

DANBURY BOARD OF EDUCATION MEETING
WEDNESDAY, JANUARY 8, 2020- 7:00 PM
Administrative Center, 63 Beaver Brook Road

PLEDGE OF ALLEGIANCE

The Chairperson, G. Cooper, called the meeting to order at 7:02 pm and those assembled recited the Pledge of Allegiance led by the Danbury High School ROTC Cadets.

ROLL CALL

Present: Joseph Britton, Rachel Chaleski, Kate Conetta, Gladys Cooper, Loren Daly, Joseph DaSilva, Kathryn Hodgdon, Richard Jannelli, Kathleen Molinaro, Albert Russo, Amy Spallino

Absent: n/a

Also Present: Dr. Pascarella, Courtney Leborious, Kelly Truchsess, Kim Thompson, Kevin Walston, Kara Casimiro

RECOGNITIONS

- Jackie DiNardo, Administrator of the REACH and Endeavor Programs was recognized by Mayor Mark Boughton and the Board members on her Induction into the Connecticut High School Coaches Hall of Fame.
- Mayor Boughton stated that he has had the honor of knowing J. DiNardo since 1990, when he coached freshman basketball. J. DiNardo is only the second woman in Connecticut high school coaching history to win 500 games. Mayor Boughton read his Mayor's Proclamation and presented it to J. DiNardo.
- J. DiNardo stated it was a double honor to receive this recognition today because it would have also been her late husband's birthday, Officer Bobby DiNardo.

PUBLIC PARTICIPATION

- Mark Boughton congratulated G. Cooper on her appointment to Board Chair. He stated that G. Cooper is the epitome of community involvement and always putting kids first.
- Mayor Boughton stated that the City has a significant bond request they would like to put before the voters. In that request is a section of money related to space needs and allocation in the Danbury Public School System. Mayor Boughton invited the Board members to the workshop on the bond which will be held in the Council Chambers at City Hall on January 14, 2020 at 7:30 pm. Mayor Boughton stated that this bond is not the end nor the middle. It is a small step to take advantage of the building that we currently have and convert it to classroom space, office space and move the maintenance division to the Public Works Department. The price tag is 21 million dollars but that also includes fixing the outdated elevators and equipment. That piece alone is about 2 million dollars. The balance of that will also be used to help in 2020 and scope out the other recommendations. In the language from the bond, it will also allow us to hire an engineer and an architect which will allow us to charge that money off into the individual project as it develops. 63% of that money is reimbursable to the state of Connecticut. The net cost to the City is about 8 million dollars. This has to be approved by the City Council and then out to the voters by the April 27th deadline. The request to be presented to the state has to be in by June 30, 2020. There is also a green portion to this request which will allow the City to utilize the consultant and do basic upgrading of boilers, lights, etc. in all city buildings.
- Neville Grey- Asked about the Parent Seeking Educational Excellence Program. G. Cooper stated that someone would get back to Mr. Grey with this information.

