

# ANSONIA PUBLIC SCHOOLS BOARD OF EDUCATION

## MINUTES

**PLACE:** ROBERT E. ZURAW, ADMIN. OFFICE BLDG. DTL **DATE:** 18 June 2020 **TIME:** 7:30 P.M.  
**SPECIAL MEETING CALLED TO ORDER BY:** Chris Phipps, chair

### I. OPENING

A. Pledge of Allegiance

B. Roll Call

| MEMBERS OF THE BOARD    | PRESENT  | ABSENT | LATE |
|-------------------------|----------|--------|------|
| MR. RICH BSHARA         | X        |        |      |
| MR. CHRIS PHIPPS, chair | X        |        |      |
| MR. VINNY SCARLATA      | X(phone) |        |      |
| TOTAL                   | 3        | 0      |      |

Also in attendance: Superintendent DiBacco,  
Assistant Superintendent Bergin,  
Interim Business Manager, Ms. Joanne Cegan.

### II. Public Comments.

There were no comments at this time.

### III. Discussion & possible action regarding terms sheet and universal benefits sheet.

**Discussion:** Superintendent DiBacco explained to the Board that there are eleven non-union staff members whose contracts are very close to expiring. He said he would like to get a term sheet as well as a universal benefits form to identify specific terms of employment, salary terms, and other requirements for that particular job. Superintendent DiBacco said he would like to create a universal benefits form, so when an employee gets hired; it will be very clear what the benefits and requirements are. He said it will not be different from one employee to the next. He said in the past, there were employees who had certain benefits, and others who had entirely different. Superintendent DiBacco said he recommends that moving forward; the form will be clear with sick days and vacation days clear across the board. The committee discussed several options that may be put on the new term sheet. Mr. Bshara asked if it would be a good idea to put all union contracts on the same benefits package. He said right now there are two union contracts, with a five thousand dollar deductible. Mr. Bshara said it makes sense to have the whole Board of Education following the same plan. He said he is only asking questions to present ideas that will benefit the district. He said if there is a vote now, there is still the option to look at the salary and job description. Superintendent DiBacco added there are also staff members who have expired contracts, and did not receive their salary raise for the end of this past year. He said he would like to fix this as soon as possible.

### RECOMMENDATION:

Recommend to the Board to implement  
the proposed term sheets and universal  
benefits sheet for all non-union personnel.

|  | MOTION | YES | NO | ABSTAIN |
|--|--------|-----|----|---------|
|--|--------|-----|----|---------|

|                      |   |   |   |  |
|----------------------|---|---|---|--|
| Mr. Rich Bshara      | 1 | X |   |  |
| Mr. Chris Phipps     |   | X |   |  |
| Mr. Vincent Scarlata | 2 | X |   |  |
| TOTAL                |   | 3 | 0 |  |

IV. Executive Session regarding:

- A. Discussion and possible action regarding retro pay for non-union staff (Central Office).
- B. Discussion and possible action regarding salary and wage increase for non-certified staff (Central Office).
- C. Discussion and possible action regarding secretarial upgrades.

**Motion to enter into Executive session at 7:40 p.m.  
and to invite Superintendent DiBacco, Assistant  
Superintendent Bergin, and Ms. Joanne Cegan.**

|                      | MOTION | YES | NO | ABSTAIN |
|----------------------|--------|-----|----|---------|
| Mr. Rich Bshara      | 1      | X   |    |         |
| Mr. Chris Phipps     |        | X   |    |         |
| Mr. Vincent Scarlata | 2      | X   |    |         |
| TOTAL                |        | 3   | 0  |         |

To return to regular meeting

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

**Motion: To except Superintendent DiBacco's recommendations  
In executive session, and to present to the entire Board.**

|                      | MOTION | YES | NO | ABSTAIN |
|----------------------|--------|-----|----|---------|
| Mr. Rich Bshara      | 1      | X   |    |         |
| Mr. Chris Phipps     |        | X   |    |         |
| Mr. Vincent Scarlata | 2      | X   |    |         |
| TOTAL                |        | 3   | 0  |         |

VI. **Adjournment.**

**MOTION:** To adjourn meeting at 8:15 p.m.

| MEMBERS OF THE BOARD | MOTION | YES | NO | ABSTAIN |
|----------------------|--------|-----|----|---------|
| MR. RICH BSHARA      |        | X   |    |         |
| MR. CHRIS PHIPPS     | 1      | X   |    |         |
| MR. VINNY SCARLATA   | 2      | X   |    |         |
|                      |        | 3   | 0  | 0       |

Respectfully submitted,

*Cassie Venson*

Cassie Venson Recording Secretary  
Date: 6/23/20