The Meeting of the Board of Education as a whole was held at the Blake Building, 25 Ogden Street, West Haven. The meeting was called to order by Ray Collins, Vice President of the Board of Education at 7:03 p.m. The meeting opened with a pledge to the flag.

**BOARD MEMBERS PRESENT:**
- Ray Collins
- Mark Palmieri
- George Monahan
- Eric Murillo
- Gerald Calabritto
- Robert J. Guthrie
- Howard Horvath

**BOARD MEMBERS ABSENT:**
- M. Toni Paine, Chairman
- Krista Pickering

**ADMINISTRATORS PRESENT:**
- Dr. JoAnn Andrees, Superintendent of Schools
- Neil Cavallaro, Assistant Superintendent

**STUDENT REPRESENTATIVES: None**

Before beginning Ray Collins requested a moment of silence for the mother of Christina and Jose Correa, Luz Vega who passed away.

Chairwoman Paine will not be here tonight as she is celebrating the birth of her new grandchild.

Before we move to the Public Portion we will go to C.1.a. Administration for a presentation on our African Drumming Program.

**C. REPORTS**

**C.1.a. ADMINISTRATION**
Dr. Andrees introduced Art Bellucci and Ann-Marie LaMotta. Miss LaMotta teaches at Savin Rock and Mr. Bellucci teaches at Seth Haley. In times when we are cutting budgets and don’t have a lot of money a couple of teachers came together and said they would love to do this program but they don’t have a lot of money. They went back and
brainstormed with the other elementary music teachers and came back with some ideas. Tonight we have three of the teachers who will be part of this program. Helen Smith from Forest School was the third teacher who was also present. These teachers brought some of their students with them to give us a little taste of what is available for the children in the West Haven School District.

Ann-Marie stated that a couple of years ago she approached Mr. Sagnella about purchasing some Djembes, which are African Drums, for their school. They thought about starting something which would be an after school program as they knew there were funds available for an after school program. She approached the PTA and they said wonderful and they gave her some money. They brought ten drums in various sizes. Last year they had one program this year they have four programs two sessions in the fall and two sessions in the spring which kids are clamoring to get into. Some students from the first group are already requesting to be in the second group but they must wait until the other students sign up first. She thanked everyone for their support especially Mr. Sagnella and Jean Vitalli who helped get the resources to the after school program. This year they have a total of 48 students involved and hoped to have enough drums for a full classroom. Helen Smith had enough drums for a whole classroom and had been doing this at Forest School. She said how wonderful the program was. This past August for their in-service day she and Helen put on a little program with the other music teachers and introduced what drumming could really do. The teachers were very enthusiastic and Mr. Bellucci stated he had been teaching in the system 32 years and he thought this was so wonderful and thought that every school and every child could have this program it is a universal thing. After brainstorming they came up with the idea of having a sponsor a drum program. People in the community, parents, teachers or PTA members can purchase a drum for the school of their choice. There will be a plaque in each school with the names of the people who donated a drum. They passed out a letter with a form on the back if you wished to contribute and become a sponsor of the African Drumming Program. Each drum would cost $33.00 and could be given in someone’s memory if you wished. All donations are tax deductible.

A presentation was given by Ashlie Kosko, Kailee Mastracchio, Elizabeth Ward, Courtney Pollard, and Megan Thomas students of this program. They started off with something they are using in the after school program that had three rhythms. They have a theme and two variations. They then took the three rhythms and split them up by passing them from person to person. Besides learning rhythms and patterns they also learn about the culture that comes with using the Djembes. In African Drumming when sitting in a circle each part is of the same importance.

The next rhythm they presented was a rhythm from West Africa a traditional rhythm called the Cuckoo. They showed both parts of the rhythm and then combined them. The audience and Board Members and Superintendent Andrees applauded and thanked everyone present for an impressive performance. Dr. Andrees stated she hoped everyone in the audience would choose to support you in your efforts to try to get a set of 35 drums in every school in our district. She thanked the participants again for the wonderful performance.
For anyone who wants to make a contribution you can send it to Savin Rock School % Ann-Marie LaMotta or % the Principal of the school of your choice. Make sure you include the name you wish included on the plaque in the school of your choice.

