

**BOARD OF EDUCATION
WEST HAVEN, CONNECTICUT**

Minutes

REGULAR MEETING

September 4, 2007

Blake Building 7:00 P.M.

The Meeting of the Board of Education was held at the Blake Building, 25 Ogden Street, West Haven. The meeting was called to order by Chairman M. Toni Paine at 7:00 p.m. The meeting opened with a pledge to the flag.

BOARD MEMBERS PRESENT:

Raymond Collins
Robert Guthrie
M. Toni Paine
Howard Horvath
Eric Murillo
Mark Palmieri
Gerald Calabritto

BOARD MEMBERS ABSENT:

George Monahan
Krista Pickering

ADMINISTRATORS PRESENT:

Superintendent Joanne Andrees
Assistant Superintendent Neil Cavallaro

STUDENT REPRESENTATIVES:

Shamsi Avsha
Faraz Sabir
Lauren Aceto

Chairman Paine, before we begin I would like to introduced the new student representatives. We have Faraz Sabir, a Junior, Lauren Aceto, Senior and Shamsi Avsha a Junior. Chairman Paine, thanked the student representatives for attending.

B. PUBLIC PORTION

Chairman M. Toni Paine asked if anyone wished to address the Board.

Nancy Rossi, 12 Robin Road. – Announced that the West Haven Black Coalition would be having the Chief's Extravaganza on September 8th, at the University of New Haven in the student center from 2 to 6, there will be a fashion show and then the Chief's feed you, tickets are \$25.00. All the proceeds go for scholarship funds for students. If anyone is interested they can see me after the meeting. We had a great time last year. The other thing I would like to talk about is the empty seats at graduation. My understanding is that if a student does not meet the requirements, even if they can accomplish this in summer school. They are not permitted to walk the stage with their class. I would like to have this explored, other school and colleges allow the student to participate in the graduation ceremony and get an empty jacket. For some of the students this will be the only graduation they will ever have. I would like to see the policy changed, that if a student can meet the requirement in summer school they be allowed to participate. So being September, I would like if someone could get back to me and see if this is plausible for this year. Thank you

**BOARD OF EDUCATION
WEST HAVEN, CONNECTICUT**

Minutes

REGULAR MEETING

September 4, 2007

Blake Building 7:00 P.M.

Chairman M. Toni Paine asked if anyone wished to address the Board.

Chairman M. Toni Paine asked for a second time if anyone wished to address the Board.

Dennis Blader, 103 Woodmont Road, I received a copy of the student handbook. There is an awful lot in there as to what will happen if you don't do something. I appreciate that. But there is a section in there on GPA. It is not expressed very clearly. It just says your child get honors or high honors then your GPA is such and such. But it doesn't tell you how it is figured. Last year I went to my son's school and said he got this as a GPA, but I can't figure out how you got there. It turns out there is a formula and not everyone is familiar with the formula and that includes some of the teachers. So I was wondering that if in the handbook and the principal's letter, you could explain how you arrive at the GPA and this is why some classes are worth more than others. Because my understanding is originally, you take the six or seven classes, and divide by the number and that should be the GPA, that's not the case. So, if you could do that, it would be much appreciated. Also the large wooded structure at Bailey Middle School. The structure has missing boards and glass under it. I was just wondering who is in charge of leaving it in that condition and if something could be done about it replacing, repairing or removing it, because it is dangerous. I would ask the board if they could look into it. Thank you

Chairman M. Toni Paine asked if anyone wished to address the Board.

Patty Fusco, 311 Shingle Hill Road, West Haven. I just want to send a warning. The teacher of the year dinner will be October 24th at Anthony's Ocean View, it will start at six. The tickets will probably be \$35.00, we have not set it. I will have more information. I just wanted you to save the date on your calendar.

Chairman M. Toni Paine asked if anyone wished to address the Board.

Chairman M. Toni Paine asked for a second time if anyone wished to address the Board.

Chairman M. Toni Paine asked for the third and final time if anyone wished to address the Board.