- Ralph Pietrafesa- Wanted to publicly thank the Mayor and Chief of Police regarding the situation and increased police presence at DHS. Obviously increased police presence at DHS for the long term is not sustainable. Would like to know if there is a plan going forward about the increased physical altercations at DHS. From his recollection, the Safety Advocate program started in the Spring of 2013. It was determined, at that time, that 10 safety advocates were needed. Since then, the student population has grown with a record number this year with 300 extra students. There was also an additional building added to the campus. Currently, DHS only has seven Safety Advocates. R. Pietrafesa feels that we need more Safety Advocates at the high school. While he understands it's a money issue, you can't put a price tag on safety.
- Ian Wendel - Teacher at Park Avenue School and a member of the T-Eval Committee. Spoke about his concern with the upcoming school calendar. The most valuable resource that teachers are always asking for is time. Now the calendar is taking more of that away. Deciding to take the designated time for the Growth Plans off of the calendar is not a good faith gesture and sends a strong message to their importance. When you take a few simple days off your calendar, it not only continues to add another obstacle to this job, it also sends a message of how little you value the time and commitment to the children of Danbury and it's teachers trying to better themselves.
- MaryJo Bohrman - Instructional Math Coach at elementary level. As an instructional coach she is relied upon by colleagues to coach them through the T-Eval process. Everytime it gets trimmed down, it's that many more people that she can't get to and help. Makes an already challenging process more difficult. As a coach, she is usually one of the first to be trained on new programs and it is her job to teach the teachers. Teachers rely on these programs and they get to know it and want to use it as part of data collection and instructional delivery. Teachers need to learn, yet we are subtracting time for that. M. Bohram encouraged the Board to think about those days in a different perspective. It's not just teachers who need more time. It's a snowball effect. The message that we send should be printed out on a calendar for all to see where these dates happen and it should be looked at more than three times a year. Trimming the time is hampering the ability to be effective.
- Melinda Scott - 4th grade teacher at Stadley Rough Elementary School. Publicly thanked Lieutenant Colonel Sparaco and his ROTC Cadets for giving the custodian at Stadley Rough (a veteran) a warm send off with his retirement. The Cadets and Lt Col Sparaco publicly retired the flag that Custodian Smith had raised every day. The did it on their own time and it was a very moving and touching ceremony for the staff and Custodian Smith. M. Scott then addressed her concerns with calendar. In past discussions, teachers had requested an alignment of conferences and report cards. The calendar does not reflect this. It is challenging to have conferences without report cards present. Parents are often confused and it is not ideal. There was also a week of Spring Conferences added in March but no release times in March. Also addressed PD days for T-Eval dates eliminated on calendar. Concerned with message that it sends to teachers. Classroom teachers are beyond overworked and are already required to stay three Tuesdays until 4:30/5pm (late schools). At this time, Kindergarten testing is happening. This is a one on one test. Language Arts and Math coaches are coming in and testing kindergarteners. While the help is wonderful, the Tier 3 students who are getting the most intensive intervention at the highest level by the coaches, are missing out on the instruction from them .
- Erin Daly - NEA Danbury. E. Daly addressed K. Casimiro. When she got the latest version of the calendar, K. Casimiro did have the intention of adding T-Eval times with three dates. E. Daly is concerned that those dates are not reflected on the calendar. Also concerned that the January time is eliminated on the calendar. Historically, there is T-Eval time in the fall and then in January for mid year reflection and then again for closure in May. Current draft shows no T-Eval dates. That time on the calendar has been eliminated and that sets precedent of not showing good faith effort that dedicated time is set for teacher evaluation. E. Daly and her 950 colleagues need this time put back into the calendar. She respectfully requests that the Board does not accept the current calendar and go back to the table and work with teachers on the calendar.

CONSENT CALENDAR

MOTION - K. Conetta moved, seconded by J. Dasilva that the Board of Education approves the items on the Consent Calendar, Exhibits 20-01 through 20-04, as recommended:

MINUTES

11/26/19 Board Meeting

12/4/19 Annual Board Meeting

12/5/19 Ad Hoc SubCommittee

DONATION

Ladies Philoptochos of Assumption Greek Orthodox Church, "Operation Classroom Initiative" donation for literacy resources to Mill Ridge Primary, King Street Primary and Stadley Rough

Motion passed at 7:36 pm

J. Britton moved to postpone Action Item B; 20-07 (pg. 91). Seconded by R. Chaleski. Majority of Board raised hands to carry the motion.

Motion passed at 7:37 pm

- Dr. Pascarella asked Board members where this discussion will happen and how will it happen?
- K. Thompson stated that the motion is tabled and if it is not brought back, the motion dies.
- J. DaSilva stated it is proper to hold off to discussion portion of the meeting versus voting on it.
- K. Thompson was asked as legal council on what can be done for the current meeting. K. Thompson suggested it be moved to reconsider so it can be brought back to discussion.

New motion was made by J. Dasilva to reconsider the postponement so it can be addressed in it's proper order of the agenda, seconded by K. Conetta.

Motion passed at 7:42 pm

EMPLOYEE REPRESENTATIVE

- Recognition: Chelsea Phaire, Chelsea's Charity Brings Art to the Youth.
 - Principal Dr. Sharon Epple started by recognizing Pembroke student, Chelsea Phaire.
 - Dr. Epple stated that Chelsea is one of the most compassionate students she has met in her 31 years as an educator. Chelsea started at Pembroke just last year. Chelsea started her charity at her birthday party by asking friends to bring art supplies to the to make art kits for students less fortunate than her. She has gotten 130 art kits to area students. She then created art kits for students affected and traumatized by the shooting in El Paso. She and her mom traveled to El Paso to deliver the kits. There is an Amazon supply list on her website that people use to can donate to help her continue her goals.
- "Spotlight Your School – Pembroke Elementary School"
 - Principal Dr. Sharon Epple then spoke about the highlights of academics at Pembroke.

