

**Board of Education
Newtown, Connecticut**

Minutes of the Board of Education meeting on Tuesday, July 13, 2010 at 7:00 p.m. in the board room at 3 Primrose Street.

L. Bittman, Chair	J. Robinson
K. Fetchick, Vice Chair	L. Gejda
D. Leidlein, Secretary	R. Bienkowski
D. Nanavaty	4 Staff
R. Gaines	1 Public
W. Hart	3 Press
C. Lagana	

Mrs. Bittman called the meeting to order at 7:12 p.m.

MOTION: Mr. Gaines moved to go into executive session to interview the candidate for the principal position and invited Dr. Robinson and Barbara Gasparine. Mrs. Fetchick seconded. Vote: 7 ayes

Item 1 – Executive Session to Interview Candidate for Principal Position

The Board interviewed Barbara Gasparine for the principal position at Head O'Meadow School.

Item 2 – Public Session for Vote on Principal Candidate

MOTION: Mr. Lagana moved that the Board of Education appoint Barbara Gasparine principal of Head O'Meadow School effective July 1, 2010 with the salary per the administrator's contract. Mr. Nanavaty seconded. Vote: 7 ayes

Mr. Nanavaty spoke about the recent article in the *Bee* and an email he received from John Voket and said he would like to add owner/operator negotiations to Old Business to which the Board unanimously agreed.

Mrs. Leidlein said she wanted to add possible action on combining school and Town services. She wants the Board to collectively agree that we would like to work with the Town to find out more information.

Mrs. Bittman questioned if that could be added. Mrs. Fetchick said it could if the Board approved it.

Mrs. Leidlein said other boards have agreed to pursue this.
Mrs. Bittman asked for a vote. There were 6 ayes and 1 nay from Mr. Nanavaty.

Mrs. Fetchick asked that "possible action" on the non-union salaries in executive session be removed from the agenda because it is not legal to vote in executive session.

Mrs. Bittman also requested removing possible action on the non-union salaries from executive session.

Item 3 – Consent Agenda

MOTION: Mr. Nanavaty moved to approved the consent agenda which included the minutes of June 15, 2010, the donation of a professional make-up mirror from Mike Nieman to Newtown High School, the donation of a vestibular swing from Mr. and Mrs. David Barbour to Hawley School for use in the occupational therapy department, the resignation for retirement of William Bircher, principal of Head O'Meadow School, the resignation of Jennifer Huettner, teacher at Newtown High School, the resignation of John Harned, teacher at Newtown High School, and the resignation of Catherine Lent, teacher at Head O'Meadow School. Mr. Gaines seconded. Vote: 7 ayes

Item 4 – Public Participation – NoneItem 5 – Reports

Correspondence:

Mrs. Leidlein said the Board received correspondence from Elizabeth Alexander regarding the start times for our schools and Chris Lyddy regarding legislation that will allow local boards of education to establish a contingency fund.

Chair Report:

Mrs. Bittman had been away so there was no formal report. She did read the letter from Chris Lyddy regarding the legislation Mrs. Leidlein mentioned.

Mrs. Leidlein said there was also a letter from Kevin Cragin congratulating Mr. Dumais on rectifying the behavior at the high school graduation ceremony. There was also a letter of thanks from retiree Linda Giordano.

Mr. Nanavaty asked Mrs. Bittman to send a letter to Jeff Capeci with a copy to John Kortze regarding the state ordinance on a contingency fund. It would be worthwhile for Newtown to wait and use the state statute. It refers to the Board of Finance but the statute is for the fiscal authority which is the Legislative Council.

Mrs. Bittman said she would do so.

Superintendent's Report:

Dr. Robinson spoke about the number of staff positions that were removed from the budget. We eliminated 7 full-time and 2 part-time teachers which included a middle school Spanish, a music and project adventure/PE at Reed, a grade 1 at Hawley, a grade 2 and .5 kindergarten at Sandy Hook, a grade 1 and 2 at Head O'Meadow and a .24 special education teacher at St. Rose School. There were 3 full-time non-certified positions eliminated which were the director of transportation, accounting supervisor and technology specialist. There was 320 educational assistant hours eliminated. Two administrators and 13 teachers retired. One administrator and 14 teachers resigned. We have been able to place some teachers in these positions.

Mrs. Fetchick asked which were lost to enrollment or budget cuts.

