

ANSONIA PUBLIC SCHOOLS

BOARD OF EDUCATION

Personnel Committee meeting minutes

OJZBE. DTL Conference Room, Board of Ed Bldg. **DATE:** 11 February 2020 **TIME:** 6:30 P.M.
MEETING CALLED TO ORDER BY: Chris Phipps, president

I. OPENING

A. Pledge of Allegiance

B. Roll Call –

MEMBERS OF THE BOARD	PRESENT	ABSENT	LATE
MR. RICH BSHARA	X		
MRS. TRACEY DELIBERO	X		
MS. FRAN DIGIORGI		X	
MS. BETH LEBERGE	X		
MR. CHRIS PHIPPS	X		
MS. VINNY SCARLATA	X		
MS. SHARON VOROSCHAK	X		
TOTAL	6	1	0

II. Public Comments

There were no comments from the public.

III. Discussion regarding teacher and administrator contracts.

Discussion: Superintendent DiBacco spoke regarding the Personnel Committee. He said having the Personnel Committee be a committee of the whole, may not be the best idea. Superintendent DiBacco said when contracts or other sensitive subject matter needs to be discussed, and then presented or voted on at a later date to the full Board, it will not happen when the Personnel Committee is the whole Board. Dr. DiBacco then went to speak about the negotiations between the teachers' union contract and the administrators' contract. He said the teachers' contract went to mediation. He said it was probably more than a decade since a lot of the material in the contract was touched. He said there was material that was never discussed in many years prior, and needed to be changed. Superintendent DiBacco said there are demands that need to be met and new and different things need to get rolled out. He said there are times that a check and balance needs to take place within the teaching as a whole. He said Attorney Fred Dorsey to review the contracts with the Board. Mr. Dorsey said having a committee that is of a whole, will not benefit since it will not be before the Board due to already being discussed as a whole. He suggested there be a personnel committee like other committees appointed and approved by the Board and let that group do the negotiations and collective bargaining. Mr. Dorsey said there would be room for proposals and negotiations possible without going out in the public with the entire Board.

Mr. Dorsey passed out the tentative agreement for the administrator's contract. He said the negotiations were fairly easy. He said a lot of the cross outs are not of substance, but just corrections. He said the language was made more consistent. Mr. Dorsey said there were also a couple of re-categorizing of a few levels. Superintendent DiBacco said one example was the fact that principal of the Middle School was the same level as elementary school principal.

Mr. Bshara asked if teachers lose sick time and seniority when moving positions. Superintendent DiBacco said sick time is carried over due to the fact that teachers are mandated to get at least 15 sick days and accumulate an amount by statute from the State Dept. of Education.

Mr. Dorsey said the health insurance changes for both contracts were significant. He explained the changes and savings that would benefit both sides.

Mr. Bshara said he is not convinced that there is savings using this insurance plan. He said he would like to hear more about it. The group discussed the insurance plan and agreed to continue the discussion in the near future with representatives from Brown & Brown.

all. Dorsey passed out the teachers' contract. He said it was his first time around with their contract. He said the wording was cleaned up and then some changes with substance were complete. Superintendent DiBacco said the necessary changes noted will be in the best interest of the district. He said he was glad specific language was added to the document in reference to teacher placement. Bshara asked if teachers can request where they would like to be placed. Dorsey said there is a teacher preference section that will be honored if possible. He said language has been changed to meet the needs of the system while keeping staff happy. Attorney Dorsey said there are several other changes made in the insurance benefits section as well. He said the major provision was with the deductible. Superintendent DiBacco discussed the changes in salary steps. He said some steps were an enormous salary increase and others were not nearly enough in the previous document.

all. Bshara asked how the step increase process works. Superintendent DiBacco explained the new step process to the Board. Bshara said as far as the steps, he was thinking if we are going to try and work toward regionalization, there should be more of an increase in salary, more

comparable to Derby. Attorney Dorsey told Bshara that the district cannot afford salary comparable to Derby. Superintendent DiBacco said DRG comparison not only includes Derby but similar towns and the goal was to try and become more comparable with salary in our DRG, while being honest with what the Board can afford to pay.

Discussion of the distribution pattern regarding the step process was held at length. Attorney Dorsey told the Board that questions can be emailed him at any time.

Mr. Phipps asked if anyone wanted to vote on the contracts tonight, or would they like more time to review.

Attorney Dorsey said if the contract is rejected, it will automatically go into arbitration and everything will come off the table. Mr. Bshara said he would like to review the contracts as well as the insurance proposal.

Ms. LeBerge said she feels the biggest thing is that Superintendent DiBacco is able to make necessary changes in staff to ensure the best thing for the students is being done.

Mr. Phipps said the prior contracts were basically job description documents, and were of no benefit to the Board. He said he is happy with the changes.

IV. Discussion regarding non-union contracts.

Discussion: These contracts were discussed at length, all questions were answered.

V. Discussion and possible action regarding 360 evaluations.

Discussion: Mr. Phipps asked Superintendent DiBacco to address the committee. Superintendent DiBacco said this is in place to be able to perform evaluations on personnel according to only their performance and not grouped as a whole. He said he believes when an evaluation is performed, the raise should be only given to the person who deserves it. Superintendent DiBacco said he would like to also have an outside person come in and evaluate each position and share what salaries should be. Dorsey said the concept of the 360 is to have evaluations coming from all areas which will hold employees accountable.

VII. ADJOURNMENT

MOTION: To adjourn the meeting at 7:40 p.m.

MEMBERS OF THE BOARD	MOTION	YES	NO	ABSTAIN
MR. RICH BSHURA		X		
MRS. TRACEY DELIBERO		X		
MS. FRAN DIGIORGI				
MS. BETH LEBERGE		X		
MR. CHRIS PHIPPS		X		
MR. VINNY SCARLATA	1	X		
MS. SHARON VAROSCHAK		X		
TOTAL		6	0	0

Respectfully submitted,

Cassie Venson

Cassie Venson
Recording Secretary
Date 2/16/2020