The Special Meeting of the Board of Education as a whole was held in the Board’s Meeting Room, City Hall, 355 Main Street, West Haven, Connecticut on April 15, 2014. The meeting was called to order by Patricia Libero, Chairwoman of the Board of Education at 5:45 p.m. The meeting opened with a pledge to the flag.

BOARD MEMBERS IN ATTENDANCE: Patricia Libero. Chairwoman
Betsy Davis, Secretary/Treasurer
Robert Guthrie
Mark Palmieri
Rosa Richardson
Rosemary Russo
Cebi Waterfield

BOARD MEMBERS ABSENT: Patrick Egolum
James W. Morrissey, Vice Chair

ADMINISTRATORS PRESENT: Neil Cavallaro, Superintendent of Schools

Chairwoman Pat Libero welcomed everyone to the special board meeting of April 15th and the call of the meeting tonight is: Discussion and approval of a Voluntary Early Retirement Incentive Plan for certified teachers eligible for normal or early retirement under State of Connecticut Teacher Retirement (“TRB”) system.

Chairwoman Libero asked for a motion to approve the plan. Rosa Richardson made the motion. Mark Palmieri seconded the motion.

Discussion: Bob Guthrie asked how we got to this point a week later because when we brought it up last Monday it wasn’t viable due to some cost over runs. Superintendent Cavallaro said he would ask Patti Fusco to jump in on this because we really worked hard at this. This accomplished three things that I had thought would cost us too much money. We didn’t buy additional years of service which is very cost prohibitive. We didn’t extend benefits. We want to get people as soon as they retire as quickly off the benefit roles as possible because that costs us money. We didn’t extend benefits to cover spouses or dependents in order to entice people to retire earlier. The difference is that this plan really takes the teacher’s own money and allows them to set up a retirement account tax free for as long as the money is used for health benefits which could include supplementing their own insurance, purchasing things like eyeglasses or other items that are needed; or purchasing insurance that you would need to cover your spouse or dependent. It may not cover the whole thing but it certainly can get a former
employee that much closer to Medicare. Bob said so there will be no up-front cost covered by the board. Patti Fusco said there is a one-time setup fee of $1,000.00 and then it is $5.00 a month to maintain it. Bob questioned that there was no cap on a number because of the different format? No in this case the more that retires the better. We are looking at between 8 and 12 who we think may take this. Some will just take their regular severance pay. We really wanted to do something for the employees with the shift or change in the contract that is coming up after this year. If you don’t retire this year you have to work a total of 25 years as opposed to 20 years. For those people who are looking for a way to retire this is an opportunity to give them a little more incentive to retire now rather than have them wait an additional five years.

Betsy Davis said so we are pushing this fast because it will help us with the budget? Absolutely. Betsy asked if the April 28th deadline is kind of quick for everybody to turn around and turn in everything. Neil said they sat down with our attorney and the union’s attorney and we agreed the sooner the better because it would allow us to plan. Patti said some people are finding that tough but about two weeks ago we started talking about the concept and said there was going to be a cutoff of April 28th. Yesterday we had a meeting with people who were interested to kind of explain what it was and there are people who would love more time even if you gave them until June 30th. Neil said we have seen some people that we didn’t think would go but are going to take advantage.

Chairwoman Libero asked if there were any questions. There were no further questions. Chairwoman said the motion is on the floor let’s vote on it. All board members present were in favor. No board member was opposed. There were no abstentions. Motion passes.

Chairwoman Libero asked for a motion to adjourn. Rosa Richardson made the motion Cebi Waterfield seconded the motion All board members present were in favor The meeting adjourned at 5:55 PM.

Respectfully submitted,

Marylou C. Amendola
Board Secretary