Public Session closed at 7:09

C. Reports:

C.1. Administration: Dr Andrees said we had a great opening day of school. Neil Cavallaro and Dr. Andrees were pleased with what they saw. They are looking forward to an exciting year. She said she has a presentation tonight; she would like to share with the board what they shared with the teachers. The theme for the year is RECAP, Reaching Every Child and Parent. We are going to do a better job of connecting our parents with the children. The reason for that is parents are the first and most influential teacher. What parents do to help their children is more important than academic success, then how well off the family is. We have to go the next step and try to connect with our students. In households where there is not significant parents or adults that are meaning in that child's life. Different schools are asking staff to set up mentoring programs, so we may have significant adults in their lives. We are asking all teachers to make contact with parents with something positive before we have to call them with the negative. I am asking the teachers to learn about the children sitting in front of them and to realize that one lesson does not fit all children. This means Mr. Cavallaro and I and AJ and Ann

**BOARD OF EDUCATION
WEST HAVEN, CONNECTICUT**

Minutes

REGULAR MEETING

September 4, 2007

Blake Building 7:00 P.M.

are working very diligently to bring different kinds of classroom instruction into the classroom, so we can do a better job, eliminating more of our lower level classrooms. We will never ever, ever, ever, ever, get the bottom students to pass the CAPT or the CMT if we don't expose them to the right materials and information. So, we will continue to work very diligently to make corrections there and for teachers not to be afraid that are learners. Expectations, reaching every child and parents. I expect teacher to have high expectations for all the children. Assignments must be rigorist. I have made it clear when I come around, I don't want to see children just doing worksheets. I want to see excitement, energy and inner activity. Structural lessons, so it becomes relevant to the students and a phrase, I don't know where is came from, "kids don't care what you know, until they know you care about them". I expect staff to take risk, and I have told the principals. I want them to make it comfortable. For a teacher to make a mistake in taking a risk. If a teacher makes a mistake taking a risk, hopefully they don't go back there and make it again. But if you take risk and bring something new to enhance what they learn everyday. I'm asking the staff to challenge themselves and listen to what parents, students and other staff members have to say. To create a more collaborative environment. To not be afraid to do the right thing. If someone any adult in the organizations see bullying or making it difficult for any child or a child making it difficult for another child, don't be afraid to speak out on behalf of that student. Create a center for students of learners, it is one thing teachers if you taught the information, but 20% of your students fail, that meant you did not have an environment where all students were learning. Were asking you go back and be creative. Be creative energetic and be inspired. In order for all our students to achieve all teachers must believe that they can achieve. The most successful schools have expectations that everyone in them can succeed. My comment to the teacher was if we said we wanted 90% of the children, what if your child was in that 10% is it okay for me not to provide the proper opportunity. It is important that we represent them all. We will be visiting the schools again hopefully you board members will be able to join us as we go into all the schools. The things we will be asking are: Wouldn't you want all children to learn? How do you know they have learned it and what are you going to do if they don't get it and on the other hand what are going to do when they do get it? Those are the questions we want to continue to ask. As we go in and out of buildings this year. Our staff and teachers have worked as learners this summer. All our administrators attended an all day workshop prior to coming back to school. We had four day teacher training workshop with bus ride through West Haven. Science training done at UNH for K-5. Responsive Classroom was taught by one of our own teachers. Computers in every grade 1-5. Team setting up servers in individual buildings. Science kits in every grade K-6. Computer Lab at Carrigan will be installed in the next couple weeks. Cyber Care at WHHS. Smart Boards will be available in every school. Very proud of staff. Buildings looked great. Failure is not an option for this year. Monthly TV show will continue this year. We will be asking parents to update emergency contact information. The wooden structure was not able to be addressed over summer but it is being looked. I will be asking Board to lift hiring freeze only to fill position that are out there and already in the budget, that are being covered by subs. The unions have worked with us. I would like permission to fill necessary positions specifically a food service position presently being subbed. Right now I know of only one position out there. So, I would ask that if at some point someone would make the necessary motion to add to tonight's agenda. That concludes my report.

Raymond Collins: At this point I would like to make that motion, to lift the hiring freeze.

