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 Raymond Collins III, Vice Chairman of the Board of Education at 7:10 p.m. The meeting opened with a pledge to the flag.

BOARD MEMBERS PRESENT:  M. Toni Paine, Chairman
                               Raymond Collins, Vice Chairman
                               George Monahan
                               Eric Murillo
                               Gerald Calabritto
                               Robert J. Guthrie
                               Mark Palmieri
                               Howard Horvath

BOARD MEMBERS ABSENT:  Krista Pickering

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

B. PUBLIC PORTION

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

Tom Eckles, 83 Hickory Street spoke about the shortage of nurses and the need to re-instate the nurse at Mackrille School. He knows it takes a special individual to become a school nurse. He is a parent of an extremely food allergic child. He understands teachers are required to know basic first aid knowledge but this may not be adequate in the case of seizure or anaphylactic shock. These instances and many others require a skilled healthcare worker and time is of the essence. The teachers have their hands full in consoling all the other children if a situation occurs; let alone rendering medical assistance. Emergency services can be called if the phone is available to the teacher who is already multi-tasking through the crisis. This is a situation that requires immediate attention. To utilize your own website’s slogan as a guide, “We make a difference in the life of a child.”

The Board gave thanks.

Tracy Morrissey, 305 Country Hill Drive also spoke in regard to the nursing issue. She was told that the school nurse will be reinstated at Mackrille School. She spoke about
how important the nursing staff is to the West Haven District and is urging the Board to consider re-instating a floater. Her son also has a medical condition; asthma.

She thanked the Board Members and has contacted all of them and truly believes they are concerned. In fairness and for the record the Board was unaware of the impact of the floating nurse being cut and not replacing one nurse who had retired. Unfortunately there are two nurses out. Her understanding is that the Board was unaware that this would impact our children to the extent that they would not have nurses located at each of the schools. There are many issues that require medical attention for children such as an allergy or an asthma attack. The first impulse is to call 911 which you should but as a parent of a child immediately we are trained to know what to do with our child. While we are with the child we should be doing injections or giving albuteral. We are now putting this responsibility on the teachers. Mackrille has a morning and afternoon kindergarten with 26 children in each class with no para. God forbid something happens. Sure they will call 911 but simultaneously they should be giving the child the epipen and watching the child. Minutes are crucial when a child is gasping for air. If you have never been through this it is unbelievable. How many of you besides the EMT’s here would be comfortable giving an injection to a child. You are now asking the administrators of your building to administer the medicine. She needs to know the names of the team that will be in place. Who will be responsible and have they done this before? You are asking a lot of these teachers. Teachers are trained and certified to teach not administer medicines. You are playing Russian Roulette with the life of our children. Not only are our nurses responsible for our children but last year they saved three teachers. They were right there to help these teachers and took life saving measures. It is important the nurse becomes part of our family and when we can’t be there we trust them to service our children.

Many parents called her over the weekend and all parents should have been notified before their children entered the building. School started on Wednesday and she found out when bringing her son’s medicine to the nurse that day that there was no nurse. She feels that as soon as we found out we were going to be down two nurses, which technically we are down four nurses, letters should have been in the mail saying this was going to happen and stating who would be responsible in our building and who would take the steps to care for our children? Communication is so important and the ball was dropped but in the future by working together we can correct this.

A young child at Washington School was diagnosed with a rare cornea disease and required eye drops every two hours for several months. The parents credit that nurse for saving that child’s eyesight. When they couldn’t be there that nurse took the time to dispense the medication. Our nurses do so much. To find out that our nurse wasn’t going to be there on Wednesday sent a panic through the whole school. She doesn’t know how it has affected other schools throughout the district – she has had no notification. As parents whatever it takes we are willing to work with the Board. They would like to see one floater come back to keep the consistency throughout the district to not jeopardize any children. She thanked the Board for their time and concern it is appreciated.
The Board gave thanks.

