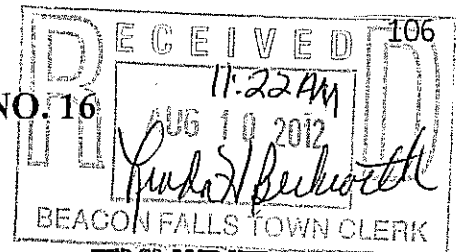


REGIONAL SCHOOL DISTRICT NO. 16  
Board of Education Meeting  
July 18, 2012



**EXHIBIT**

I

**BOARD MEMBERS PRESENT:**

*Beacon Falls...* Priscilla Cretella  
Sheryl Feducia  
William Fredericks

*Prospect...* Donna Cullen  
Robert Hiscox  
Nazih Noujaim

**STAFF MEMBER PRESENT:**

Tim James, Interim Superintendent  
Hugh Potter, Business Manager  
David Langdon, Director of Facilities

**I. CALL TO ORDER**

The meeting was called to order by Chair Priscilla Cretella at 7:02 p.m. at Woodland Regional High School, Beacon Falls, CT.

**II. PLEDGE OF ALLEGIANCE TO THE FLAG**

**III. MISSION STATEMENT**

**IV. RECORD OF MEMBERS PRESENT**

Roll call was taken by the Board Clerk. A quorum was present.

**V. PRESENTATIONS BY LAW FIRMS RE SCOPE OF SERVICES/ COUNSEL**  
(with possible action)

Presentation by Berchem, Moses & Devlin, PC. Attorney Floyd Dugas and Marcia Moses attended. Attorney Moses detailed the firm of 32 attorneys with offices in Westport and Milford. She handed out a package on the firm which includes various settlements that the firm was involved in. She is the head of the Education Department which is one of the major areas of their practice. The firm represents 35 to 40 school districts, the majority of which are public schools, for over 40 years. Three areas of education they handle are 1) student issues comprising special education, student discipline, transportation, student accommodations, and Section 504; 2) general counsel, and 3) labor and employment. They also develop policies for school districts and pride themselves on their responsiveness. Attorney Dugas said that their firm has other areas of practice such as litigation and real estate. He is primarily responsible for labor and employment, teacher negotiations, unfair labor practices, grievances, teacher terminations, administrators, etc. He said his reputation is very thorough and tenacious. They have been involved in a teacher reform contract in New Haven which was the first of its kind that introduced a teacher evaluation process and a contract that allowed New

Haven to control work hours and other issues. Another case was negotiating a custodian contract in New Haven – given the right to subcontract and privatize from 180 custodians to 100 custodians which resulted in savings of pensions and health insurance as well as salaries. The firm also had the first certified contract with a zero in Milford in an arbitration process. He also won an arbitration award for North Haven in health insurance and for non-certified for defined contribution plans. He also serves as general counsel to Milford, Trumbull, West Haven, and others. A proposal is included in the materials and a copy of their blog.

Attorney Bill Connon, the present attorney for Region 16 from the firm of Sullivan, Schoen, Campana & Connon in Hartford, gave a presentation and handed out materials. He started with Region 16 when John Buck, a former superintendent, appointed him to handle staff terminations which included terminating the president of the teachers' union. It has been his pleasure to work with the Board and leadership. In the past, he worked on the possibility of dissolving the region which was resolved to remain as it is. His firm has experience with all the courts and has included in his documents a case with a favorable decision for the region which was a landmark decision. He said his firm is small enough to handle the work efficiently and was the original counsel for the Connecticut Board of Education. The firm puts on a forum each year for superintendents on current issues. He said their prices are in the "middle of the pack" and he has listed other clients that they represent. They are the only firm to argue before the US Supreme Court in education matters, and they win most of the cases. He concluded with stating that the attorney has to be a negotiator, facilitator, litigator, and advisor, and he is all that.

