

**WEST HAVEN BOARD OF EDUCATION**  
**Regular Board Meeting Minutes**  
**Board's Meeting Room**

A Regular Meeting of the Board of Education was held on June 17, 2019 in the Board's Meeting Room on the second floor of City Hall, 355 Main Street, West Haven, CT. The meeting was called to order by Rosemary Russo, Chairwoman of the Board of Education at 6:00 p.m. The meeting opened with a pledge to the flag.

**BOARD MEMBERS**

**IN ATTENDANCE:**

Rosemary Russo Chairwoman  
Robert Guthrie, Vice Chair  
Susan Walker, Secretary/Treasurer  
Lauren Aceto  
Patrick Leigh  
Karen Pacelli

**BOARD MEMBERS ABSENT:**

Patricia Libero  
James W. Morrissey  
Rosa Richardson

**ADMINISTRATORS PRESENT:**

Neil Cavallaro, Superintendent of Schools  
Anne Druzolowski, Assistant Superintendent  
Matt Cavallaro, Director of Finance

**CITY OFFICIALS PRESENT:**

**STUDENT REPRESENTATIVES  
PRESENT:**

**B. Public Portion of Meeting**

Chairwoman Russo welcomed everyone to the meeting and thanked everyone for coming. Chairwoman Russo asked if anyone would like to address the board. Portia Biaz, liaison to the City Council and Board of Education. It has come to her attention that we may possibly be selling Stiles School and Thompson School and that will be coming up at the next City Council Meeting. Residents are concerned that some of the space at both sites may be turned into apartment buildings if that is indeed the proposal by the developer. If they do this would it be family oriented and if so would the children be going to our school system. The question would be are we aware of that and do we have plans to accommodate the children not knowing the school ages but if it

would happen that it passed would the board be made to accommodate these school age children. That is her question.

Superintendent Cavallaro said first of all Portia I am not sure you are aware of the process as those schools have been closed for quite a period of time. Once they are closed the board votes to turn the buildings back over to the city when they are no longer needed for educational purposes. The board does not play a role once education stops in those buildings. As far as whether or not this would impact the school district without hesitation we would be told the type of housing that is going to be placed in buildings like Thompson and Stiles which is near the train station would in theory not have an impact because they would be one or two bedrooms apartments for a young married couple or older couples. We have been burned before and we have a city that is known for spot zoning and all of a sudden a condo goes up and they couldn't sell it and they rent it and the next thing you know there is Section 8 Housing so that could happen. We have not discussed it nor would we be prepared to deal with it. The city is going to sell the plan as there will not be an impact on the school district.

Chairwoman Russo agrees with Neil because even in the paper they are talking about millennials and people going back and forth from the train station and that is what they are selling it as right now. Portia only brought this up because she personally just met with the Planning and Zoning Commissioner so there is definitely something in the works. Superintendent Cavallaro said you have every reason to be concerned and this is something we will have to monitor pretty closely. The board gave thanks. Chairwoman asked three times if anyone else would like to address the board. There were no other speakers. Public Session closed at 6:09 pm.

Before moving on Chairwoman Russo needed to add on a new hire and asked Bob to make the motion. Bob Guthrie made the motion to add to tonight's agenda

Name: Shannon C. Navroth  
355 Captain Thomas Boulevard  
West Haven, CT 06516  
Position: Spanish Teacher at Bailey Middle School  
Salary: Step 4 BS + 30 \$53,300  
Effective: August 26, 2019  
The Item number for this is #19-52  
Karen Pacelli seconded this motion.  
All board members present were in favor  
Item #19-52 is added to tonight's agenda

## **REPORTS**

### **C.1.a. Administration/Status of Schools**

Neil thanked the board and said that candidate came highly recommended by several teachers who are familiar with Shannon. Given the type of shortage area and the desire to put a second Spanish teacher in the building we are really happy it is on the agenda. We were able to secure a good candidate because it is really difficult to find a good Foreign Language teacher.