Bert Sinclari, 438 Savin Avenue requested permission of the Board to build the first phase of a couple of phases of a playground at Mackrille with no expense to the Board. It will be upper body type of equipment. It has nothing to do with swings or seesaws. The apparatus that he plans on purchasing is directly related to upper body hanging, swinging and over all child development for grades 3, 4 and 5.

The first phase will be made out of a dome shaped pipe that will stand about five feet high and cover nineteen feet and enclosed by timbers that will be 6 by 6”x 6” one on top of the other and will be one foot deep. The Park and Recreation Department will provide the gravel, the black paper and all the mulch for it. Lowe’s is going to supply all the timber (hopefully) and he will be requesting a few associations in the community to provide the two apparatuses. The first one, the dome will run about $1,250.00 with shipping. The other piece which is a multi bar pull up swing type of set up will run about the same. That is the first phase. The next phase the apparatus will cost about $4,000.00 and will take place next year. Requesting help from the same people previously mentioned. The last phase is a state of the art type of swinging hanging type of apparatus which is used in physical education. It is called a Net Climber which looks like a tent with a gigantic spider web coming off which the kids actually crawl and hang and swing underneath. So what do you think? Mrs. Paine asked if this is for Mackrille School and he stated yes. She stated that if he could give the information to the Superintendent because this will have to be looked into due to safety issues and insurance issues. He is working with the Risk Management for the City. Mrs. Paine asked if this is something that is there for the community to use. He stated the playgrounds in the community are all accessible.

The equipment there now is appropriate for kindergarten, first and maybe second grade. There is nothing for third, fourth and fifth grade. He will pass this request through his boss.

The Board gave thanks.

George Altieri, 897 Park Street discussed the use of a Board of Education vehicle for personal use on August 22, 2006 at approximately 3:30 p.m. He went on to discuss where it was parked and other details. He made a call to City Hall to report this and received no call back. He called back again the next day and his call was forwarded to Planning and Zoning. He called the Mayor’s Office and was transferred to someone else and he explained again what had happened. This person said he would call him back but never did. On August 28th he went to the Mayor’s Office and he discussed the issue and he said someone would get back to him. On August 30th Dave Russell called him and told him to write a letter stating what happened and send it to the Blake Building. He would then look into the matter and get back to him. This matter should not be treated lightly. He does not believe the Board of Education Vehicle should be used to run errands and at no time should it be used for personal use. The City is so far in debt and we have cut money from education, we have been laying off teachers and para-professionals and doing away
with the sports in the middle schools, this type of thing should not be allowed to happen. He quoted Mr. James Burns Jr., the Mayor’s Chief of Staff who said this City is in serious financial condition. The cost for gasoline has been of paramount concern. We have restricted the use of vehicles for business. Personal use like going to the bank while you are out on inspection is strictly prohibited. Mr. Altieri expects this problem to be dealt with.

The Board gave thanks.

Nancy Rossi, 12 Robin Road welcomed back Chairwoman Paine and stated that Ray Collins did a great job while she was gone. She wanted to discuss a couple of things. First, she wants through an FOI Request, the minutes of the meeting that was just upstairs stating whether it was an executive session meeting as no one knew about the meeting. Then as far as her FOI Request she has given everyone the summer but expects now that you are back in session that you get the documentation that she has been waiting for. She has been patient and for all she knows Mr. Cavallaro could have it ready. The other thing about FOI she wants to discuss, which she already discussed with Dr. Andrees, is about her request from a year to a year in a half ago to the business office where there was a hearing going on and she had to wait for the ruling. Someone from the business office told her that they would hold onto the documents until the hearing was over. The ruling was in favor of Ms. Rossi and she went to pick up the documents and they were thrown out. Now the district has to pay again to retrieve all these documents. This has happened repeatedly and she finally brought it to Dr. Andree’s attention because it is ridiculous. These documents could have been put in the file cabinet until the hearing result was finalized. Mr. Cavallaro’s office held documents for me and he had more than the business office. Hopefully now that it has been brought to the Board’s attention this will be rectified.