C.1. STATUS OF SCHOOLS

Dr. Andrees had another item that she wanted to share with everyone under status of schools. They have been having Power Schools in both the middle and high school and starting this week the Power School Parent Portal will be in effect and available for parents of the Freshman Academy at the high school which is a group of about 100 students. We wanted to get the bugs out of the program before extending it to all students. They are allowing us to experiment with them and get this out to parents of the PTA as well as parents of the Freshman Academy. A letter has gone out giving them their log in address and there will be a session tomorrow night, Tuesday, at West Haven High School from 5:00 PM to 6:00 PM, to learn how to access the particular student’s attendance, course assignments, grades, professional staff and update of information on an ongoing basis. This is great for parents who are traveling or are out of town as they can now go online and pull up your child’s information regarding homework, attendance etc. They are able to get this information immediately and that is the beauty of this program. They want to make sure everything is working before fully implementing this program by the Fall of next year. We are better able to support the child as well as the teacher when this information is readily available. It was stated that the first night this program was open there were twelve parents on line.

Dr. Andrees invited all to parent’s visitation tomorrow night at West Haven High School from 6:30 PM to 9:00 PM. This concluded the report given by Dr. Andrees this evening.

Ray Collins commented that this will be an excellent idea for dual household families. Dr. Andrees agreed stating this will be very beneficial for parents living in separate states or separate houses as they can equally access the student’s performance etc.

Mr. Cavallaro wanted to remind the Board that a Sexual Harassment Workshop has been set up for Thursday at 10:00 AM at the Savin Rock Conference Center. We are partnering with the City. We are paying for a presenter and the City is allowing us to use the Conference Center at no cost.

We have a January 17, 2007 workshop scheduled with our administrators and our ESL teachers and we are bringing in a consultant to look at our program and see if any changes need to be made. This is an area that we should focus on and need to address. This is just the beginning of training that will be taking place throughout the district.

Neil also stated that as he is in charge of curriculum he is most pleased about the continuity of instruction throughout the district. When he went to Forest School one day he saw almost the exact same thing being taught the next day at Pagels School. This is a very positive thing. This helps students that move from school to school to keep them
where they need to be if they move. This is something that he, Frank Paolino and Ann Valanzuolo have worked very hard on to achieve. The delivery of instruction is very consistent throughout the district. The department heads at WHHS feel that both middle schools are at the same time and place in their curriculum when the students arrive at the high school. This is certainly something worth mentioning to the Board. It is very good to see this taking place.

C.1.b. BOARD REPORTS

Bob Guthrie asked for an updated list of the bus numbers at Mr. Cavallaro’s convenience.

George Monahan stated that the West Haven High School Junior Varsity Cheerleading Squad competed in a regional competition this past Saturday in Danbury, CT which included schools from all over Connecticut, Pennsylvania, and Ohio. This was a fairly far reaching competition and he is pleased to announce the JV Squad took home the second place trophy loosing only to the number 1 nationally ranked team in the country which is Ursuline High School. Everyone is proud of the JV Cheerleading Squad.

Jerry Calabritto who has been on different boards for 19 years stated that he has seen more anonymous letters come to this board than in the past 18 years. He received another one in the mail today and will not even give it the credibility to read it. If somebody has something to say and it is that important he wishes they would have the fortitude to come before the board and register their complaint. He is sure that there is not one person on the board that would not research the inquiring person’s request and give them an answer. All he wants to say is to whoever continues to send these anonymous complaints is to save your 39 cents because he doesn’t intend to speak for his colleagues but if you don’t have the intestinal fortitude to sign the letter then I don’t have the time to read it.

C.1.c. COMMITTEE REPORTS

There were no committee reports.

B. PUBLIC PORTION

Ray Collins stated we would now here the public portion and asked if anyone would like to address the Board.