Attorneys Richard A. Mills, Jr., Anne H. Littlefield, and Jessica L. Ritter from Shipman & Goodwin LLP presented their presentation and handed out documents. They are part of the school law practice with a total of 100 lawyers. If you hire Shipman & Goodwin you get the whole firm, but they personalize by developing teams to handle each school district. Attorney Mills would handle general matters and certified labor, Attorney Littlefield would work on general education and special education matters, and Attorney Ritter would work on general education and non-certified labor. They feel it's important to have a group you can call and count on. They stress responsiveness—it is a hallmark of their practice 24/7. He encourages the Board to speak to their clients for references. He stressed high quality and efficiency in providing legal services as cost effectively as possible. Since they represent many districts for many years, they are able to answer issues from experience as a benefit. Hourly rates may be higher than competitors, but they reflect on the quality and time that it takes. They also use associates to assist who have lower rates. Attorney Littlefield joined the firm directly from law school. She is also general counsel to a number of districts and handles special education. They rely on other partners for consultations. Their approach to special education in dealing with parents and students can be highly and emotionally charged along with complex law at state and federal levels. Their approach is to focus on three items--staff training, transparency and communication, and trust which can result in staying out of litigation. If litigation is brought, then they appear for the district. Attorney Ritter joined the firm two years ago and has practiced school law for seven years. She can be a contact for many issues for a cost-savings measure as an associate. She also supports her partners on other issues. There are 15 lawyers that practice school law in their firm. Attorney Mills described the Negotiations Material booklet which he distributed. He also said their

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paralegal is very experienced with assisting school districts. They have a good reputation with the unions they deal with although they may not agree, but they are also professional. Because they are in a large firm, they have many resources that cover all types of law. Attorney Littlefield explained that their department researches constantly on school issues for all their clients at the firm's expense.

#### VI. APPROVAL OF MINUTES

Minutes of June 21, 2012, Special Board of Education Meeting (Ex. I)

A MOTION was made by Sheryl Feducia and SECONDED by Nazih Noujaim to approve the June 21, 2012, Special Board of Education Meeting minutes.

**ALL IN FAVOR** **12-188**

Minutes of June 27, 2012, Board of Education Meeting (Ex. II)

A MOTION was made by Sheryl Feducia and SECONDED by Nazih Noujaim to approve the June 27, 2012, Board of Education Meeting minutes.

**ALL IN FAVOR** **12-189**

Minutes of June 28, 2012, Special Board of Education Meeting (Ex. III)

A MOTION was made by Sheryl Feducia and SECONDED by Nazih Noujaim to approve the June 28, 2012, Special Board of Education Meeting minutes.

**ALL IN FAVOR** **12-190**

#### VII. TOWN OFFICIAL COMMENT

#### VIII. PUBLIC COMMENT

Ms. Marcia Campion Beltrami of Prospect, a teacher at Algonquin and a parent, spoke as to the music program at Algonquin. With the recent resignation of Ms. Goerg (Music teacher at Laurel Ledge School), she is concerned that the Algonquin Music teacher, Fran Grzybowski, will be moved. Fran has been wonderful with teaching the younger students. Mr. Hiscox stated that the Board does not make teacher assignments—the administration does.

#### IX. CORRESPONDENCE

Thank you notes from Janet Lawlor and Madeleine Hiscox.

#### X. TREASURER'S REPORT

Ms. Feducia reported as follows:

Balance in General Fund as of 7/18/12:	\$1,266,259.65
Tonight's bills total:	264,546.02
General Fund:	1,001,713.63
Special Education Grants:	0
Adult Education:	0
Federal and State Grants:	0
Athletic Fund:	0
Construction Bills:	0

#### XI. EXEMPLARY PEOPLE AND PROGRAMS

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Mr. James stated that Michelle Mihalchik is the 2013 Paraprofessional of the Year, and she has been selected to be a finalist statewide.

## XII. REPORT OF SUPERINTENDENT

### A. Superintendent's Update.

1. Discussion on Business Manager's position. Mr. James said this matter will be discussed in Executive Session.

### B. Action Items

1. Act on approval of landscaping bid(s) for 2012-2013.

Mr. David Langdon explained that five bids were received in total. Chris' Landscaping had the lowest bid but had never done athletic fields. Mr. Langdon recommended hiring Prestige Landscaping for a two-year contract for the athletic fields at WRHS and the total grounds care at WRHS and Laurel Ledge School, as the district will be taking over more of the landscaping in the next two years.

A MOTION was made by William Fredericks and SECONDED by Sheryl Feducia to accept the bid of Prestige Landscaping for two years to maintain the grounds care and athletic fields in Beacon Falls as specified, provided they can be terminated after one year if the Board is not satisfied with the work.

**ALL IN FAVOR, except Nazih Noujaim who abstained. 12-191**

2. Act on hire of teachers for 2012-2013 school year. (D. Balint, T. Dowling)

A MOTION was made by Sheryl Feducia and SECONDED by Robert Hiscox to hire Timothy Dowling as 1.0 FTE Guidance Counselor for Long River Middle School at MA+15, Step 1, \$47,384.