Motion made by Raymond Collins to add 07-176 to New Business, lifting freeze and Seconded by Robert Guthrie

**BOARD OF EDUCATION
WEST HAVEN, CONNECTICUT**

Minutes

REGULAR MEETING

September 4, 2007

Blake Building 7:00 P.M.

Chairman Paine: Discussion:

Mark Palmieri: what positions are we talking about? Are we talking about Paras?

Dr. Andrees: If I need a Para now, I would have to post that position. Because I have exhausted my list. So if we need a Para, that we absolutely have to have, like for a Special Ed child. Yes, then that means a Para.

Mark Palmieri: What other positions are we talking about?

Dr. Andrees: There is only one open position in food service that I have someone subbing in. That is the only position out there right now.

Mark Palmieri: Asked what about technology? If the money is there, I would rather see a tech person, so we could get up and running.

Dr Andrees: It is something we could look at and talk about it.

Raymond Collins: This is for an existing position.

Chairman Paine: We can talk about it when it comes up. All in favor:

Motion to add 07-170 – New Business: Lift hiring freeze for non-certified, passed

C.1.a Status of Schools

Assistant Superintendent Neil Cavallaro:

Opening:

Smooth opening, minimal transportation or registration issues. Staff development went well. Bus routes worked efficiently. We are waiting a couple weeks to check bus counts to check for overcrowding.

Summer registration went well also and it worked well in order to get the kids placed and in school the first day.

AYP Yearly Progress Report from State of Connecticut:

Based on preliminary results in July we are taking proactive measures in anticipation of improving our score. We will provide more information as we receive it. Mr. Cavallaro handed out some information to show schools districts and actual schools in those districts who did not make AYP and where they fell short as a reference in order to compare West Haven. Gave re-assurance that the issue of failing to meet AYP is a state wide issue and West Haven is taking our results seriously and making efforts to improve our scores at least 10% in each category.

**BOARD OF EDUCATION
WEST HAVEN, CONNECTICUT**

Minutes

REGULAR MEETING

September 4, 2007

Blake Building 7:00 P.M.

Some measures that have been taken:

- Two Literacy teachers
- Compass Learning is a company we will be working with to implement a programs within certain schools
- Administrator Workshop
- ESL Coordinators, Math and Language Arts Coordinators and Special Education Administrators to meet with Building Admin. To plan out school wide improvement plans in addition the district wide plan.
- Dr. Andrees and I meet with individual building principals to review school scores
- School wide staff have been given a copy of the school wide plan and principal were to review that with staff at opening day workshop
- Implementing parent workshops, with childcare
- Staff Development Plan

At WHHS:

Last years Freshman Academy has been extended

ESL we have established a co heart of freshmen that will travel together through out the day.

Gerald Calabritto: asked at what point is the decision taken out of our hands with the state.

Neil Cavallaro: At this point the High School does not receive title one funding. We need to take suggestions from the state. There are very few consequences.

Howard Horvath: Do classroom grades follow with our scores?

Neil Cavallaro: I would assume so, but that data has never been collected.

We could look into doing that in the future. We have good assessments in place.

This year we are watching Special Ed, ESL Reading Specialist, Title One Teachers. Are we adequately serving the students in the buildings?

Dr. Andrees: This is why we are saying in West Haven, we must get rid of the lower level classes.

If the students have never scene the material, how can they perform well? So, we have a plan in place.

Eric Murillo: asked how the increase in funds it disbursed?

Robert Guthrie: It goes to the City. We need to make sure it gets to the Board of Education.

We have to go and plead our case to the City.

Robert Guthrie: Do we have a number for 2006- 2007 of complaints received on the hot-line?

Neil Cavallaro: No, but I have a list of every complaint that my office received and how it was handled.

**BOARD OF EDUCATION
WEST HAVEN, CONNECTICUT**

Minutes

REGULAR MEETING

September 4, 2007

Blake Building 7:00 P.M.

Robert Guthrie: How many were received and how many proved accurate?

Neil Cavallaro: Said he would see if he could come up with the information from 2006-2007.