Nancy Rossi, 12 Robin Road addressed the Board and wanted to speak on a few different issues.

She distributed handouts which the board has already received of her F.O.I. request. At the last board meeting she spoke about something through rumor and she feared the worst and that was confirmed by the documents she was given. She also wanted to thank Dr. Andrees and her secretary Maria and Neil Cavallaro and his secretary Alana for getting her the requested information very quickly. She stated she is very concerned about the
hiring that was done at the last board meeting. She wanted everyone to look at this and to try and be objective and to look at it as if you didn’t know the names on the papers or the applicants (there were only three to her understanding). She knows we can’t go back and rewrite history however we are going forward and she does not want to see this happen again. For those of you who don’t know the person on page 3 was awarded the job. People who were here for years applied for this job and were overlooked and one person had certification. This is off concern. She is not saying that anyone related to an elected official or knows one should be left out of the hiring process but she is saying it should be fair. She knows political things have gone on in the past and doesn’t want them to continue it is upsetting and disturbing. She also would like to say that she read the newspaper article and applauds Dr. Andrees for taking responsibility for this but she does want to say this. She thinks she has done a phenomenal job and has only heard positive and wonderful things and knows she will definitely bring this district forward and is doing a great job with the children. Her only shortcoming is that she doesn’t know the political games that go on in West Haven and for that she is lacking and I absolutely think this is great because she doesn’t know all the players and in fact when they were looking for a superintendent I wanted to see someone hired from out of this area who didn’t know anyone and would not have the pressure that would be exerted on one from within. Her problem is how we stop this. We have a personnel department and if there is a problem the personnel director should go to Dr. Andrees or to the board to bring this to light.

Secondly I, too, received an anonymous letter which was three pages with different requests and I look at anonymous letters differently because I have been elected for a year and before that I sat in the audience like everyone else. I talk to the average person and people are fearful of coming forward because of repercussions that happen. If someone works in the system and they see something that they want investigated they may fear for their jobs or they may have children in the system and they fear for them. You can’t tell me it doesn’t happen because I have seen it happen if somebody opens their mouth. To me I welcome any anonymous letters or you can call my house and leave anonymous messages. If you want to tell me that anything is going on by all means you can call me any time. I honestly feel it is unfortunate this is going on and until we correct the negativity of someone feeling uncomfortable by coming to a board member, and I’m not saying anyone in particular is threatened or harassed but I have seen it in the past, I will welcome anonymous calls and letters. What I would like to see in the future is the hiring practices go forward on a more fair level. She knows there is not a policy in place however she thought you would go with seniority on hiring people as it is not fair you jump the line. It is not fair to the moral of the rest of the working force. She is going to be watching carefully and is going to go back the last six months and will have a new F.O.I. request for previous hires and will do the same thing that I do at City Hall and request the background checks, applications and/or resumes of everyone hired in the last six months.

She also read about change of vote in the paper and is interested as she sits on the City Council and wants to know if this is proper that you can go back two weeks later and change the vote. She knows the Board’s attorney is here and perhaps he can answer this
for you. If someone is allowed to change their vote I want to know how and why it was allowed two weeks later. I don’t know if it is going to be but if it is I definitely want that.

Mrs. Rossi also commended the people for coming and bringing the grievance before us tonight. She feels it is very courageous to bring it out in public and it is great for everyone to see what is going on and she would like to sit and listen to it. Normally things like this are done behind closed doors and I commend them for bringing this forward.

Lastly, I went to Seth Haley’s Craft Fair this past week and they did a very nice job and she commends the PTA for doing this as we are in such a financial crisis. This helps the children have things that they otherwise would not.

Mr. Collins gave thanks.