Prior to the next BOE meeting on July 15<sup>th</sup> we are going to do a non-meeting. Late Friday afternoon I received word that AFSME has approved the contract agreement which is very similar to other contracts this board has approved which have gone before MARB and been approved. I want to have Floyd here because there has been talk about the various health plans and what type of options there are and why we may or may not move to the State Partnership Plan come next July. It is important that you get some background before you vote on the final package. In the meantime we are going to proceed to move the union to the high deductible plan by July 1<sup>st</sup>. It is past the date but we didn't want to add this to the agenda and approve it without understanding some of the background because there has been a lot of talk about the various health plans and the options that are out there. Right now we think this is the prudent course of action for our bargaining units at the board. We will send you out notice but it will be prior to our next meeting. We had a meeting with Lockton Benefits today and invited someone from there to the meeting.

Our administrative team did a great job of filling a lot of positions over the course of the last two weeks in addition to closing out school. We spent a lot of time interviewing candidates for both teacher positions as well as for para positions that are open. Jolene and I will meet and go over what positions are open and there is some internal movement that will take place. Hopefully we will be done by the next meeting but we will be able to give you a good status report of what is open. We have made really good progress especially in a couple of really hard to fill areas such as the Special Ed Preschool position, the learning lab at Carrigan and the Spanish position. There is always someone who leaves unexpectedly over the course of the summer so I don't like to jinx myself. Our administrative team, along with Jolene and the Special Ed Department, has done a really good job. Because the contract ended with AFSME we have a lot of internal movement taking place. Our goal is to try to get people hired by July 1<sup>st</sup> because they are 12 month people and their year ends June 30<sup>th</sup>. We will be working to get the non certified jobs filled hopefully by July 1<sup>st</sup>.

The plan that the Business Network Group will present to you tonight is vital to our district moving forward. Two major events that have happened in the course of Neil being Superintendent one being the high school project getting approved and the second possibly being all day kindergarten being approved. This technology plan that we are going to input is very ambitious with a lot of work involved and it will give every one of our students access to technology in their classroom. We are ready to go and we can get it in this year and we feel it is really important to allow the district to move forward. The Business Network Group has been very helpful and is also working on the high school project so that will be taken care of. This is a major event for our school district.

Bob Guthrie had a question before the presentation was started. Bob wanted to know what our enrollment would look like per building if New Haven changes their Magnet Program as there are concerns with this. Superintendent Cavallaro said there would be about a 1,200 student impact. With the legislation that was passed a couple of years back they have to give us a year's notice so we are good for at least another year. Bob thinks it would be interesting to see our numbers when the school year begins. Here is what we

opened our doors with on August 26<sup>th</sup> and if the magnet program is gone this is what our numbers would look like. Neil is sure he can get him close to this information.

Jeff Grande from The Business Network Group and Matt Cavallaro gave presentations which are on the website. The board gave thanks.

### **C.1.b. Student Representatives' Report**

There will be no reporting from the student representatives until September.

### **C.1.c. Board**

Patrick Leigh attended the Bailey Graduation and the West Haven High School Graduation. The Bailey Graduation was handled very well with all the rain. The parking lot situation was hard due to all the puddles and a lot of people were confused going in and there were a couple of issues with seating but it went really well and obviously the next day was beautiful and it was great being on the field minus the wind. We had fun.

Karen Pacelli also went to both graduations and they were both beautiful.

Bob Guthrie also attended both gradations. The CABA Summer Leadership Presentation will be August 7<sup>th</sup> in Westbrook, CT and the flyer should be out soon. Bob attended Savin Rock School's Flag Day and he thanked Savin Rock School for continuing to honor Flag Day. For a few years there was a separate event to honor Flag Day at the Ward Heitman House but that stopped. This year it was even more interesting because the school continued to honor and celebrate Flag Day although schools are out for summer and I thank them for what they did. Savin Rock School parents and staff both spoke very highly of the security guard. They said it has made a big difference in just a short period of time. It has toned down the parent's behavior and tone from when they walk through the door and they no longer have people buzzing the door and just walking into the nurse's office because they know where it is because the security guard will stop that parent and take care of them. Matt Cavallaro said she is very good not everyone knows me at the school but I normally just walk right in to the secretary and she basically jumped right in my way and said who are you and where are you going; she was good. Bob heard the same good things from Washington School parents. Those two schools definitely saw a noted difference in the overall behavior. Superintendent Cavallaro said that we felt it was really important to move forward with those two buildings especially. Bob said we spoke two meetings ago about teacher's taking money out of their pocket and he thinks it is important to notice the board members for reaching into their own pockets to support our student's with ads, bricks etc. Obviously none of us works with a stipend so the board continues to do the right thing by our kids in our district too.