**ALL IN FAVOR 12-192**

A MOTION was made by Sheryl Feducia and SECONDED by Robert Hiscox to hire Daniel Balint as 1.0 FTE Music Teacher at BA, Step 1, \$44,840.

**ALL IN FAVOR 12-193**

3. Confirm hire of Principal Algonquin School. (R. McGeehan)

A MOTION was made by Robert Hiscox and SECONDED by Sheryl Feducia to approve the hiring of Dr. Rima McGeehan as Principal of Algonquin School starting on August 1, 2012. **ALL IN FAVOR 12-194**

4. Accept teacher's letter of resignation effective 6/30/12 (L. Goerg)

A MOTION was made by Sheryl Feducia and SECONDED by Nazih Noujaim to accept the letter of resignation from Lee Ann Goerg, effective 6/30/12.

**ALL IN FAVOR 12-195**

5. Act on transportation contract with bus company.

The Facilities and Transportation Committee met earlier with John Dufour of All-Star Transportation. There will be no increase for the 2012-13 school year. The

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following year, the buses will be bought out of the lease by the district, and All-Star will make adjustment to defray costs equaling a 3 percent increase over five years.

A MOTION was made by Robert Hiscox and SECONDED by Sheryl Feducia to continue the contract with All-Star Transportation.

**ALL IN FAVOR**

**12-196**

C. Business Manager's Report

Mr. Potter reported on the review of the printing contract as requested by Mr. James. He said the company has saved the district \$881 over three months and eliminated IT repair time. Mr. James said the district will be starting a paper recycling program at the beginning of school year.

Mr. David Langdon brought up boiler issues and repairs needed. Ms. Donna Cullen asked him to give a full report at the next Board meeting.

D. Old Business

1. Energy Education.

Ms. Priscilla Cretella would like to remove Energy Ed, knowing that there is a \$150,000 buyout of their contract. Ms. Feducia would like to know the full costs of keeping them and buying them out. Mr. Hugh Potter stated Energy Ed should have found the boilers that were off-line, and they didn't. Mr. Langdon said the buyout into the second year would be \$118,000. Mr. James said there has been a savings of \$160,000. Ms. Feducia said the hiring of new staff has exceeded the Board's expectations in doing much of the work expected of Energy Ed. Mr. James wants to know what the goals are from Energy Ed over the next year which he has requested.

E. New Business

F. Information Items (discussion with possible action)

Mr. James stated a reception is planned for Dr. McGeehan at 6:00 p.m. on July 30 at Algonquin School.

**XIII. REPORT OF COMMITTEES**

1. Personnel and Negotiations Committee
2. Facilities and Transportation Committee
3. Curriculum Committee
4. Policy Committee
5. Public Communications
6. Technology Committee
7. Recognition Committee
8. Liaisons
  - a. Schools
  - b. Wellness Committee
  - c. Professional Development Committee

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- d. Prevention Task Force
- e. Curriculum Council
- f. Recognition Committee

A MOTION was made by Sheryl Feducia and SECONDED by Nazih Noujaim to adjourn to Executive Session at 9:07 p.m. for the purpose of personnel and strategies related to collective bargaining matters to include Interim Superintendent James.

**ALL IN FAVOR**

12-197

*The Board came out of Executive Session at 10:00 p.m.*

A MOTION was made by Sheryl Feducia and SECONDED by Nazih Noujaim to continue the Board of Education meeting beyond 10:00 p.m.

**ALL IN FAVOR**

12-198

A MOTION was made by Sheryl Feducia and SECONDED by Bob Hiscox to return to Executive Session to conclude a discussion on personnel matters, to include Mr. James. **ALL IN FAVOR**

12-199

*The Board came out of Executive Session at 10:55 p.m.*

The Board of Education authorized the Superintendent to engage the services of Shipman & Goodwin to handle all legal matters related to special education, general legal matters that emerge on a day-to-day basis, and collective bargaining for and matters related to certified and non-certified personnel. Attorney N. Warren (Pete) Hess will continue to advise the Board on matters relating to land use and real estate.

#### XIV. ADJOURNMENT

A MOTION was made by Bill Fredericks and SECONDED by Nazih Noujaim to adjourn the July 18, 2012, Board of Education meeting at 11:00 p.m.

**ALL IN FAVOR**

12-200

Wendy Oliveira,

Board Secretary

*These minutes are subject to Board Approval,  
Susan Vaill, Board Clerk*

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