Robert Whittkowski, 93 Dalton Street addressed the Board. He wanted to mention the anonymous letter that was mentioned tonight. He can sympathize with people who may be intimidated because he has come up and said something he disliked and then he had a teacher or union member sit up here right after him and belittle what was said. So if somebody has the courage to write to you and give you a tip on something that should be investigated you should take the time to investigate it. If you don’t feel you have the time to read it you should step down. I’m here mainly because my daughter will be a freshman next year and is really interested in Forensic Science. She had high hope of getting in to this program as West Haven High School offers this course and this is pretty awesome. This makes our school extraordinary. She was disappointed because she was told she had to be an honor student in order to get into the program. His daughter is struggling but she does well. This year there has been a large academic improvement. She is still behind but she has increased incredibly and I am impressed. When we got out to the car she was upset I’ll never get in because I don’t make honors. Each child should feel they can get into every class. She may be a B or C student but Forensic Science may be where she takes off and may be the best one ever. He is not sure this is accurate because some board members are shaking their heads no but what he has heard and was told is that you must be an honor student. George Monahan stated that misinformation is always harmful Mr. Whittkowski. Well, we need to straighten this out. If this is misinformation we need to have a new Open House and have this spoken differently.

George Monahan stated they don’t normally engage in dialogue but they have the administrator of the school and a member of the science staff in the audience so encourage your daughter that she has a tremendous opportunity available here.

Mr. Collins gave thanks.

Curtis Jordan, 249 Malcolm Road addressed the board stating that sometimes he addresses the board and says things that upset people and they get a little disturbed and he must say that he is upset and disturbed and angry. He has always supported the teachers and we have had one of the lowest paid teacher forces in the state of Connecticut. Money
is always a problem and we have to cut back on this and that. For decades this city has been spending close to 10 to 15 million dollars more than they should be spending. In 1996 a consulting firm did a study and found that if we consolidated our three fire districts we would save money, solve a staffing and pension problem. We have a 70 to 80 million dollar under funded pension fund in the fire department so why weren’t the fire districts consolidated back in 1996 and 1997 – the politics, power brokers and special interests. He has been tracking the educational system since 1998 and there has been no significant increase in performance. Everybody on this board knew about this study but no one was talking about it. His voice was ignored. Our finances in this city have been so messed up for the past decade or more and there is not one person sitting on this board that can say they didn’t know what was going on. He spoke again about the audits and what was going on in the City. For the last decade we have been going through the motion of education our kids. What we needed were policies to teach and deal with our non-English speaking students and minority and disabled students. We needed to be able to attract and recruit competent teachers and pay them so they would do a good job and stay with us. The politicians, nepotism, and special interests are to blame and we have been used. He is tired of being used and this has to go outside the City Council and it has to go outside this Board of Education so the people in West Haven will know what is going on. The 52,000 people in this city should be very upset at what is going on in this city.

Mr. Collins gave thanks.

The public portion closed at 7:45 p.m.

D.1. Approval of Minutes

D.1.a West Haven Board of Education Meeting, November 20, 2006
at 7:00 p.m. at West Haven High School

D.1.a. Approval of Minutes
Bob Guthrie made a motion to approve the minutes
Mark Palmieri seconded the motion
No discussion
All in favor
Motion passes

D.4. Leave of Absence: (Certified)

06-149 Sheila E. Krajcir
   Business Ed Teacher at Carrigan
   Effective: December 22, 2006
   Reason: Child Rearing
Jerry Calabritto made a motion to approve the leave of absence
George Monahan seconded the motion
No discussion
All in favor
Motion passes

E. New Business:

We are going out of order for this and will take 06-151 first.

**06-151 Letter from Dr. Anthony J. Cordone** requesting permission for an eighth grade 3 day educational excursion to Rhode Island and Massachusetts from June 6 to June 8, 2007.

**Recommendation: Move for Approval**

Jerry Calabritto made a motion to approve the leave of absence
Robert Guthrie seconded the motion
Discussion: Jerry asked that after the trip the students would come back and give the board a little talk on what they experienced. Dr. Cordone stated they would do so.
All in favor
Motion passes

**06-150 Letter from Ray Mulligan, A.F.S.C.M.E. Local 2706** agreeing that their grievance re: West Haven High Track Secretaries will be heard in public session before the West Haven Board of Education on December 4, 2006.