For the past five years I have been complaining about the inequity in expulsions, suspensions and disciplinary matters. I have to thank the Ad-Hoc Committee and former Chairman John Carrano, because they had the idea of putting a provost in place at the high school and now we have one person taking care of discipline. She received a notice stating that due to our diligence the number of expulsions at West Haven High School dropped from 38 in 04/05 to 17 in 05/06. The number of arrests made at West Haven High School dropped from 123 in 04/05 to 67 in 05/06. We are heading in the right direction. I hope with the guidance of Dr. Andrees in helping to oversee all of this these numbers will get fewer and far more ethical and we won’t be picking on one group of people to discipline while we let others go free. She wanted to thank everyone on the committee because they didn’t ignore her as previous boards had done. They did realize upon investigation that there truly is a problem there and she would like to see the same type of thing at the junior highs because again a lot of these expulsions come from Carrigan and she would like to see a fairer way of treating them. If you are at Bailey you shouldn’t be treated one way and at Carrigan another.
Lastly, she has tickets for an event on September 9, 2006 which The Black Coalition is sponsoring. Tickets are $25.00 and all proceeds will benefit the Scholarship Fund. It will be held at UNH from 2:00 p.m. to 6:00 p.m. Chefs will be doing specialty items and there will be a fashion show and raffle. Dr. Andrees will be in the fashion show.

The Board gave thanks.

Curtis Jordan, 249 Malcolm Road addressed the Board and stated it always displeases him when he sees a lot of resignations especially at the beginning of the school season. Once again there is a new hire at $32,000. It makes me wonder if some of these people who are resigning could be in that category and probably have found positions that offer them more. I can see from the agenda they are all personal reasons. He has said many times that the City of West Haven has spent anywhere from 10 to 15 million dollars more than they should be spending and if that is the case the Board of Education should have plenty of money. However the money is going to policemen, politicians, special interests and the fire district. He went on to discuss the audit and stated the Board of Education should have known as well as the union and the commissioners should have know this because of the audit. He went on to read parts of an article from the November 21, 2005 Register. When reports were produced it was difficult to reconcile the information to the supporting documents or financial reports. This has been going on for years.

We have over 7,500 students in West Haven but when he comes to the meetings there are too many empty seats. He again called on the members of the Board from the previous administration to resign. They knew what was going on in this City and mentioned an audit dating back to January 2003. Mrs. Paine asked if this was a Board of Education audit. He stated no but it there is something in here about the Board of Ed. She told him to continue because we appreciate his concern. He said we have teachers leaving and we have five resignations here on this agenda. How are you going to attract good teachers that know the cultures, teachers that can speak the language and can deal with the 21st century. West Haven has the responsibility and obligation to teach the students. Everybody says it’s the parents. What are we doing if the parents don’t do something? We must have programs and policy. Every district should have an education committee of about 13 people that reflects the diversity in the community. He would like to see at least three teachers on this committee. He thinks West Haven needs a lot of help.

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

C. REPORTS:

Before reporting on the status of schools Chairman Toni Paine introduced two of the three new student representatives to the Board. The two members in attendance were Yvena Philbert and Kimberly A. Barnes. Matthew Tortora was absent.

The Board welcomed the students.
C.1. Status of Schools

Neil Cavallaro stated that he along with Mr. Paolino and Ms. Valanzuolo would have a presentation. It is important to note that tonight’s presentation will be based on West Haven as a District we are not breaking it down by school. Last year through the No Child Left Behind Act we changed from testing in grades 4, 6 and 8 to grades 3 through 8 testing and the testing was moved from the Fall to the Spring. We believe this is a good thing because now unlike previous years where we compared this year’s fourth grade to last years fourth grade and tried to plug in our weaknesses in curriculum areas we are actually going to be able to compare individual student’s progress from year to year. This is a new generation of the Connecticut Mastery Test so it is difficult to make comparisons from previous years. We believe we are headed in the right direction. In all of our areas we have showed progress. When we get to cities and towns in our DRG you will see that we were kind of hovering at the middle but now we are in the upper part in all areas.

