

WORK SESSION OF THE GREENWICH BOARD OF EDUCATION

DATE: February 7, 2008, 7:00 p.m.

PLACE: Havemeyer Building

PRESENT:

Board: Mrs. Nancy Weissler, Chairman
Mr. Steven B. Anderson, Secretary
Mr. Michael Bodson
Mr. Jonathan Cohen
Dr. Susan S. Ellis
Ms. Natalie Queen

Administration:

Dr. Betty J. Sternberg, Superintendent of Schools
Mrs. Kathleen Greider, Deputy Superintendent
Dr. Susan Wallerstein, Asst. Superintendent, Business
Operations
Mr. John Curtin, Asst. Superintendent
Mr. Chris Winters, Director, Curriculum & Professional Learning
Ms. Mary P. Forde, Director, Pupil Personnel Services
Ms. Kim Eves, Director, Communications
Dr. Ellen Flanagan, Director, Human Resources

Other: Mrs. Julie Faryniarz, Mrs. Kristin Kratky, Mrs. Carol Ann Coughlin, PTA Council; Mr. Andrew Shaw, Greenwich Time, Mrs. Anne Semmes, Greenwich Citizen and other members of the public. An attendance list is on file in the Board of Education office.

The meeting was called to order by Mrs. Weissler, Chairman at 7:00 p.m.

MOTION: It was moved by Mrs. Weissler and seconded by Dr. Ellis to accept the revised Agenda.

VOTE: 6 in favor, none opposed

MOTION CARRIED

1. **Discussion of Monitoring Report E-020, Professional Personnel Practices**

Dr. Flanagan discussed the Monitoring Report, which addresses professional practices in the hiring, appraisal, assessment, development and discipline of employees. It also covers information on non-renewal of staff, teachers and administrator evaluation data and CHRO complaints. Questions related to this monitoring report centered on a request for multi-year assessments and the process of non-renewal.

The Monitoring Report will be brought back to the Board for approval at the February 28th Board Meeting.

2. **Discussion of Monitoring Report L-002, Contracts and Agreements**

Dr. Flanagan presented this Monitoring Report, which addresses any alleged violations with contracts and agreements, and outlines grievances that have been filed with the district. The information regarding GEA, which was inadvertently omitted from the draft, will be added to the Monitoring Report.

The Monitoring Report will be brought back to the Board for approval at the February 28th Board Meeting

3. **Discussion of E-080, Public Involvement in the Schools**

Ms. Eves presented this Monitoring Report, which addresses the involvement of parents and members of the community in the schools. The discussion also included an in depth discussion of the Harris Survey, including the timeline for distribution, dates of return, analyzing the results, disbursing results, and involving parents in the process.

The Monitoring Report will be brought back to the Board for approval at the February 28th Board Meeting.

4. **2007-2008 Agenda Planning**

Dr. Ellis outlined a potential schedule for community input on the draft revision of the Mission and Core Values Statement. A possible timeline would be to hold a focus group meeting on March 13th from 7:00 p.m. until 7:45 p.m. We would then immediately move to our regularly scheduled Work Session at 7:45 p.m. A memo will be sent out with responses to Ms. Eves and feedback will be brought to the Policy Governance Committee to prepare a revision Mission and Core Values statement to the Board. The timeline would be for a First Reading at the May Board Meeting and action at the June Meeting.

There was a suggestion about tying in the World Language discussion with the Graduation Requirements discussion, with a Board member expressing the desire to add a World Language requirement for graduation. The World Language graduation requirement discussion will be put on the April 3rd Work Session agenda. Discussion also centered on the State's new graduation requirements proposal and the possible effects on our Graduation Requirements.

Additionally, it was noted that the Greenwich High School Auditorium and Music Construction Project Building Committee would be going to the RTM in April, which means that the Board would have to act on their recommendations in March. This will be added to the March Agenda.

5. **Discussion of Monitoring Report E-051, District Administrative Operations**

Dr. Wallerstein, Mr. Calcavecchio and Ms. Eves led a discussion of this Monitoring Report, which included a review of food services, transportation, facilities, space utilization, safety and security, IT/MIS, facility use and rentals, and communications. Discussion centered around shared services and exceptions. One Board Member requested specifics regarding management issues and lack of governance issues.

Regarding Governance Issue #1, a Board member noted that the Policy Governance Committee would need specific data so that they can determine the appropriate course of action. There was further discussion about transportation and the necessity to have a written set of procedures for notification for schools and parents regarding early dismissals, etc.

Mrs. Ponns Cohen arrived.

6. **Discussion of Monitoring Report E-050, Management of Human Resources**

Dr. Flanagan presented this Monitoring Report to the Board regarding our efforts to attract staff aligned with our goals/outcomes and how we work to retain them, within contractual, legal and financial limitations. It included discussion on Title IX compliance, the new Teacher Evaluation Plan, the Childcare Center and the M&C Employee Study being conducted by the Town. Discussion included Affirmative Action, the Minority Recruitment Fair, the M&C study and its cost implications for the Board. There was extensive discussion regarding the Childcare Center. We currently have 14 children enrolled and the Board discussed numerous items; among them costs, tuition, consideration of the Western Greenwich Civic Center program, the hours of the center, insurance, location of the program, and the need for \$80,000 in donations and what the budgetary implications could be if we are not able to raise that amount.

There was discussion on the first year incentive payouts under the GOSA contract. It was Dr. Flanagan's view that the GOSA members were comfortable with the process and that this is already leading to better cooperation and collaboration amongst the various school groups.

There was discussion regarding the School Improvement Teams and the variance in goals from school to school, the reasons for staff turnover, and the lack of participation in the GHS van pool

It was moved by Mr. Cohen and seconded by Ms. Queen to move into Executive Session to discuss negotiations at 8:55 p.m.

VOTE: 7 in favor, none opposed MOTION CARRIED

It was moved by Mr. Bodson and seconded by Mrs. Weissler to move out of Executive Session at 9:07 p.m.

VOTE: 7 in favor, none opposed MOTION CARRIED

It was moved by Mr. Bodson and seconded by Mrs. Weissler to adjourn the meeting.

VOTE: 7 in favor, none opposed MOTION CARRIED

The meeting was adjourned at 9:07 p.m.

Respectfully submitted,

Steven B. Anderson
Secretary