Ray Collins asked the Board’s attorney to take over. Attorney Floyd Dugas stated that because this is a language grievance not a discipline grievance with the union we are going before the board for arbitration so I turn this over to my esteemed colleague to my right and will let him present first.

Ray Mulligan stated he will be representing Local 2706. We filed a grievance on behalf of the three track secretaries at West Haven High School. The grievance was filed in response to a direct violation of the agreement between Local 2706 and the West Haven Board of Education. The Principal of West Haven High School denied the grievants their equal share of overtime in direct violation of Article IV paragraph 7 the last sentence.

The facts are the Track Secretaries asked the principal to give them their fair share of this particular overtime approximately five years ago. They were told at the time by the principal that this work absolutely did not fall within the scope of the grievance. The principal told them that this particular overtime was the exclusive duty of the data entry
clerk and they could not do the work. The bulk of the overtime in question dealt with the registration of students.

Suddenly in September, 2006 the principal changed the track secretary’s job description to specifically include the duty of registering of students. The reasons given on the official grievance form for the denial are extremely misleading and are not relevant. The denial infers that the secretaries have refused to do this work when the exact opposite is true. They were told by their supervisors that they would not be permitted to perform this task.

The secretaries let it be known on numerous occasions that they were willing and able to perform these duties.

He disclosed a formula for the equal distribution of the overtime and other relative documents.

He requested the Board to approve this grievance not only because the principal’s action was in direct violation but approval is the moral thing to do.

Attorney Dugas stated that the best way for him to proceed was to discuss the background that precipitated this grievance. He referred to Ron to give us the background regarding the change of work and change of position etc.

Ron Stancil stated that last year they instituted a Provost position and in doing so that position was not afforded an initial secretary so we had to regroup and re-do the duties of secretaries. It was clear the way we did it was not advantageous to the system so this year when we had no overtime we had to take that Track Secretary Position that initially would move over to the Provost office then that office was left in a hold. That secretary’s job was not converted but the Superintendent of Schools at the time Mr. Tortora and the Union made an arrangement that the Data Entry Clerk would move across the hall into the Track Secretary and receive a small stipend.

This year with no overtime to get that job done he made a decision to disseminate the work among the Track Secretaries in order to get the job done quickly so we would have the right addresses for students. He asked the Track Secretaries to help per his letter of September 18, 2006.

Attorney Dugas for clarity purposes stated that the total number of staff members remained the same correct. He was told not staff we are talking about secretaries. One administrator was added. Whether or not there was more work there were more administrators producing more work for the secretaries. Ron Stancil said that Power School took a lot of the daily work that used to be done and the redistribution of that alone would free up the secretaries. Attendance was done by the secretaries and was now being done by the individual classroom teacher except for the classroom teacher that is absent and that is done by an office clerk. In Ron’s mind he was redistributing the work load taking something away and bringing something else.
Attorney Dugas asked, not including this year or last year, in the past 3, 4, or 5 years was the work that is being complained of now done on an overtime basis or as part of a particular individual job. Ron Stancil stated it was done by one particular job person a lot of it was on overtime. The overtime was done by one individual the Data Entry Clerk.

Attorney Dugas asked if on an overall basis did Ron Stancil feel the necessary work at the high school was being done? Ron stated yes.

Attorney Dugas handed out a package of papers which in some part duplicated that which was handed out previously by Mr. Mulligan. A grievance in a grievance procedure in a collective bargaining agreement is not a vehicle for coming in and complaining about anything under the sun that someone feels is perhaps unfair or unjust. A grievance is to complain about a violation of a specific division of that bargaining agreement. We then turn to the collective bargaining agreement and see language that is clear and that was violated in some fashion. The union refers to Section 4.0 of the collective bargaining unit. He attached Document # 2 a couple of pages later. On page 4 of the AFSCME Contract Section 4.0. There is nothing in this language that specifically states that what was done at the high school is a violation of the bargaining unit. Specifically there is nothing in this agreement that states that 5, 4, 3, or 2 years ago when there was overtime in a particular classification because that individual was the overtime and now because the principal has reorganized the workload to be done during the work day on a no overtime basis that this is somehow a violation of the contract. It is just not here and if it is not here then there is no grievance and the grievance must be denied. It is really that simple. The burden of proof on a language grievance as opposed to a disciplinary situation is on the union not on the administration. The administration doesn’t have to prove anything. Discussion ensued.