Dr. Robinson said the person in the tech position chose to leave early. The certified staff at Hawley, Sandy Hook and Head O'Meadow were enrollment driven. We had to add a kindergarten teacher at Head O'Meadow due to increased enrollment.

Mr. Nanavaty asked if we didn't have the retirements and resignations would we have had to terminate all of them.

Dr. Robinson said not all but there would have been a number of them.

Mr. Hart asked how many EAs were impacted by the 320 hours.

Dr. Robinson said quite a few lost their jobs and that almost all are Newtown residents.

Mr. Hart asked how we were filling the specialist positions.

Dr. Robinson said we have hired a Latin teacher but we have lost several people to higher paying districts.

Mrs. Bittman verified that the EAs were all regular education and not special ed.

Dr. Robinson said that was correct.

Dr. Robinson said there is a retreat for administrators July 27 and 28 focusing on the development of strong teams related to our strategic plan. She and Dr. Gejda had two days of training in the Tri-state Consortium. Our new principals will also go through training. The Tri-state Consortium works with high achieving schools. We will be focusing on performance indicators which are a link between the strategic plan and the NEASC visit. It will help us in our process to move the district forward. They will visit us the following year.

Mrs. Fetchick asked if there were any other local school districts that were members.

Dr. Robinson said Wilton, Weston, Darien, New Canaan and Region 9 were members. There are a total of 44 districts.

Dr. Robinson stated that the CMT scores would be released this Thursday at 11 A.M. and the CAPT scores on Friday at 11 A.M.

Dr. Robinson said that Bill Bircher has chosen to retire. He has been here since 1984 and in education for nearly 40 years. He became principal of Middle Gate School in 1984 and principal of Head O'Meadow in 1996. We hope he enjoys his retirement.

Mrs. Fetchick said she has received calls on the early dismissal day and asked Dr. Robinson to send a note home with the reasons why we were doing this.

Dr. Robinson said she was going to send an email to all parents. The second reminder will go in the school newsletters.

Policy Committee:

Mrs. Fetchick said they are only meeting once a month over the summer. Agendas are posted on our website and the Town's website.

Facilities Committee:

Mr. Hart said they met with the CIP subcommittee and will put together a recommendation of projects to the Board. The list needs to be to the Board of Finance on August 26.

Mrs. Fetchick said the CIP committee met with Mr. Faiella, Dr. Robinson, Mr. Bienkowski and Mr. Edwards of the Public Building and Site Commission. We are two weeks behind schedule at the high school. There is some discrepancy on when the middle school roof will be started. They talked about reordering the HVAC projects to match the 2003 Air Quality report and to line up with the results of the testing earlier this year.

Mr. Hart said they want to unbundle the middle school projects for the time being.

Mrs. Fetchick said we need to have a vote by our Board. Also, Mr. Faiella has some other things to put in the CIP.

Mrs. Bittman asked when they could expect some information.

Mrs. Fetchick said they are meeting July 29 and something will be sent to the Board.

Mr. Nanavaty asked if we were moving the middle school HVAC work above Hawley.

Mr. Hart said they were not. We are returning to the order recommended originally.

Mr. Nanavaty said he and Mr. Faiella attended the last Public Building and Site Commission meeting. They want to be involved in the beginning of the process. Bob Edwards volunteered to be the liaison between the Commission and the Board of Education.

Mrs. Fetchick stated that Mr. Edwards said they were looking at their process to see how they would better fit in with other groups. She was concerned that it would take longer to start the project and that Mr. Faiella doesn't want to go through another winter with that roof.

Strategic Plan Update:

Dr. Robinson said at the next Board meeting we will have a summary on each of the five action teams. We need to make some modifications in our CIP action team. We are actively engaged in strategic planning.

Item 6 – Old Business

High School Expansion Project Update:

Dr. Robinson did a walk through on Thursday and expected to see it further along than it was. We have not taken the leased portables out because we may need them.

Mr. Hart asked if we could have a month-by-month commitment on them.

Dr. Robinson said we would.

Middle School Roof Project:

Dr. Robinson said the ED 049 was filed but we have not heard back yet and are concerned about getting this project done. Mr. Faiella feels it won't be until next summer.

Mrs. Fetchick said we rushed the project through with the promise it would start this summer. She is concerned about going through the winter with this roof.

Dr. Robinson said we thought we were doing what we should do. It is now up to Public Building & Site.