Howard Horvath asked about the ability to track students year to year. Is this new? Neil responded yes that is new because we are now testing every year grades 3 to 8 and this is really a good thing. Howie asked is the data system that provides us these reports the states or ours. It is ours and we can get it through the schools. We don’t have a central data bank.

Neil stated that what No Child Left Behind did is to allow the States to have their own benchmark. We have five different ranges. We have advanced scoring, goal scoring, proficiency scoring, basic and below basic. In order to meet adequate yearly progress (AYP) you must score in the basic or above range. In order to be proficient in math or to meet AYP you need to get 74% you need to be at 68% in reading and 70% must be at the basic performance in writing. 95% must participate in the CMT testing. We have never had a problem with our participation rate in the Connecticut Mastery Test.

There are different subgroups which include White, Black, Hispanic, American Indian, and Asian students; students with disabilities; English Language Learners; and economically disadvantaged students are the sub categories. In order to be considered a sub-category you have to have 40 or more students either in a particular school or across the district. In Special Ed some of our schools don’t have 40 kids on a case load however if you were to take a total you certainly would have over 40 in that sub-category.

The point that Mr. Jordan made and I think it is a very valid one is in the old days we would pull out the Limited English speaking and pull out the Special Ed Students but you can’t do that anymore. In the past they would pull out Special Ed Students and many non-speaking English students to see what our scores would be like. We can’t do that anymore nor should we do that any more. He went through grade by grade quickly and stated that even more important than where we are is where we are going to be and the kinds of things we have in place. In the 3rd grade we are above the 74% in math and we are close in the reading. Our writing, as we look at grades 3 through 8, is probably the strength of our district. Ann Valanzuolo has done a lot of work over the
years to get us where we are now; it doesn’t happen overnight. Fourth grade 78% Math 65% Reading slightly below but in the ballpark of where we should be 85% Writing. Fifth grade as a class is probably our strongest class. It will be interesting to chart those kids as they move through middle school. Fifth grade 81% Math 70% Reading and 86% in Writing. They were the most consistent across the board. Sixth grade we are close in math 71% Reading 69% and Writing 76%. Seventh Grade we have a little work to do with the Math 69.8% Reading 74% which is very good and Writing 76%. Eighth grade Math 71% Reading 74% Writing 76%. The cities which the State of Connecticut says we should be compared to are called District Reference Group (DRG) There are a smaller number of cities but these cities are more reflective of our community. These cities are Ansonia, Danbury, Derby, East Hartford, Meriden, Norwalk, Norwich and Stamford.

More information was passed out showing the cities and towns that constitute the group before us and the group below us. The reason we did this is because we are compared to a lot of the towns. We are no worse than third in most cases.

George Monahan posed the following question for clarification. If any sub group does not meet the standard requirement then the district is considered to have not met AYP. Neil responded yes. Neil said they put this up there because one of the things important to emphasize is that we are making very steady improvements in all areas. The problem is we are not making them at the rate No Child Left Behind says we should be making them. If you look 145 schools in 2005 did not make AYP and in 2006 it is 290. That is double the amount of schools. What we put up here were schools in our reference group as well as New Haven and Waterbury which are similar type communities all be it a little larger and East Haven and Hamden. I don’t want to say we had five and everybody else had five. Our goal is to not have any. Eventually the law says you want 100% achievement which is certainly a worthy goal. Is it obtainable?

Toni Paine stated it says the passing results were raised is that a result of the testing change? Neil stated no that is a result of No Child Left Behind saying that by certain dates you have to hit certain targets. This is a Federal Law. Neil stated the most important part is to look at the results every year and say where do we go from here? Ann, Frank and I met today and will be sitting down with the principals asking how and where we can be of most help. Where should we target our resources. We will be doing this over the next few weeks. Ann Valanzuolo and Frank Paolino spoke about the types of materials purchased to standardize our curriculum across the district to make sure that all the kids in all the schools are receiving the same type and level of instruction. Frank passed out paperwork on Math Strands – Grades 3, 4 and 5 and checked off where we as a district seem to be in most need and on the right side he checked off what that particular schools for grades 3, 4 and 5 needed to work on. We want to raise the bar ourselves we want to challenge students to do better. We have bought CMT practice books and have a lot of professional developing going on with the teachers at the needy schools and all the schools to bring the scores up.