Bob Guthrie asked if there was a change in the language of the posting. Mr. Ray Mulligan responded yes, two of the three woman grievants were up-graded to Track Secretaries in July of 1991. On the job posting registration is one of their job duties contrary to what Mr. Stancil told them. Attorney Dugas stated that in order for a grievance to valid it would have to be filed within ten days of the incident. It can only pick up things from the day of the filing forward you can’t even go back one day and then stated that well I guess you can go back one day but you certainly can’t go back several years. The remedy suggested in this case under the best of circumstances would not be one that an arbitrator would allow because the time reaches back way beyond a ten day period.

Bob Guthrie asked if the up-grade mentioned is this something that was negotiated and agreed upon by the union? Ray stated absolutely and the Board of Education. Ray then stated that no-one has said they wouldn’t do the job it is contrary to that. All our beef is prior to this reorganization. They had the right to an equal share of the overtime for the last five years and they were denied that right. The violation is in the last sentence of paragraph 7 which states, “All overtime shall be distributed on an equal basis in each individual school.” Mr. Mulligan stated, “If that isn’t a direct violation I don’t know what
is.” He did not do it he refused to let them work. You can question them they are sitting in the back. He told them they couldn’t do it. Since 2001 it has been their job duties. Everybody is trying to say they won’t do it and trying to make the women look like they wouldn’t do anything that is not true they asked to do it on many occasions. These are the facts. A discussion ensued.

Jerry Calabritto asked Ray how he was basing this grievance. Item 14 on the posting says registration/withdrawal of students. You are basing this grievance on the fact that the posting says registration/withdrawal of students and the fact that the over-time dealt with registration of students so in effect it was in the posting and it should have been one of their job duties. It was stated Ray. Jerry stated and based on that you are stating that overtime should have been equally distributed because of the listing in the posting. Ray stated correct.

Jerry asked Attorney Dugas a question. The posting is not part of the contract am I correct. Correct. But the language in the posting does describe the job duties that that position will have. Yes, except that the language in the job description doesn’t always track reality in terms of what is going on with the job. Just because you see it here doesn’t mean it is in fact a job duty for that particular position. Please correct me if I am wrong but these duties were in fact the job duties of the data entry clerk at that time.

Jerry asked another question. This posting is dated June 2003. Is this in fact the 16 job duties for a Track Secretary that were in effect in 2001 or is this different? Ray stated there was no posting in 2001 because the people were up-graded. There was not a posting as such for the position they were up-graded. Jerry understands.

George Monahan stated to Mr. Mulligan we are talking about a window of time that goes back to 2001 when you feel overtime was available and was improperly distributed and continuing on through to 2005. Correct. George stated that in 2006 this board ordered that all overtime is ceased without express written permission by the Superintendent and only for an emergency situation. The posting from 2003 describes these job classification and duties and what was expected. What George wanted were some facts as to why if a person felt they were damaged by not being given an equal chance at overtime that was distributed from 2001 to 2005 why they didn’t complain in 2001 to 2005. Why did they wait until 2006 to say I didn’t get overtime that I should have gotten back in 2001. You need to file the grievance within a time frame and that has not been done.