Mr. Nanavaty said at the Public Building & Site meeting he and Mr. Faiella presented the three architect bids. We haven't gotten through that stage yet. They may now actually rebid the architect specifications to see if we might get a better price. He hopes that Mr. Faiella and Bob Edwards can discuss this and move on one of the architects. He doesn't see this getting started in October or November.

Mr. Hart is also concerned that the work needs to be done. No one is dragging their feet. The process was delayed this year. He would like to get the history and get the dates from the initial planning.

Mrs. Leidlein asked if Public Building & Site discussed changing the specs on the project.

Mr. Nanavaty said the architect has to develop the specs. He got the impression that the chair is not happy that we came to them with three bids from architects and that they were not involved in the beginning. We gave them the bids and we recommended Kaestle Boos which was the lowest. They discussed the possibly going out to bid and putting it in trade magazines also. We told them we were anxious and hoped we could move this along.

Mrs. Leidlein asked if there was any discussion about solar panels.

Mr. Nanavaty said Joe Borst commented on that but they were not in the original specs for funding. He is concerned it might cost more. They also discussed having a separate bid for the panels. Having Bob Edwards will help move the project along.

Mr. Gaines asked the facilities committee, Mr. Nanavaty and Mr. Faiella to meet with Bob Edwards and Bob Mitchell to see where we are. We don't want to spend additional monies repairing the roof this winter.

Mrs. Fetchick asked to talk to Mr. Faiella for a plan B if the roof is not done over the summer.

Dr. Robinson said we would have that discussion. The problem is identifying the location of the leaks.

Owner/operator Negotiations:

Mr. Nanavaty said that Friday John Voket called him and left an email that he forwarded to the Board and Kathy June. Mr. Nanavaty read the email. He emailed back to call him over the weekend. Mr. Nanavaty read his response to Mr. Voket saying he was willing to discuss this and asked for the source of his information. In his article Mr. Voket left out that Mr. Nanavaty asked him to review the minutes of May 18 on page 5 where Mr. Nanavaty spoke about the letter from their attorney. Our proposal was a \$400,000 savings the first year. The owner/operators proposal was a \$193,000 savings the first year. Apparently Mr. Voket did not review these minutes. Mr. Nanavaty was concerned because he indicated that Mrs. Fetchick told Mr. Voket the Board was told there were \$400,000 in givebacks and we didn't take advantage of that savings. He asked if Mr. Voket misquoted Mrs. Fetchick.

Mrs. Fetchick said the savings of \$400,000 was not untrue.

Mr. Nanavaty said that amount is based on our proposal, not theirs. We would pay additional monies for the balance of the four years. Mrs. Fetchick was only at the negotiating table once. He and Mr. Arum met with them at each meeting. The owner/operators proposal was never changed. There was never \$400,000 of saving proposed by the owner/operators. He was surprised this statement was in the *Newtown Bee* giving misinformation to the public.

Mrs. Fetchick said that when Mr. Nanavaty explained it to the Board he discounted any savings the next year. He said it would be \$193,000 in year one but didn't take into account the savings in year two. He said there would be none in year two. There was over a \$200,000 savings the second year in their proposal. Leaving \$200,000 on the table was not right. Every dime counts. Her opinion is we should be at the table with them now. Next year it will be just as bad.

Mr. Nanavaty said the problem is there is not \$400,000 in savings. In their proposal the first year there is a savings of \$193,000.

Mr. Hart said to save something over the next two years we would have to lock in well over to the last three years. We are paying \$500,000 a year more than necessary for transportation. To lock in for five years is not good sense. We need to renegotiate the contract and/or go out to bid.

Mrs. Bittman said this is the exact conversation we had when first discussed. You have to look at the whole term of the contract. She was willing to go back to the table but look at a good decision for five years.

Mr. Nanavaty said if they are willing to work with the Board the next two years to achieve savings then they should be willing to take the \$358 per day for the next two years then we would see the savings reported to the *Bee*. Freeze their rates for two years without any three-year extension. He is concerned that we have a Board member sending out misinformation.

Mrs. Fetchick said that she was not sending out misinformation at all and did not agree with his math.

Mr. Gaines said another point being overlooked is that we gave a best and final offer and requested a response by a certain date and they asked for an extension and didn't respond until several days after that. They stepped away from the table, not the Board of Education. Perhaps we should put out an RFP for busing and proposed doing that. He disagrees with looking at things shortsightedly.

Mrs. Leidlein said the owner/operator response was they were willing to continue discussions.