- Literacy initiatives. Empowering students to think and talk about themselves as lifelong readers. Enables students to take charge of their own learning. Provides students tools to develop flexibility with strategies.
- Math initiatives. Collaborative teaching model began in 2018-2019 school year. Purpose of this it to build capacity in mathematics content and pedagogical knowledge. The model embeds the math coach in particular classrooms to work side by side with the teacher. Together, they build on the best teaching practices. Teacher, Mrs. Stabell, stated that being part of a collaborative classroom has completely changed her way of thinking. Much more hands on as students are working with manipulatives and materials. Students work with math partners and explain their thinking, thus teaching each other. They use the “think, pair, share” method. Students have grown in ability to understand the content and their grasping concept is much quicker. Students are beyond where they have been in the past.
- Dr. Epple stated that the first grade team plan and reflect together. Through this collaboration, it is spreading out through all of the first grade classes.
- Multicultural night was a parent event held at the end of April 2019. Different flags and projects were displayed from various countries. Ethnic foods were also presented. Most attended event in years at Pembroke. School plans on holding the event again this year with some refinements. Dr. Epple stated that it was incredible to hear parents sharing their cultures with each other.
- Pembroke playground dream came true last year. Dr. Epple showed before and after pictures of the playground as well as a video of the project and students enjoying the playground together. There was a large community effort and support.
- Dr. Epple thanked the Board for their support with the playground and presented a framed collage to commemorate the Pembroke playground.

STUDENT REPRESENTATIVES

DHS Representatives: Rebecca D’Ostilio

- Hatter Fall Award Program Sportsmanship and FCIAC Scholar-Athlete Award Winners were announced on 12/4/2019.
- DHS Robotics Team of 5150J won the championship at the VEX Robotics Competition at Masuk High School on 12/7/2019 . Team 5150E was awarded the Excellence Award.
- Band, Orchestra and Choir had their annual holiday concert on 12/9/2019.
- Tyler Warren was named All New-England.
- Jack Watson was named 2nd Team All-State by GameTime.
- Ingersoll donated 20 Chromebooks to DHS.
- NLI Signing Ceremony - Kile Jackson signed on to Wagner College. Jah Joyner signed on to University of Minnesota.
- Danbury Wrestling defeated Ridgefield by 73 to 6, extending the streak to 417 matches without a dual-meet loss against FCIAC opponents.
- The Board of Governors had their annual Ugly Holiday Sweater Competition on December 18, 2019, which awarded one teacher and one student.
- Danbury’s HOSA program promoted socialization at Elmwood senior center with a paint-a-long
- The Peer leadership classes have started a new round of featured flex classes including cookie baking and toys for tots donations. Plan to implement flex activities for donations to other charities.
- The Unified Basketball Team had its first official practice after school on January 8, 2020.
- Mei Lee Kry broke the FCIAC and school record for the triple jump.
- DHS’ annual Movement to Music show will be held Tuesday, January 14, 2020 at 7:00 pm.
- The Board of Governors has an ongoing Teacher of the Week Competition where students can nominate a teacher from each department. This week is math! The winner is Mrs. Weidl!

- The Model UN Club will be traveling to Yale for a three day conference from Jan 23-26th.

ACE Representative: Tamara Souza

- On Tues January 7, 2020 the ACE staff continued their professional development on improving school climate using the restorative practices model.
- There will be a meeting at ACE on January 9, 2020 to discuss a partnership with the Northwest Regional Workforce Investment Board to create opportunities for ACE and DHS students to participate in a manufacturing program.
- During the next 3 weeks, there will be 30 students scheduled to visit ACE as prospective students to enroll at ACE in Semester 2.
- On January 13, 2020 the ceramics students will participate in a ceramics seminar with the Art program at Westconn.
- Next week, classes will incorporate learning activities to celebrate the life of Dr. Martin Luther King, Jr.
- On January 15, 2020, Joanne Tolles will be taking her French students to a French Restaurant for the experience of a French cooking lesson.
- T. Souza concluded by thanking the Board members, Central Administration, Danbury Public School's staff and the community members who support what is being done at 26 Locust Avenue.