Ann Valanzuolo also stated we have just met with our department at Carrigan and we will be doing the same sort of thing at all the schools. We are definitely taking a look at
what the particular school’s strengths and weaknesses are by grade level and as soon as the results come back in hard copy form which the State will send out this week we will ask each teacher to look at what his or her students’ weaknesses were when they took the test last year and address them. We are getting as definitive as we can to target the weak areas. A further discussion ensued.

Neil stated the implementation of Blue Ribbon Software in both Middle Schools was critical. Howie stated it sounds like it is paying dividends and we are hopeful that we can continue to use it. A discussion took place.

George Monahan stated he is thankful that this district does not agree with the philosophy of teaching for a test. We agree to teach so that our children learn they can carry something through life. The board is very much aware of the tremendous effort that Ann, Frank and your entire team have made in the last couple of years improving and re-building our curriculum and I know part of that process you shared with us last year is a theory to not teach for a test but a theory to make language consistent. In other words the type of language that is used in the testing format is the same language you will try to use in curriculum evaluations in the classroom. Is this the first year where we will actually maybe see the effects of that modification? Ann stated yes in the case of reading we did implement the reading project last year so it started in September and the test was in March so it was an introductory time for kids and teachers. We did see some growth but with the tests for a new generation it was hard to say the things had changed but with this year it will be the second year of implementation and we will be able to look at the tests from last year and it will be the same generation of test. This is in Reading and we are just implementing a new CMT based Writing Program along the same lines and across the whole district all third grade students will be getting the same instruction etc.

Frank stated they purchased new materials in Math in K-4 which are in line with the CMT questions and strands so those students are getting instructions and the same terminology that you will see on CMT’s when they get to grade 3. We just implemented the 5 – 8 curriculum that we adopted at the end of last year so we should see some improvement in Math scores from that. We picked out what we should teach.

Neil stated we are headed in the right direction. We are not moving as quickly as we would like but certainly our goal will be that next year we will target the five schools on our list but will work with all of our schools and hopefully we will get that number down and continue to improve. We are willing to try anything that may work.

Jerry Calabritto asked if two years of not making adequate yearly progress was the trigger point. The Board said it was three.

Dr. Andrees spoke next and thanked Neil, Frank, Ann and the curriculum department for doing an outstanding job. They have a standardized curriculum in place and our textbook is not our curriculum. The textbook is a tool. Many students only would get three quarters of the way through the book and never get the last part of the book. Everything in the textbook is not necessary. We need to build upon the skills and strategies that were
taught in earlier grades as opposed to just continuing to reinforce these skills. She gives kudos to them for choosing to have their text as a resource to support the curriculum. She applauds them for the hard work that they continue to do.

C.1.a. Administration
Dr. Andrees wanted to welcome back Toni Paine and to thank Ray Collins for doing an outstanding job in Toni’s absence. She requested a moment of silence as there are two students in our school system Nicole and Lauren Padulla who lost their mother last week. They are students at Bailey and Pagels and out of respect for those students and their family I would request you pause with me for just a moment. (Pause) Thank you very much and I hope you continue to keep those students in your thoughts and your prayers.

We are off to a great start this year. It has been exciting and we had a great opening. We had all of our certified staff and some of our non-certified staff have an opportunity to come together in a common direction. That direction is let’s stop beating up on West Haven Schools. Let’s stop talking about what we don’t do let’s celebrate what is right with West Haven. We had an opportunity to see a lot of awesome things that are right about West Haven Public Schools and that is the charge we will be asking our teachers as they will be working with our students and with our community so let’s focus on that.

