ANSONIA PUBLIC SCHOOLS
BOARD OF EDUCATION

PLACE: Meeting held at

Robert E. Zuraw Admin. Building, 42 Grove Street

DATE: 21 June 2023 TIM

6:30 p.m.

MEETING CALLED TO

ORDER BY: Mr. Rich Bshara, President.

I. OPENING

A. Pledge of Allegiance

B. Roll Call – Mr. Bshara called a quorum

MEMBERS OF THE BOARD	PRESENT	ABSENT	LATE
MR. RICH BSHARA, president	X		
MRS. TRACEY DELIBERO	X		
MS. FRAN DIGIORGI		X	
MR. DAVID KNAPP	X		
MS. BETH LABERGE		X	
MR. CHRIS PHIPPS	X		
MS. SHARON VOROSCHAK		X	
TOTAL	4	3	0

II. Public Session

III. Action items, consideration of approving the following items:

A. Ansonia Board of Education meeting minutes dated May 10, 2023 (regular).

MOTION: To accept the meeting minutes dated May 10, 2023 (regular).

	MOTION	YES	NO	ABSTAIN
MR. RICH BSHARA, president		X		
MRS. TRACEY DELIBERO		X		
MS. FRAN DIGIORGI				
MR. DAVID KNAPP	1	X		
MS. BETH LABERGE				
MR. CHRIS PHIPPS	2	X		
MS. SHARON VOROSCHAK				
TOTAL		4	0	0

B. Appointment/Charles Carey/Business Manager/HR Director.

Superintendent DiBacco welcomed Mr. Carey, saying he is very pleased to have this role filled. He said he is very impressed with Mr. Carey's credentials, as well as references, and eager to work with him. Superintendent DiBacco told the Board, he would like for them to approve his request.

Mr. Carey said he has heard nothing but great things about Ansonia.

MOTION: To approve appointment of Charles Carey, Business Manager/HR Director.

	MOTION	YES	NO	ABSTAIN
MR. RICH BSHARA, president		X		
MRS. TRACEY DELIBERO	2	X		
MS. FRAN DIGIORGI				
MR. DAVID KNAPP		X		
MS. BETH LABERGE				
MR. CHRIS PHIPPS	1	X		
MS. SHARON VOROSCHAK			0	0
TOTAL		4		0

C. Certified Appointments

1. Stephen Pansa/Social Studies/AHS

Discussion: Superintendent DiBacco said Stephen Pansa is currently a Paraprofessional at the high school. He said Stephen did his student teaching at the high school, and will continue to be a great fit.

MOTION: To approve appointment of Stephen Pansa/Social Studies/AHS.

	MOTION	YES	NO	ABSTAIN
MR. RICH BSHARA, president		X		
MRS. TRACEY DELIBERO		X		
MS. FRAN DIGIORGI				
MR. DAVID KNAPP	1	X		
MS. BETH LABERGE				
MR. CHRIS PHIPPS	2	X		
MS. SHARON VOROSCHAK				
TOTAL		4	0	0

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2. Megan Chiasson/PE/Health/AMS

Discussion: Superintendent DiBacco said Ms. Chiasson will be teaching Health and PE at the Middle School. He said Ms. Chiasson has great references, and he is confident she will be a great asset to the Middle School.

MOTION: To approve appointment of Megan Chiasson/PE/Health/AMS.

	MOTION	YES	NO	ABSTAIN
MR. RICH BSHARA, president		X		
MRS. TRACEY DELIBERO	2	X		
MS. FRAN DIGIORGI				
MR. DAVID KNAPP	1	X		
MS. BETH LABERGE				
MR. CHRIS PHIPPS		X		
MS. SHARON VOROSCHAK				
TOTAL		4	0	0

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3. Amy Kowalski/Grade 3/Mead

Discussion: Superintendent DiBacco said Ms. Kowalski is coming from New York. He told the Board she was great during the hiring process and had great recommendations. He told the Board he is excited for Ms. Kowalski to begin at Mead School.

MOTION: To approve appointment of Amy Kowalski/Grade 3/Mead.

	MOTION	YES	NO	ABSTAIN
MR. RICH BSHARA, president		X		
MRS. TRACEY DELIBERO		X		
MS. FRAN DIGIORGI				
MR. DAVID KNAPP	1	X		
MS. BETH LABERGE				
MR. CHRIS PHIPPS	2	X		
MS. SHARON VOROSCHAK				
TOTAL		4	0	0

D. Retirements

1. Rebecca Seibert/Science/AHS.

MOTION: To approve retirement of Rebecca Seibert, Science, High School.