PRESENTATION

- School Improvement Strategies/Reviews
- K. Casimiro presented document shared with principals as part of strategy this year to close the achievement gap.
- As a curriculum team one of the greatest barriers to school improvement is the lack of an agreed-upon definition of what high-quality instruction looks like.
- There are a lot of visits to schools, observations, working with coaches and administrators. This year they decided to marry some of those processes together and create the School Review and Instructional Rounds Protocol.
- The purpose of School Review and Instructional Rounds process is to collaboratively engage a cross section of district and school leaders in a reflective process that informs both school level instructional changes and practices as well as district level changes in curriculum. The overall goal is aimed at improving equitable student outcomes to increase the achievement levels of all students.
- This helps to see trends and things they may want to address as a district in terms of training and curricular training.
- Steps include identifying the problem of practice, observation of practice, observation debrief and next level of work.
- Two step process.
 - 1) Deep Data Dive (DataWise)
 - 2) School visit.
- DataWise process is out of Harvard Graduate School. First one was held on January 6, 2020. Amazing to see the cross collaborative conversations.
- Analyze patterns that emerge.
- Part 1: Look at school data on STAR Literacy, STAR Numeracy, SBA, NGSS, DIBELS, PSAT, SAT, Las Links. They set a tight agenda and dig deep into data analysis. Look at growth and efficiency. K. Wanzer takes lead on data. Creates several folders of data that each school then has access to.
- Data Dive. Each team interrogates the data using the "I Notice" and "I Wonder" methods.
- Part 2: Instructional Round Visit.

- Participants visit assigned classes in small teams and note descriptive observations using three main questions to guide inquiry process:
 - What is the teacher doing?
 - What are the students doing?
 - What learning has occurred and what is the evidence?
- Visit six or seven classes in a day.
- Participants then sort and group their notes and observations. As they group the notes they notice patterns and trends.
- Able to generate 15 - 20 pages of documentation for the principal to be briefed on with strengths observed and areas of opportunities that may be further explored.
- Finish off with group debrief with principal of the school. K. Casimiro then has a private debrief with principals and asks what they need next.
- Extremely informative for K. Casimiro to discover possible curricular issues or training issues.
- As they move through the schools, this will help to prioritize and figure out where coaching needs to be.
- Ongoing through May 2020.
- Full day activities.
- K. Casimiro will give an update to the Board at the end of this process.

ACTION ITEMS

A. CABE Series 1000 Community Relations

MOTION: K. Conetta moved, seconded by A. Spallino that the Board of Education accept for first reading the CABE Series 1000 Community Relations.

R. Chaleski stated that the policy series comes to the Policy Committee for review of the general templates and to make modifications. It is then sent back to CABE. This is the version that came back from CABE (after modifications from committee) and it contains several errors. Therefore, she opposes so it can go back to committee for review. Also asked for consideration to allow the Policy Committee to review the CABE version before it comes to the Board for review.

Dr. Pascarella stated that it is on the agenda to be official. It can go back to the Policy Committee for a second reading. If there are still modifications, it will go back for an additional meeting.

The motion was not passed as it was agreed to go back for review.

B. 2020-2021 School Calendar

MOTION: K. Conetta moved, seconded by J. DaSilva that the Board of Education discuss the 2020-2021 School Calendar.

- Dr. Pascarella went on record to state that T-Eval was not removed. It is not reflected on this calendar as it is a parent calendar. The T-Eval dates are on the Professional Development calendar made available to staff.
- K. Casimiro stated that once it was determined that it wouldn't be an early release day, it was removed from the public calendar. This proposed calendar is a parent calendar and we do not state what goes on after school with other meetings. When it was a release, we would identify what the release was for. T-Eval will be 90 minutes after school on regular

dismissal days. It made more sense to put these on the district calendar, or staff calendar, versus the calendar that is posted for the public (parents and students). The issue that we have is that over the past couple of years, we went from 22 days of early releases to 11 days due to pressure from parents. Now we are down to six days. Those were the hardest days to get down to. All of the new programs, strategies, equity plans, teaching and meetings take time. K. Casimiro sympathises with the request for more time and agrees. Either we explain to parents why we need early release days or we adjust and do the after school hours.