I have been assigned a young man by the name of Dillon Horan who is a high school student in the video department and Dillon and I had an opportunity to spend the morning at Washington School where they called it The First Day. Families, agencies, Stop and Shop and Yale New Haven Hospital were all invited into their school for the day. It was focused and led by their PTA group and it was absolutely awesome. At any point in the day there had to be several hundred parents and students and at the very end of the day they had this fabulous cook-out. The day ended and people were still hanging around. You keep asking how you get parents in the school. We make it possible for them and we invite them in and we stop setting up barriers that push them out the door. She applauds Washington School. She stated one of the things that we will do is a monthly television show which will highlight the points of pride of the West Haven Schools and Washington will be the very first school that we will run on cable highlighting the points of pride. The first day of school will be the focus of this event. She sends kudos for a job well done.

She has had the opportunity to be in every building both Thursday, Friday and today. I am quite proud of what I observed in the buildings. There was no down time in West Haven Schools. On the first day some students actually had homework. Instruction was going on. I was in West Haven High School on Thursday and visited Science, English and the Tech department. Students were all engaged. This morning, the first day after the break I was in Carrigan, Savin Rock, Thompson and Forest and students were engaged. She actually saw through the work that the curriculum department is doing common types of activities going on during the first day of school in different schools; that is progress. She was truly impressed with this.
I want to thank our custodial staff Mike and Joe for giving a yeomen’s job of making our schools inviting and welcoming to our children. It was wonderful to see the work that they did and I want to share with you they did not request any overtime.

Lunches are being served to all of our children and some were having breakfast this morning. Winkle Bus Company did an outstanding job of getting our children to school and back home safely. So when we think about a first day which is a half day which can be really very awkward and cumbersome we were able to have a successful first day with the students with only one minor glitch which was not their fault so we are quite pleased with the opening of school.

Nurses are a very important part of our school district’s total plan they are an integral part of the family of each of the buildings that they serve. Unfortunately with the reductions we had to make they were among the reductions we had to make. We had to cut teachers, paraprofessionals and we cut in all the other areas and this area too had to withstand the reduction. Ms. Donna Kosiorowski who is here tonight has made an attempt to present a schedule that she believes is adequate coverage for all of our schools. As a result of the calls that we have received Ms. Kosiorowski went back this weekend took a look at that schedule and brought back a plan today and she made some adjustments in her department and with her staff to make sure that there was coverage at the buildings. She thanked Donna for doing this over the holiday weekend and bringing this information back to us tonight.

Dr. Andrees wanted to note that there are times as we all know when there may not be a nurse on staff and Ms. Jolene Barnes has worked tirelessly to try and recruit substitute nurses and is continuing in that process. She has interviews set up for this week. Some of the people who called and have heard about this concern called Jolene Barnes with the names of nurses they know. One of the questions that was asked is what do you do when a nurse is not there.

Donna Kosiorowski was asked to share the plan for the buildings. Donna stated there is no better tribute you can pay to a school nurse than for parents to be willing to come and fight for her.

What we do when we don’t have a nurse in the building is two things actually. We have sister schools set up. There are pairs of schools where the nurses are familiar with the students not only in their own school but also in the school that they cover. The principals know if there is a problem they can call the nurse. In addition to this our nurses do train principals and teachers to administer medications. Every school has an emergency response team. This is not in everyone’s head it is written on paper and everyone has their role to play. They have a very good working relationship with the EMS. Everyone’s primary goal is to keep the kids safe in our care. She wants to thank her nursing staff for being so cooperative and picking up the ball when we need to fill in the gaps. She also wanted to thank this administration for giving her the opportunity to attempt to come up with a schedule that will be beneficial to everyone.
The Board gave thanks.

Dr. Andrees reiterated that the safety of our children is very important and she is confident and comfortable with the arrangement that was just presented. She thanked Donna for being willing to go back to the drawing board to ensure coverage she appreciates this.