	MOTION	YES	NO	ABSTAIN
MR. RICH BSHARA, president		X		
MRS. TRACEY DELIBERO		X		
MS. FRAN DIGIORGI				
MR. DAVID KNAPP	1	X		
MS. BETH LABERGE				
MR. CHRIS PHIPPS	2	X		
MS. SHARON VOROSCHAK				
TOTAL		4	00	0

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2. Richard Belden/Business Manager/HR Director

MOTION: To approve retirement of Richard Belden, Business Manager/HR Director.

	MOTION	YES	NO	ABSTAIN
MR. RICH BSHARA, president		X		
MRS. TRACEY DELIBERO		X		
MS. FRAN DIGIORGI				
MR. DAVID KNAPP	1	X		

MS. BETH LABERGE				
MR. CHRIS PHIPPS	2	X		
MS. SHARON VOROSCHAK				
TOTAL		4	0	0

E. Permission for Superintendent to hire certified staff in summer.

MOTION: To give Superintendent DiBacco permission to hire certified staff during summer break.

	MOTION	**YES**	**NO**	**ABSTAIN**
MR. RICH BSHARA, president		X		
MRS. TRACEY DELIBERO	2	X		
MS. FRAN DIGIORGI				
MR. DAVID KNAPP		X		
MS. BETH LABERGE				
MR. CHRIS PHIPPS	1	X		
MS. SHARON VOROSCHAK				
TOTAL		4	0	0

Discussion: Mr. Bshara asked for notification when the hiring happens.

F. Non-union contract extensions and salary increases.

Discussion: Defer until Executive Session.

G. Approval of secretary/nurses' contract.

Discussion: Superintendent DiBacco said they went through extensive rounds with the committee. He said based on the new administrator's contract, there were several things he wanted in place. Superintendent DiBacco said he appreciated the cooperation with the union and the final contract was ratified.

MOTION: To approve secretary/nurses' contract.

	MOTION	**YES**	**NO**	**ABSTAIN**
MR. RICH BSHARA, president		X		
MRS. TRACEY DELIBERO	2	X		
MS. FRAN DIGIORGI				
MR. DAVID KNAPP				X
MS. BETH LABERGE				
MR. CHRIS PHIPPS	1	X		
MS. SHARON VOROSCHAK				
TOTAL		3	0	1

H. Policy update and approval.

Discussion: Superintendent DiBacco said they contracted with attorneys Shipman and Goodman to assist with this process. He said right now there are over 620 policies. Superintendent DiBacco told the Board the average is 200 policies. He said they need to find out which policies are mandated by the State and get rid of policies that are no longer needed.

MOTION: To approve to beginning of the process of updating policies, returning to the Board before any changes.

	MOTION	YES	NO	ABSTAIN
MR. RICH BSHARA, president		X		
MRS. TRACEY DELIBERO	2	X		
MS. FRAN DIGIORGI				
MR. DAVID KNAPP		X		
MS. BETH LABERGE				
MR. CHRIS PHIPPS	1	X		
MS. SHARON VOROSCHAK				
TOTAL		4	0	0

I. Approval of Ed Specifications (to review at another date)

Superintendent DiBacco said he approached the Board a few months ago regarding Ed Specs. He said this has been discussed previously regarding Middle School and Central Office buildings. He is looking to have these specifications approved for when the time to review comes up.

MOTION: To approve the Ed Specs, to review at a later date.

	MOTION	YES	NO	ABSTAIN
MR. RICH BSHARA, president		X		
MRS. TRACEY DELIBERO	2	X		
MS. FRAN DIGIORGI				
MR. DAVID KNAPP		X		
MS. BETH LABERGE				
MR. CHRIS PHIPPS	1	X		
MS. SHARON VOROSCHAK				
TOTAL		4	0	0

IV. Informational Items.

A. Assistant Superintendent's Report

Mr. Steve Bergin gave his report. He told the Board his report this month focuses on SEL. He said his report is showing the relationship that will be held with the state, along with several other districts. Mr. Begin said each school made a goal. He reviewed his report to show all but one goal has been made. He said he is very proud of this. Mr. Bergin said the positive school culture has returned since COVID. He also talked about a Zoom meeting regarding the new Teacher Evaluation Process. He said on May 14th the new guideline was approved by the state. He said there are three pathways to take with this new process. Mr. Bergin went to explain the details of kickoff for the process, training, and professional development provided by the state. He said this is very exciting and everyone is eager to begin the improved Teacher Evaluation Process.

Mr. Phipps asked if there was a survey that was done prior, for SEL.

Mr. Bergin confirmed there was data collected beforehand.

B. Special Education Director's Report

Discussion: Mrs. Stephanie Savo gave her report. She briefed the Board on students receiving services, graduation details, the newest CT-SEDS training and compliance, and Pre-K enrollment. Mrs. Savo said 60% of the special education service referrals are for the birth to three children.