Mr. Nanavaty said they had a response from the Board with a letter from Ed Arum dated May 14 with the last best offer. By letter from their attorney they rejected all and proposed a new rate for full size buses to save \$193,000 in the first year. If they wish to approach Dr. Robinson with savings for the next two years then she as the authority to take up that offer.

Mr. Hart said transportation is the second largest expense after salary. He would support that transportation needs to be competitively bid. We have a two-year contract left so then we can go out to bid and take the lowest vendor.

Mrs. Leidlein said she feels we should bid competitively. Regarding some of the conditions she asked if MTM paid for their fuel.

Mrs. Bittman said we pay for their fuel but not their insurance.

Mrs. Fetchick said she wasn't given the opportunity for input on the negotiation committee so she didn't attend. She feels the owner/operators were set up to fail. They were badmouthed for an entire year since the MTM contract. That isn't a fair way to negotiate. She said why isn't this any different than going back to the teachers for a slight decrease in their salary.

Mr. Nanavaty said if she had attended other meetings she would have seen that we worked as a team. We worked on a great deal of language and came close to an agreement. They kept comparing themselves to New Milford which is being paid \$287.16 per day in 2010-11. Our owner/operator costs are \$424.20 per day. All we were asking them was to be competitive with MTM to \$348 per day. If they accepted our daily rate we would have come to an agreement. We were willing to add three years to their contract. If they wish to show the Board they are willing to achieve true savings he was sure Dr. Robinson would agree to that. He felt the Board members should support one another.

Mrs. Bittman said Mr. Nanavaty consistently raised the number for the owner/operators each time we met with them. The bus drivers never changed their amount. He completely negotiated in good faith.

Mr. Gaines asked Mr. Bienkowski if he could look at our owner/operator contract to see when we could put out a bid for competitive pricing information.

Mrs. Fetchick suggested re-opening our negotiations with them.

Dr. Robinson said she would have an open door for them.

Mrs. Fetchick suggested that we contact them.

Mr. Nanavaty said it is incumbent upon them to approach Dr. Robinson to help the Board save money.

Item 7 – New Business

Approval of Textbooks:

Dr. Gejda said there was some urgency to get the curriculum work completed at the high school level. She introduced Paula Greenfield, World Language Department Chair, and Chris Canfield, Science Department Chair and congratulated them on their work.

Mrs. Greenfield spoke about the Italian II textbook and why it was chosen.

Mrs. Fetchick asked about the Italian enrollment.

Dr. Robinson said for Italian I next year there are 68 students.

Mrs. Fetchick asked if this course selection should be reviewed before we purchased textbooks. We should discuss whether the current selection of courses should be

reviewed. Since that enrollment is much less was it still appropriate to have that course at the high school?

Dr. Robinson said the enrollment for Italian is 133 students. It is still a viable language. Even if we chose to remove a language it would have to be replaced with another.

Mrs. Bittman asked for an additional explanation of why the languages we offer are useful.

Mrs. Fetchick said we should look at other areas also.

Mr. Canfield spoke about the chemistry book and the fact that the teachers were dissatisfied with the current text. Anatomy and physiology has been taught by Tom Kuroski for 10 years and always taught at the honors level. Last year we added a CPA level course and next year we will have two classes in each level because of the number of interested students.

MOTION: Mr. Gaines moved that the Board of Education approve the following textbooks:

- Ecco! due, Level 2 by Michael Sedunary and Nancy Posterino, EMC Publishing, 2009
- Chemistry: Matter and Change by Thandi Buthelezi, et al, Glencoe, 2009
- Hole's Essentials of Anatomy & Physiology by David Shier, Jackie Butler, and Ricki Lewis, Glencoe McGraw-Hill Higher Education, 2009

Mr. Hart seconded. Vote: 7 ayes

Advertising on School Property:

Dr. Robinson said she received an email from Gregg Simon regarding someone who is interested in paying for signage on the new playing field. They want to put up signs and sell spots on the fence to local businesses. There is no Board policy on it. We received sample policies from CAFE. Some districts allow this and some don't. She is asking for opinions from the Board.

Mr. Nanavaty said he wants to know the benefit to the school system. Little League sells signs on their fields.

Dr. Robinson quoted Mr. Simon who said the teams would be responsible for selling. 50% would go back to the sport and 50% to the athletic department.

Mr. Nanavaty thought we had a sign given to us.

Mr. Bienkowski said the scoreboards were donated by Pepsi.

Dr. Robinson said we could postpone the decision until the policy is determined.