We are bringing before you this evening a couple of new hires. One will be a science teacher hire. We worked diligently and deliberately all summer long to try to fill five positions in the science area. She shared a couple of things that happened to them during this time. There were times when we had hired a science teacher and we were excited and ready to go then we learned that a district around us who paid more money would actually take our teacher from us. This became a vicious cycle for us throughout the summer season as we attempted to hire. At the last meeting I asked the audience if any of the people present knew of a science teacher to contact us. We did get some additional people to interview and as a result we are recommending to you someone tonight.

Another shortage area for us is English and Special Education this summer and we are hoping that we can hold onto the people that we have just hired. Unfortunately we still are in that competitive environment and there are some districts that do not recognize the agreement with Connecticut Schools that we do not raid each others schools once the school year begins.

Some of the things we did before we went through the hiring process is that we combined classes where it was appropriate. We eliminated classes with too low numbers. We re-hired in some positions where someone chose to leave or retire. Some positions we chose not to fill if we could consolidate those with other positions to minimize the amount of hiring we would have to do. In some cases, only in our elective areas, where we had half time teachers or less up until Wednesday we encouraged teachers to select the 6th period class; again only in our elective areas. Unfortunately on Wednesday when we did not have coverage at one of the middle schools we asked someone to cover for that 6th period until we can find a replacement. We still are looking to fill a science position at Bailey Middle School.

Our High School is staffed and one thing that is critical to us and I would like to share with you is that for those of you who don’t have children in the high school it is very important that we staff academics in your poor areas. There is something called NEA which is your evaluation of whether a school get accredited or not. A school getting accredited means that when you apply to colleges and universities, your child is accepted based on the fact that someone has done a complete evaluation of your schools and you have highly qualified staff in appropriate positions and you have done all the measures that are necessary to ensure that your school meets the standard that is necessary for one to matriculate to college. The easiest thing for us to have done might have been to try to find six science teachers to cover a class. A teacher might have a caseload of 150 students would you want your child in a class with a teacher who now has a caseload in science of 180 students as a result of picking up an extra class load in
the high school. That is our concern. It is important for us to find the best candidate as we move through the process of hiring for this position. The team was very responsible in hiring this summer. Keep in mind also that teachers do not have to teach a sixth period and we are in negotiation so there may be moments when we want them to cover a sixth period class and they may choose not to. As a result of this at the high school and the secondary levels we will make every attempt to continue to cover academic poor classes in the best fashion.

We also have recommended a teacher for Family Consumer Science. This is a class where we had over 150 students signed up and as a result of this we had to hire someone for this position. They are not just teaching cooking and whatever. The person we are hiring is teaching child development, nutrition, and career nutrition as well. These classes are important otherwise the Board of Education would not have approved these classes for students to sign up for. We are hiring someone in this position. If we had six teachers who would volunteer for this it would cost the same amount that we are hiring this teacher for. The six people who would cover this from the Industrial Art Department are top level teachers and would cost you over $7,000 per period. I would much rather have someone with a specialty in the area of child development and nutrition than to have a person who teaches the auto mechanic class or the person who teaches something else filling in. As a result of the importance of these classes we have hired someone.

We are recommending that a non-certified position be filled to replace a Title I position. Again, people have left us within the last couple of weeks and two part time positions.

Dr. Andrees thanked everyone for their support and thanked all the staff who happened to be here tonight for helping us to engage in a very smooth opening for this school year. She also welcomed the two new student representatives who were present at this meeting.

The Board gave thanks.

Mr. Guthrie asked Mr. Cavallaro to get him the bus numbers from Winkle Bus. Neil said it always starts off in flux and then four to six weeks out we will be all set. There has not been any overcrowding that he has heard off.

Bob Guthrie asked the Chair and the Superintendent to sit down with the new student reps to give them a hands on lesson and to welcome them. He welcomed them and stated he looks forward to having them here.

Toni Paine said the third new student rep is Matthew Tortora.

George Monahan welcomed Toni Paine back and thanked Ray Collins for his terrific job keeping us all on the same page with open dialogue and we have made good progress in your absence and I know he kept you briefed as well. He too welcomed the two student reps in attendance and looked forward to working with them.
Jerry Calabritto welcomed the new student reps and welcomed Toni Paine back and commended Ray Collins for the outstanding job and for going above board in everything he did to keep this Board working together.