Robert Guthrie: At your convenience, through the business office and Mr. Stancil. Could the board be supplied with the balance of the student activity fund at West Haven High at the end of last year's school year? Thank you

Eric Murillo: asked about changing policy for proof of residency and custodial rights by the courts.

Dr. Andrees: Policy is CAFE approved and we were told sufficient

Eric Murrillo: But is it working?

Neil Cavallaro: We do the best we can, I sure we can always do better. We could check with CAFE about any changes. Our enrollment is down.

Gerald Calabritto: Asked the number for the hot-line be published in the Adult Education catalog which goes to ever resident in West Haven and also the Superintendents newsletter.

Neil Cavallaro: Introduced Patricia Robles and Raffaella Fronc

Patricia Robles and Raffaella Fronc – Handed out books to all board members

Patricia Robles: The book includes

- Inside the front cover, West Haven High Program of Studies,
- Inside the back cover- School calendar and Hotel Information
- Invitations
- History of West Haven
- School and Community Profile
- Mission and Expectations Essay
- Curriculum Essay
- Instruction Essay
- Assessment Essay
- Leadership and organization Essay
- School Resources for Learning Essay
- School Strengths and Needs
- Mission and Expectations
- School Rubrics

**BOARD OF EDUCATION
WEST HAVEN, CONNECTICUT**

Minutes

REGULAR MEETING

September 4, 2007

Blake Building 7:00 P.M.

- West Haven High Bell Schedule
- School Map
- Emergency Numbers
- Visiting Team Schedule
- Direction to West Haven High School
- Visiting Team members Roster,

Chairman Paine: asked if teachers are taken away from classroom

Patricia Robles: No, there are 17 members coming and they have been sent this information and some of you have been invited to speak. This is what the entire staff at West Haven High School has been working on together for the last two years. We are happy it is coming to a close. I have high hopes; I really believe we are going to pass. I don't think we will have a problem, honestly. We would like all of you to stop by anytime in those four days.

Dr Andrees: commended the entire staff

C.1.b Student Representatives

Shamsi Avsha – feels students should have more of say in the required reading. Also be more informed in middle school of what will be expected when they arrive at the High School.

Faraz Sabir – handed out the High School fall sports schedules.

Lauren Aceto – Events coming of at the High School, the fall musical presentation, Sept. 22, DECA will be going to Mass., and in Nov. they will attend conference in Washington. Oct 2, the Second Annual Home Coming Festival. We will keep you updated on up coming events.

Chairman Paine: Thanked the student representatives and thanked them for coming.

C.1.c Board

Erica Murillo: Asked how many smart boards?

Dr. Andrees: At least two in every building and one in the labs. We are encouraging every department to use them. The whole summer was spent on how to collaborate with the teachers. We are encouraging teachers to come together and work together.

Howard Horvath: Thanked the student representatives for coming.
He would also like to check into following student progress with data.

**BOARD OF EDUCATION
WEST HAVEN, CONNECTICUT**

Minutes

REGULAR MEETING

September 4, 2007

Blake Building 7:00 P.M.

Mark Palmieri: Would like to check into the wall at Bailey and do something to improve it. It was brought to the Board attention late in the year, this year he would like to do something. The boards need to be treated and about 25 boards need to be replaced. But between Bailey and the High Schools Industrial Art Department together, they could fix the problem.

Gerald Calabritto: Welcome the Board Representatives and thanked them for contributing. Asked for a presentation of the smart boards. I agree with Mr. Horvath, we need to stay on top of everything. And Dr, Andrees I commend you.

Raymond Collins: Also thank the student representatives and asked they stay involved. We don't see what you see everyday and it helps us tremendously when you have input.

Robert Guthrie: Thanked the Superintendent and Assistant Superintendent, said they were very visible on opening day. I had the opportunity to run into them or just missing them at a few buildings. Washington again held its first day and once again it was outstanding. The number of parents, community members, presentations they gave, raffles, teachers, staff, administration. Dr. Andrees touched on the issues at Carrigan, but I actually had a few parents stop me outside to say school is just starting but there is definitely a noticeable difference in the friendliness at Carrigan from opening day this year as to opening day last year. I hope we can on top of it.