All of the Board members were in favor of having a policy on this subject.

Mrs. Bittman wanted fairness among the groups. Mrs. Fetchick also wants to look at the aesthetics. Dr. Robinson said she will send the sample policies to the committee.

Discussion Regarding Combining School and Town Services:

Dr. Robinson said she was surprised to see this topic on the Board of Finance agenda. She attended that meeting but did not have an opportunity to speak regarding the resolution as she was not consulted. She received an email from Jeff Capeci regarding

the Legislative Council meeting. She has scheduled a meeting with Pat Llodra and Bob Tait to discuss this. Regarding financial software, Phoenix costs \$14,000 per year. We have automated our use of the software. When HR enters information it goes right into payroll and benefits. Our monthly financial reports come right out of Phoenix. Mr. Bienkowski's department has been moving forward getting as automated as possible. We have also trained a number of people especially since we lost an important individual. What problem are we trying to fix and where would the savings be by combining with the Town? She is concerned because no one has come to see what we have done.

Mr. Bienkowski said the projections are not done in the financial system. The accounting keeps track of the actual expenditures but cannot provide projections.

Mr. Hart asked what the numbers were of the total business office staff.

Dr. Robinson said under Mr. Bienkowski we have two in payroll, one in accounts payable, one accountant and the secretary. It is lean.

Mr. Nanavaty said he thought this meant combining services between Mr. Faiella and Mr. Hurley. He agrees with Dr. Robinson and wants to know what is broke and what the actual savings would be. It might cost more in retraining and software.

Dr. Robinson said the Legislative Council study acknowledged that there is a good informal collaboration between Mr. Faiella's and Mr. Hurley's departments.

Mrs. Leidlein said it would be good to look at combining financial services and gather information to see if we could see a savings. She asked if Mr. Tait had access to the Phoenix software system.

Mr. Bienkowski said he spoke to Mr. Tait yesterday and he asked to look at it. His concern was to be able to carry over capital funds from one year to the next. Munis system rolls that over automatically. Phoenix could write a program to do that. It's a long process to get the data into the system and train the people. It would be a shame to abandon the system that has been working for us.

Mr. Hart asked if the potential savings was the cost of licensing the software. Phoenix also generates a lot of the state reports. We should always look to save money. State law makes it clear that only the school board can manage school funds so we are obligated to manage that properly. He is not for anything to abrogate our responsibility to manage our funds.

Mrs. Fetchick said that we as a town should be looking to optimize processes wherever possible. If there is no savings there is no point in changing. We should be open to research the problem.

Mrs. Bittman asked what the problem was. She is concerned about jumping into a situation. If there are issues that are minor that we can fix through communication then what problem are we trying to solve.

MOTION: Mrs. Leidlein moved that the Board of Education, Superintendent of Schools, and the Director of Business help to facilitate the study of the school and Town financial services and look at combining them, and that the Director of Business of the Town have access to the Phoenix System and what it has to offer. Mrs. Fetchick seconded.

Mr. Gaines said in the resolution by the Legislative Council they recommend a study or combination. Mary Ann Jacobs said there will be substantial savings for the Board of Education. Why would that statement be made when she has not been in discussions with the Board of Education? If they wish to study the Phoenix system he doesn't see why they shouldn't benefit from what we have learned.

Mrs. Leidlein said her motion is looking for savings and is worth looking at. We found savings in health insurance and using Town employees for some of our repairs. She wants to have a study.

Mr. Gaines said we have an extremely lean staff supporting the budget of over \$60M. He would support a study if he knew what they were going to study.

Mr. Nanavaty said her motion is premature but well intended.
Mrs. Leidlein said it isn't premature if other boards have discussed this.

Mr. Nanavaty said we don't know what they discussed and if there would be any savings. It hasn't been made clear to me why this discussion began. We need to see the result of the discussion of the Superintendent and Director of Business.

Mrs. Leidlein doesn't think we are addressing a problem. The idea of doing a study to make things easier on both sides may give us a cost savings.

Mrs. Fetchick said we combined health insurance and saw a savings. We need to see if there is a better process.

Mrs. Bittman said we need to pass this to our professionals and let them talk to the Town. We have one entity that collects revenue and one that does not. We cannot decide this tonight. The motion should direct our staff to look at how the two systems work together.

Mrs. Leidlein said all she wants is to be part of the discussion.
Mrs. Bittman said we should look at economies of scale, not combining.