Ray Mulligan stated that the first time that the document was shown to two of the tree people - the first time it was ever produced – was by Mr. Stancil in September of this year. Someone asked if they were talking about the posting. Ray responded the document that says it was one of their duties is part of the posting. George stated that the posting is a public document it is not the responsibility of the board to make sure that every human being has a copy of the posting in their hands. It is up to someone who is looking to respond to a job opportunity through a posting through a job advertisement or a business in this case the Board of Education applies and says we have an opening. It is up to the individual who is interested in an opportunity to gain employment or a change
in job description to respond to that posting. If they didn’t see it in 2003 that is not our fault. Attorney Dugas stated plus the triggering event is the overtime opportunity it is not a piece of paper that somebody may discover three or four year down the road. If overtime was worked yesterday then they have ten days to make a grievance if they felt they should have worked the overtime. George stated he is looking for clarification on how we shouldn’t look at it that way. Ray Mulligan stated that Mr. Stancil knew what their job duty was. He denied them that for his reasons. This has all been discussed at a meeting with Dr. Andrees. Two of those three people did not bid a job they did not come searching employment they didn’t do that you are making like they did. George stated no but what I am saying is that the work was denied when? When was the work denied? Ray responded in 2001. There we go that is all I wanted to hear. Why didn’t they file the grievance in 2001? Ray responded because they didn’t know it was there work they were told by their supervisor that it was not specifically their work. He told them that you can ask them.

Two of the women were upgraded and did not have their job description from when they were up-graded through out this time they would ask if they could work the overtime and they were going by what Mr. Stancil told them. Now we finally see our job description because we received a letter stating that we have to do registration. We couldn’t have it all those other years because it was not our job. We never had our job description before. That was the reason why the grievance was made. Further discussion ensued.

Ray Collins stated he had a question about the number of hours of overtime. Ray Mulligan stated there is a total of 247 hours which is a very conservative estimate and this number should have been divided by four because one person was supposed to get to some of it. This number of hours were overtime hours that were worked by one person over a five year period. Three other people were entitled to this overtime.

Attorney Dugas said that normally overtime is done by classification if they had done this work during the same time period then I think there would be a good argument that belonged to all of the classifications and should be shared equally. Because there was work for one particular classification legalization normally is done by classification. The contract is pretty clear on this point. He doesn’t see a violation of the contract because of the timeliness problem and the fact that the classification responsible for the job in this case one person it was equalized in a sense and wouldn’t have to be equalized with the other classifications. Discussion ensued.

One of the women who filed the grievance stated that the timeframe also was when we discovered that we did have the right to the overtime which was just brought to our attention and I think it was within the ten days that the grievance was made. We were just told that we could after being told for years that we couldn’t.
Attorney Dugas stated again the knowledge is of the event the overtime opportunity not discovering five years down the road a piece of paper that maybe supports a different interpretation.

Ray Mulligan stated that he doesn’t have it in front of him but if I’m not mistaken contract language reads when we become aware of the problem. It is very hard to become aware of a job duty until someone produces one especially after they have lied to you for five years. A discussion ensued.

Attorney Dugas stated the remedy the grievants are looking for is to pay roughly $5,000 in addition to having paid the original person who did the work over a three or four year period.

Ray Collins entertained a motion to go into executive session.
Gerald Calabritto made the motion.
George Monahan seconded the motion.
All were in favor.

Attorney Dugas was asked to stay for Executive Session.

Executive Session began at 8:25 p.m.

**Executive Session**

**06-152 Personnel: Resignation of Edward Cappiello Jr.**

**06-153 Pending Litigation: Zulawski v West Haven Board of Education**

**06-150 Letter from Ray Mulligan, A.F.S.C.M.E. Local 2706 agreeing that their grievance re: West Haven High Track Secretaries will be heard in public session before the West Haven Board of Education on December 4, 2006**

Executive Session ended at 8:50

Mark Palmieri made a motion to deny grievance 06-150 – West Haven Track Secretaries
George Monahan seconded the motion
Discussion: None
All in favor
Grievance is denied
F. INFORMATIONAL

Nothing under informational

Chairman Collins asked for a motion to adjourn
Motion was made by Jerry Calabritto
Seconded by Mark Palmieri
Meeting adjourned at 8:55 P.M.

Respectfully submitted,

Marylou C. Amendola
Board Clerk