Chairman Paine: I also attended Washington School; every school has its one little category that they shine in. I was so impressed with Washington School. They have taken a day to welcome everyone. You come away feeling welcome. Dr. Andrees and I discussed this; we have decided that if you invited them, they will come. I was proud to say that we were involved in it and thank you to the fire department that brought the huge fans in.

C.1.d Committee

Eric Murillo: Just wanted to let everyone know that all policies books have been updated with the most recently approved policies. All Administrators and staff received copies. Patty Fusco is in the process of updating the web-site.

Howard Horvath: Thanked everyone for all the work in technology this past year. I am very excited about the work and the catching up the district is doing.

Gerald Calabritto: Congratulated Neil Cavallaro on his presentation for the status of schools.

Chairman Paine: Asked if there is any plan to give lab tops to elementary school teachers.

Dr. Andrees: Not at this point

**BOARD OF EDUCATION
WEST HAVEN, CONNECTICUT**

Minutes

REGULAR MEETING

September 4, 2007

Blake Building 7:00 P.M.

Chairman Paine asked for a MOTION to Approve Minutes D.1.a

**D.1.a. West Haven Board of Education Meeting, August 20, 2007,
7:00 p.m. at the Blake Building (enclosure)**

MOTION was made by Raymond Collins and SECONDED by Gerald Calabritto,

Discussion: No Discussion: Motion passed unanimously

**Chairman Paine asked for a MOTION to Approve D.2. - 07-155 through 07-158 Resignations:
(Certified)**

07-155	John DellaCamera, Social Studies Teacher at WHHS Effective: August 24, 2007 Reason: Personal
07-156	Carrie Seiden, Library Media Specialist at Carrigan Middle School Effective: August 22, 2007 - Reason: Personal
07-157	Richard Sorensen, Tech. Education Teacher at Bailey Middle School Effective: August 27, 2007 - Reason: Personal
07-158	Kimya Rice, Fourth Grade Teacher at Savin Rock School Effective: August 27, 2007 - Reason: Personal

MOTION was made by Gerald Calabritto and SECONDED by Mark Palmieri,

Discussion: No Discussion: Motion passed unanimously

**Chairman Paine asked for a MOTION to Approve D.3. 07-159 through 07-162 Resignations:
(Non-Certified)**

07-159	Kristin Harvey, Paraprofessional at Bailey Middle School Effective: August 22, 2007 - Reason: Earned Teaching Degree
07-160	Annette Lamano, Paraprofessional at Molloy School Effective: August 22, 2007 - Reason: Personal
07-161	Debbie Powers, Special Education Para at Thompson School Effective: August 29, 2007 - Reason: Career Change
07-162	Jane Warren, Title I Math Aide at Savin Rock School Effective: August 29, 2007 - Reason: Personal

MOTION was made by Raymond Collins and SECONDED by Gerald Calabritto,

Discussion: No Discussion: Motion passed unanimously

**Chairman Paine asked for a MOTION to Approve D.4. 07-163- through 07-169 New Hires:
(Certified)**

07-163	Heather Swanson, 50 Augur Street, Hamden, CT 06517 English – West Haven High School - Effective: August 28, 2007 Salary: \$36,427.76 (Step 3 B.S.)
07-164	Stacey Lyn Cooper, 226 Park Street, West Haven, CT 06516 Grade 5 Teacher at Thompson School -Effective: August 28, 2007 Salary: \$39,110.74 (Step 3 B.S. + 30)
07-165	Earl Mathewson, 30 Ashley Park Drive, North Branford, CT 06471 .5 Physical Education Teacher at Thompson School - Effective: August 28, 2007 Salary: \$22,386.77 (Step 5 B.S. + 60)
07-166	Marisa Gambardella, 437 West River Road, Orange, CT 06477 Literacy Teacher at Seth Haley and Molloy Schools - Effective: August 28, 2007 Salary: \$37,411.34 (Step 2 B.S. + 30)

**BOARD OF EDUCATION
WEST HAVEN, CONNECTICUT**

Minutes

REGULAR MEETING

September 4, 2007

Blake Building 7:00 P.M.