Mr. Gaines said that given we have spent considerable time and conversations between Mr. Tait and Mr. Bienkowski and that Dr. Robinson contacted Mrs. Llodra and there is not a clear defined resolution from the Legislative Council, he wanted to table Mrs. Leidlein's motion until Dr. Robinson reported back to the Board.

MOTION: Mr. Gaines moved to table the motion. Mr. Nanavaty seconded.
Mr. Hart said the ad hoc committee of the Legislative Council looked at this. By combining health insurance we saved money. This is a game going on. People are already working together. This is not about saving money. There is some other agenda.

Vote: Mr. Lagana – yes
Mr. Hart – yes
Mr. Gaines – yes
Mr. Nanavaty – yes
Mrs. Leidlein – nay
Mrs. Fetchick – nay
Mrs. Bittman – yes The motion to table the motion passed.

Dr. Robinson said she brought up self insurance long ago with Mrs. Llodra. She is meeting with her next week. The meeting is to discuss this concept and the needs of the Town and the district. If Mr. Tait wants to access our software that's an easy fix.

Mr. Bienkowski said the access to Phoenix would be to read only.

Mrs. Fetchick asked that, for the record, is Dr. Robinson saying that she and Mr. Bienkowski will work with Mrs. Llodra and Mr. Tait on efficiencies of operation?

Dr. Robinson said the meeting is next Thursday.

Item 8 – Public Participation

Carla Kron, 4 Clapboard Ridge Road, said everyone over-reacted to the last conversation. She was at the Board of Finance meeting two weeks ago and last night. She feels there should be a Board of Education member at each Board of Finance meeting to answer questions. Dr. Robinson and Mrs. Bittman should be there. Something always comes up. She also recommends the Board of Education bring more into their discussions on how we can run more efficiently. Benchmarks should be used.

Mrs. Bittman said we do benchmarks and accessing Phoenix was to look for efficiencies in our system.

Mr. Nanavaty said that's what we pay our Superintendent and Assistant Superintendent for. Other districts look to us for our utility savings and Mr. Bienkowski has been at the forefront in saving money. Maybe in the Superintendent's Report we should make people aware of that. After the teachers negotiations he felt we didn't need a different insurance broker. Newtown tried self insurance before and initially saw savings. There has been cooperation between the Town and the Board.

Mrs. Kron said communication is the key and suggested filing a monthly report with the Board of Finance.

Mr. Gaines said Mrs. Bittman assigned liaisons with the various boards and commissions. No one is here from the Legislative Council or Board of Finance and doesn't know if they have a liaison assigned to us.

MOTION: Mr. Gaines moved to go into executive session inviting Dr. Robinson for the purpose of the evaluation of the Superintendent, the discussion of the Superintendent, Assistant Superintendent and Director of Business contracts, and the discussion of non-union salaries. Mr. Hart seconded. Vote: 7 ayes

Item 9 – Executive Session

Executive session began at 10:22 p.m.

The Board went out of executive session at 1:25 a.m.

Item 10 – Possible Vote on Executive Session Items

Mr. Gaines moved that the Board of Education renew the contract of Dr. Janet Robinson for the period of July 1, 2010 to June 30, 2013 as is with 0% increase in salary and \$0 performance stipend and a return of 5.12 furlough days. Mr. Nanavaty seconded. Vote: 7 ayes

Mr. Gaines moved that the Board of Education increase Dr. Janet Robinson's vacation days to six weeks per year. Mr. Nanavaty seconded.

Vote: 5 ayes, 2 nays (Mrs. Fetchick and Mrs. Leidlein) The motion passed.

Mr. Gaines moved that the Board of Education renew Dr. Linda Gejda's contract for the period of July 1, 2010 to June 30, 2013, as is, with a 1% increase in salary and a return of 5.11 furlough days.

Vote: 5 ayes, 2 nays (Mrs. Fetchick and Mrs. Leidlein) The motion passed.

Mr. Gaines moved to defer action on the contract for Ron Bienkowski for a period of 90 days. Mr. Hart seconded. Vote: 7 ayes

Mrs. Fetchick directed Dr. Robinson to add to our August agenda a discussion regarding the procedure for salary rates for non-union central office staff.

MOTION: Mr. Gaines moved to adjourn. Mr. Nanavaty seconded. Vote: 7 ayes

Item 11 – Adjournment

The meeting adjourned at 1:35 a.m.

Respectfully submitted:

Debbie Leidlein
Secretary