- K. Casimiro stated that there are five hours a month where teachers are contractually obligated to stay after school. The January date was not removed, it was moved up into the fall based on the professional growth plan.
- Dr. Pascarella said that with the work the teachers have to do, they work very hard, and they don't have the time. When asked "why isn't this happening? Teachers are working hard. We are working hard", it is because we do not have the time. There is a lot more work that has to be done. There are other districts that loved what we were doing on Tuesdays. They tried to do it as well.
- K. Molinaro said the half days were used to be able to give teachers time to do their work. Her understanding was that as teachers got more proficient, they wouldn't need as much time to do that work. Yet now she is hearing that there is more being piled on and are still in need of that time.
- K. Casimiro said it's two fold, but the short answer is yes. When they first adopted the T-Eval model it took time to look at the data. They do have a lot of teachers who use that data in their goals but there are a lot of action steps. There's evidence that needs to be provided and that takes time too. Prior to Marzano and T-Eval, professional growth plan and setting goals for the year was done on your own time. It is more sophisticated now and asks for more information. As a result, we have portioned out some time but not as much time as we would want to give. Time is the essential component to all of this. They are struggling to meet the teacher's training needs. It was much easier when they had the 22 early release days. K. Casimiro also understands the disruption to kids and parents with the early release schedules.
- K. Casimiro stated the district worked really hard on the conference schedules. Conferences used to be held together in the fall. Unfortunately, we can not hold them together anymore because we can't get interpreters for the conferences and staff is stretched throughout the district.
- K. Casimiro sent out surveys to administrators and principals regarding report cards and when to hold conferences. Results were split right down the middle so they decided to leave it on the calendar as is. Still open to suggestions for the next calendar year.
- Spring Conferences do in fact happen in the buildings. There was no rhyme or reason on to identify a specific week for that. They also surveyed administrators on the best timing of when to notify parents on retention or summer school. These are optional Spring Conferences, there is no set time. Some schools have used their contractual late nights to set these conferences with parents in the spring. It was decided that Spring Conferences will be added to the calendar so parents can be aware.
- J. DaSilva stated that no parent likes early release or half days. He has spoken in front of the Board before regarding this issue. However, he finds it significant that teachers are coming to board meetings saying they need more time. It's three half days in the course of a nine month school year. It would seem to him that, if it's that important, we need to take a serious look at it.
- A. Spallino asked if there is a staff and professional development calendar, why aren't teachers aware that this was a parent calendar and not a district calendar? K. Casimiro stated the calendar was sent around the same time to E. Daly. Once it was determined that another half day would not be on the calendar, K. Casimiro sent the calendar and a long

email explaining the dedicated dates for T-Eval. That email was sent on December 16, 2019 with an explanation that T-Eval would no longer be an early release day and that is why it was removed from the parent calendar.

- Dr. Pascarella stated that if it makes staff feel better to see T-Eval on the calendar, we can certainly put it on. There was never an intention to remove T-Eval from teachers.
- K. Truchsess stated that having T-Eval on the parent calendar might confuse parents.
- Dr. Pascarella suggested that the dates can be posted on the bottom of the calendar so teachers are aware and it won't confuse parents.
- J. DaSilva asked if Spring Conferences were done before. K. Casimiro stated that many schools have Spring Conferences and it's generally done by invitation with a letter.
- J. DaSilva asked if the concern with putting it on the calendar is that parents will think it's mandatory? K. Casimiro stated that it's possible. K. Casimiro suggested that communication should be sent out to parents so it's understood that it's not mandatory.
- R. Chaleski stated that she always thought it was strange to have a conference in the fall but never looped around to discuss again in the spring. CABE policy template does come with a standard of two conferences per year. She likes that it's there so parents know it's available to them.
- K. Conetta asked for clarification on PD and T-Eval and if it were to appear on the calendar. K. Casimiro reiterated that T-Eval are contractual 90 minute meetings after school.
- K. Conetta stated that those dates should be put on the calendar so parents could see the amount of extra time teachers are working after school.
- K. Casimiro stated that if we did that we would have very dense calendars with the amount of after school meetings.
- Dr. Pascarella stated that multiple calendars will cause multiple issues with confusion. This is a public calendar but we can certainly make the T-Eval modification.
- R. Jannelli stated that it seems that the more sophisticated we get, the more challenges and requirements we face. The common complaint is that there is not enough time to be trained on the curriculum. He wants to make sure that we are not short changing the educational process to the teachers for the sake of a few early release days.
- Dr. Pascarella agreed and said there is not enough time in this calendar to get us the results we need. The only reason we came up with one hour early release was because we used to do half days and it was thought that was too much.
- J. DaSilva asked if we could just restore the fall T-Eval to a half day.
- Dr. Pascarella said we could come back to matter.
- K. Casimiro stated there is a particularly long stretch in May and April so that may be an option.

