandra Luke	Yes
Lois Ruggiero	Yes
Kimberly Russo	Absent
Erica Gelven	Yes



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Sandy Luke, Board Secretary



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Allison Friday, Board Recorder