Mrs. Savo said this is the highest number of referrals they have seen in a while. She said it is also the trend for other districts in our area. Mrs. Savo said there are great resources at our Pre-K level which will prepare these students as best they can. She continued her report with all of the Special Education activity for the month.

C. Food Service Director's Report.

Mr. Kevin Benham was not present, his report was provided. Mr. Bshara let the Board know they are working with Mr. Benham to give funding from the Food Service Department for services they get. He said in the past, the services were taken care of by the Board.

D. Youth and Family Outreach

Mr. Bob Lisi was not present.

Discussion: There was discussion regarding the enrollment number from the beginning of the year to the end. Superintendent DiBacco reminded the Board of the transient population in the district and the high number of incoming students from same or lower DRG as Ansonia. He said the percentage of students who remain in district through high school graduation is extremely low.

E. Superintendent's Report

Superintendent DiBacco said he is very proud of the Middle School and High School graduations. He said they both went smooth and were enjoyable. He thanked Mr. Phipps for attending the high school graduation, as well as Mayor Cassetti for speaking. Superintendent DiBacco said the Saturday high school graduation is a great choice for many reasons. He told the Board the work continues on the policy updates. Superintendent DiBacco said he and Bobby Evans attended a mediation regarding the garage at the high school. He said they were not happy with what was presented, so there will be another meeting in December. He said there have been multiple conversations regarding the Middle School project. He said before any real plans are discussed, he will make sure Ansonia receives the largest reimbursement from the state. Superintendent DiBacco said other schools are getting much larger numbers than what has been offered to Ansonia. He told the Board, he is looking forward to meeting with state legislatures to implement more internships at the high school. He said there are local companies who need workers and are willing to pay students for internships. Superintendent DiBacco said he has been talking to Speaker of the House, Matt Ritter to help change what our high school looks like for the future. He said there are many towns who look to our district as a model.

F. Additional; Administration or Board of Education

Mr. Bob Evans, Facilities Director, said the summer cleanup of the district has begun. He said having school let out early this year helped the department get a good start before his staff starts to take vacation time. He told the Board there are several rooftops that should be replaced this summer, and he is trying to find the most cost-efficient way to install.

V. Executive Session

A. Expulsions

B. Discuss the performance review of the Superintendent.

MOTION: To enter into Executive Session regarding Expulsions, performance review of the Superintendent, and Non-union contract extensions and salary increases.

	MOTION	YES	NO	ABSTAIN
MR. RICH BSHARA, president		X		
MRS. TRACEY DELIBERO		X		
MS. FRAN DIGIORGI				
MR. DAVID KNAPP	1	X		
MS. BETH LABERGE				
MR. CHRIS PHIPPS	2	X		
MS. SHARON VOROSCHAK				
TOTAL		4	0	0

Return to regular meeting.

VI. Action, as needed, as a result of Executive Session.

MOTION: To accept the recommendations regarding expulsions, as presented by the Superintendent.

	MOTION	YES	NO	ABSTAIN
MR. RICH BSHARA, president		X		
MRS. TRACEY DELIBERO		X		
MS. FRAN DIGIORGI				
MR. DAVID KNAPP	2	X		
MS. BETH LABERGE				
MR. CHRIS PHIPPS	1	X		
MS. SHARON VOROSCHAK				
TOTAL		4	0	0

MOTION: To approve the non-union increases as presented.

	MOTION	YES	NO	ABSTAIN
MR. RICH BSHARA, president		X		
MRS. TRACEY DELIBERO	1	X		
MS. FRAN DIGIORGI				
MR. DAVID KNAPP		X		
MS. BETH LABERGE				
MR. CHRIS PHIPPS	2	X		
MS. SHARON VOROSCHAK				
TOTAL		4	0	0

MOTION: To extend the Superintendent's contract and salary increase.

	MOTION	YES	NO	ABSTAIN
MR. RICH BSHARA, president		X		
MRS. TRACEY DELIBERO	1	X		
MS. FRAN DIGIORGI				
MR. DAVID KNAPP	2	X		
MS. BETH LABERGE				
MR. CHRIS PHIPPS		X		
MS. SHARON VOROSCHAK				
TOTAL		4	0	0

VII. Adjournment

MOTION: To adjourn the meeting at 7:50 p.m.

	MOTION	YES	NO	ABSTAIN
MR. RICH BSHARA, president		X		
MRS. TRACEY DELIBERO	2	X		
MS. FRAN DIGIORGI				
MR. DAVID KNAPP	1	X		
MS. BETH LABERGE				
MR. CHRIS PHIPPS		X	1	

MS. SHARON VOROSCHAK				
TOTAL		4	1	0

Respectfully submitted,

Cassie Venson

Cassie Venson

Recording Secretary

Date: 6/27/2023