Jerry has some concerns with the list of new hires and he would like a list of the teachers after we passed the budget that we laid off. He doesn’t need names but he would like the position and step they were on. He then would like a list of those teachers that resigned from this system what they taught and what step they were on. He then would like a list of what positions those two lists caused us to fill. Then he wants to know what step we had to pay teachers in order to fill these positions. He thinks we will see but can’t be sure that we laid off teachers on step 1 or 2 and have teachers on step 1 or 2 that are leaving because of the financial situation this Board was put in and we are now hiring at step 6 and step 10. He can’t be sure but he thinks this is what we may find. If he could get these lists he would appreciate it.

He also thanked Dr. Andrees for explaining the hiring process regarding the two new teachers. He did have a concern as to why we were hiring at a step 6 and 10 with the financial situation but now I understand this is a shortage area and you have done everything you could possible do. If you could have hired at a lower step you would have done so. Thank you for bringing this to the public’s attention because there is a lot of misconception out there.

Mark Palmieri welcomed Toni Paine back and stated what a great job Ray did and welcomed the new student representatives.

Toni Paine interjected that he did a great job with her house and dog also.

Howie Horvath extended a welcome back to Toni Paine and welcomed the new student reps. He extended kudos to Dr. Andrees for a smooth school opening. He knows it had to be a challenge coming in and working with a very large team so congratulations to you and the entire school system. He congratulated Neil and his team of curriculum folks and Frank Paolino who did a fine job on the presentation which is the critical piece. Lastly, he thanked Ray who did a wonderful job and he appreciates everything he did to keep the Board working together and focused on the children. He appreciates this.

Eric Murillo welcomed Toni Paine back and thanked Ray for the great job he did while Toni was absent. He also thanked Mr. Cavallaro and the curriculum committee. He thanked Neil for the presentation on the scores and hopes next year our scores will be better and we don’t have any bad news.

Ray Collins thanked the Board Members and stated he would love to take the credit but it was the entire board working together. When you have a new board that sits down together it takes awhile to work out the kinks. This board came together and I am proud to work with each and every one of you. Again the credit goes to the Board we all worked together in probably the toughest budget year we have had.
Toni Paine asked Dr. Andrees or Neil Cavallaro if the School Improvement Task Force is still intact for when the CAPS scores come back or will there be a whole different structure. Neil responded it will still be in place and we will make adjustments with preliminary numbers we are waiting for comparison data.

C.1.b. Board Reports

None

C.1.c Committee Reports

None

D.1. Approval of Minutes

Approval of D.1.a.
Motion made by Robert Guthrie
Seconded by Ray Collins
No Discussion
All members were in favor
Motion passed unanimously

D.2. Resignations (Certified Inclusive)

06-101 – 06-105 Inclusive
Motion made by Raymond Collins
Seconded by Mark Palmieri
No Discussion
Motion passed unanimously

D.3. Resignations (Non-Certified Inclusive)

06-106 – 06-107 Inclusive
Motion made by Raymond Collins
Seconded by Mark Palmieri
No Discussion
Motion passed unanimously

D.4. New Hire (Certified Inclusive)

06-108 – 06-110 Inclusive
Motion made by Robert Guthrie
Seconded by Ray Collins
Discussion: Robert Guthrie asked why two of the three individuals started work on the 29th and the other person’s date is different. Have they all started with us? Neil stated the first two have started and the third one is effective tomorrow.
No further discussion
All members were in favor
Motion passed unanimously
E. New Business:

Nothing

F. Informational:

Nothing new by any Board Members

Chairman Paine asked for a motion to adjourn
Motion was made by George Monahan
Seconded by Ray Collins
All members in favor
No further discussion
Meeting adjourned at 8:35 P.M.

Respectfully submitted,

Marylou C. Amendola
Board Clerk