MOTION: J. DaSilva moved, seconded by A. Russo that the Board of Education postpone the consideration of the 2020-2021 School Calendar until the next meeting.

Motion passed at 9:04 pm

SUPERINTENDENT'S REPORT

- A. Erika Haynes, Director of Community Engagement, Connecticut School Finance Project/January 22nd BOE Meeting
 - a. Will speak about the budgeting process.
- B. Lotteries Update

- a. The lottery opened on January 1, 2020 and will close on January 15, 2020. AIS was identified by the state as approaching a number for racially imbalanced so the district started recruitment efforts, especially in the downtown areas.
- b. K. Walston stated that preliminary numbers for AIS are as follows:
 - i. 665 students have applied thus far (compared to 799 applicants last year)
 - ii. 247 families who identify as Hispanic (compared to 231 applicants last year)
 - iii. 51 families who identify as African American (compared to 74 applicants last year)
 - iv. 98 families who identify as Asian (compared to 118 applicants last year)
 - v. 6 families who identify as American Indian (no comparison numbers provided)
 - vi. 263 families who identify as Caucasian (compared to 370 applicants last year)
 - vii. These are the numbers we are approaching after just two weeks.
- C. BOE Workshop for Strategic Plan
 - a. K. Walston moved the Strategic Plan Workshop until the current Board was formed for 2020-2021 school year. Asked Board members for permission to have a workshop in March. At that time they will review the Strategic Plan direction that was approved by the previous Board last Spring.
- D. Superintendent's Goals - Information
 - a. Modifications since the last time but they were minor. If Board members have a question, they can contact Dr. Pascarella directly.

DISCUSSION

INFORMATION

- Danbury Day will be held on April 28, 2020 in Hartford from 11 am to 1 pm. A program has not been released yet.
- Dr. Pascarella put together a packet with an extract of some of the studies done in regards to space needs and enrollment data. Glenn and Rebecca (firms who did the studies) will come back with their findings to the Facilities Committee on their recommendations. Whether Osborne site plan goes or not, the district is looking for alternative space. Dr. Pascarella will be sitting down with principals to see how many seats each building has, if any, to see where students can go if we have an influx again. The town owns the building, the Board owns the right to decide what is done with the building.

BOARD CHAIRPERSON'S REPORT

- G. Cooper asked if Board members are comfortable with their committee assignments. There were no objections.
- G. Cooper asked if Board members are comfortable with their PTO assignments. There were no objections.
- There are still schools needing PTO representatives from the Board. The following was decided:
 - Pembroke : R. Jannelli
 - KSI and KSP: A. Russo
 - Stadley Rough: K. Molinaro
 - Great Plain: K. Hodgdon
 - Ellsworth: A. Spallino
 - Park Ave: R. Jannelli will share with J. DaSilva
- Ad hoc was left open. Board members will be assigned once hiring begins.
- G. Cooper asked for committees to vote on their Chairperson at their first meeting.

- Sites and Facilities will meet at 7:30 pm on January 14, 2020 at City Hall.
- Finance Committee will meet on January 16, 2020 at 6pm.
- G. Cooper asked committees to inform Dr. Pascarella's Administrative Assistant, K. Pompano, of dates and times of their meetings.
- G. Cooper will address the open slot on the Policy Committee.

BOARD REPORTS, COMMUNICATIONS AND COMMENTS

EXECUTIVE SESSION

MOTION: J. DaSilva moved, seconded by K. Conetta that the Board of Education convene in Executive Session for the purpose of discussion
Motion carried at 9:30 pm.

Present: Joseph Britton
 Rachel Chaleski
 Kate Conetta
 Gladys Cooper
 Loren Daly
 Joseph DaSilva
 Kathryn Hodgdon
 Richard Jannelli
 Kathleen Molinaro
 Albert Russo
 Amy Spallino
 Dr. Sal Pascarella, Kevin Walston, Kim Thompson, Kelly Truchsess
 from Administration.

Absent:

The Chair called the Executive Session to order at 9:35 pm. The Decision to discuss at a later date was decided.

PUBLIC SESSION

J. DaSilva moved, seconded by K. Conetta, that the Board of Education return to Public Session. The motion passed at 9:35 pm.

ADJOURNMENT

J. DaSilva moved, seconded by J. Britton, that the Board of Education adjourn its Meeting of January 8, 2020 and the meeting was adjourned at 9:36 pm.

Kathleen Molinaro, Secretary

(Meeting was videotaped)