- 07-167** Pamela Tompkins, 690 Jones Hill Road #17, West Haven, CT 06516
Grade 4 Teacher at Savin Rock School -Effective: August 28, 2007
Salary: \$36,456.40 (Step 2.5 B.S.)
- 07-168** Jennifer Keating, 40 Annawon Avenue, West Haven, CT 06516
Grade 1 Teacher at Forest School - Effective: August 28, 2007
Salary: \$37,411.34 (Step 2 B.S. + 30)
- 07-169** Carol Suller, 160 Maple Street, Seymour, CT 06483
Speech/Language Pathologist - Effective: August 28, 2007
Salary: \$48,190.46 (B.S. + 60) + Stipend

**MOTION was made by Gerald Calabritto and SECONDED by Raymond Collins,
Discussion: No Discussion: Motion passed unanimously**

Chairman Paine asked for a MOTION to Approve E. 07-170

New Business: 07-170 – Lifting hiring freeze of non-certified.

**MOTION was made by Gerald Calabritto and SECONDED by Raymond Collins,
Discussion: Mark Palmieri, as I asked before. Are we looking at just one position?**

Dr. Andrees: There is only position left that has not been filled and has a sub at this point.

Mark Palmieri: Enrollment is down and we have other areas of need. Will this have a snowball effect? I would like to see this held off and see what are needs are. Wait a month and see where we are.

Neil Cavallaro: right now there is a job posting, that will probably be taken by a union member and the domino effect begins. Then when no one from the union bids, that position will be filled from the outside.

Mark Palmieri: Are you saying all these people have been subbing? So are we opening a can of worms? We have all these people subbing, we are opening one position, people will say you can do that one, why not all of them. You just said there are other sub positions.

Dr. Andrees: There is only one position out there after bumping rights.

Neil Cavallaro: there will be one 7 hour job available.

Eric Murillo: thinks we should wait until after the audit is finished ad we have a better idea of where we stand. I don't think we should remove the freeze.

Chairman Paine: we have held off the union long enough.

Raymond Collins: we put the freeze in last year, because we were running very close on the budget. We decided to concentrate on getting through the school year. Dr. Andrees and Neil Cavallaro pulled a rabbit out of a hat and made this budget this year. I currently have on my committee a position that has been filled by a sub for the last five months.

**BOARD OF EDUCATION
WEST HAVEN, CONNECTICUT**

Minutes

REGULAR MEETING

September 4, 2007

Blake Building 7:00 P.M.

It's not fair to the sub or the union. We have no reason to have the freeze continue. Give the Superintendent the tools she needs. We are living with-in the budget. Let her do her job.

Gerald Calabritto: These are union positions that have had subs. The unions have been very good working with us in good faith. I trust Dr. Andree's judgment in this case.

Robert Guthrie: We need to allow the administration to do what they have to do. This appointment, the freeze or any addition hiring must pass through this board. Everyone here has the right to accept or reject, table. What ever process they feel. Your not looking to open a flood gate of 7 -10 people at this moment they are looking to just fill the job. Which will be subject to further grievances? We are, ready to do it. We are only talking a couple of positions; we are not talking about a lot of open positions.

Chairman Paine: It was two positions that were people that were that already permanently. They were vacated and filled with subs; one will be eliminated, so we are only filling one. To remind everyone, we are voting on to raise the freeze not on a person.

Chairman Paine: all in favor

Mark Palmieri and Eric Murillo opposed, Motion passed 5/2

F. Informational:

Chairman Paine:

Robert Guthrie - No

Raymond Collins – No

M. Toni Paine – No

Howard Horvath – Someone should explain to student representatives how this process works.

Mark Palmieri - No

Eric Murillo – No

Chairman Paine asked for a MOTION to Adjourn

MOTION was made by Gerald Calabritto, and SECONDED by Mark Palmieri

Meeting Adjourned at 8:45 P.M.

Respectfully submitted,
Rose McDonnell