Sue Walker attended the two gradations and they were very nice. Bailey's was nice even though it was in the Rink. The students were very well behaved and so were the parents. The high school graduation was beautiful outside in the field; the wind was a little much as kids were losing their hats all the time but other than that it was wonderful. The other thing Sue wanted to mention is that this weekend we lost someone who had been a long

time teacher in the system; David Crotta who was the librarian at Giannotti and then later at Carrigan. He was the reason Susan became a librarian. Both Neil and Susan said he was a great guy. If you knew him you would really like him.

Chairwoman Russo congratulated the seniors and the 8<sup>th</sup> graders they all had very nice graduations.

**D.1. Approval of Minutes**

**D.1.a. West Haven Board of Education Regular Board Meeting** held in the Board of Education Meeting Room, City Hall, 355 Main Street, West Haven, CT on Monday, June 3, 2019 at 6:00 PM.

Chairwoman Russo asked for a motion to approve the Meeting minutes D.1.a.

Patrick Leigh made the motion to approve the minutes

Bob Guthrie seconded the motion

Discussion: None

All board members present were in favor

Regular Meeting Minutes are approved

**D.2. Resignations: (Certified)**

**19-34 Karen Lenois**, Special Education Teacher - Pagels School

Effective: June 30, 2019

Reason: Retirement

**19-35 Nathan Wojtyna**, Science Teacher – Bailey Middle School

Effective: June 30, 2019

Reason: Resignation

**19-36 Molly Funk**, P/T Speech Language Pathologist – Forest

Effective: June 30, 2019

Reason: Resignation

**19-37 Sue E. Stevens**, Special Education Preschool Teacher – Washington

Effective: June 30, 2019 School

Reason: Resignation

**19-38 John Ascenzia**, Assistant Varsity Baseball Coach – West Haven High

Effective: May 28, 2019 School

Reason: Resignation

Chairwoman Russo asked for a motion to approve item 19-34 – 19-38 inclusive

Karen Pacelli made the motion

Patrick Leigh seconded the motion

Discussion: None

All board members present were in favor

Items 19-34 – 38 inclusive are approved

**D.3. New Hire: (Certified)**

**19-39 Matthew Laydon**, 200 West Walk, West Haven, CT 06516

Position: ELA Teacher – Bailey Middle School

Salary: \$41,232.00 Step 1 BS

Effective: August 26, 2019

**19-40 Kyle Brown**, 39 Buck Hill Road, Madison, CT 06443

Position: PE/Health – To be determined

Salary: \$41,232.00 Step 1 BS

Effective: June 17, 2019

**19-41 Youmna Nasr**, 14 Hilltop Circle, Milford, CT 06460

Position: Science Teacher – West Haven High School

Salary: \$49,454.00 Step 2 BS + 30

Effective: August 26, 2019

**19-42 Gina Marie Iannazzi**, 9 Rock Hill Place, Methuen, MA 01844

Position: Science Teacher – Bailey Middle School

Salary: \$45,333.00 Step 1 BS + 30

Effective: August 26, 2019

**19-43 Michaela S. Smith**, 1511 Carriage Path South, Milford, CT 06460

Position: Grade 4 Teacher – Washington School

Salary: \$41,232.00 Step 1 BS

Effective: August 26, 2019

**19-44 Katelyn M. Hickman**, 306 Noble Street, West Haven, CT 06516

Position: Teacher Grade TBD – Washington School

Salary: \$45,333.00 Step 1 BS + 30

Effective: August 26, 2019

**19-45 Cameron Hotchkiss**, 53 Linden Street, West Haven, CT 06516

Position: Social Worker – Carrigan Intermediate School and Bailey  
Middle School \*Home School is Carrigan

Salary: \$45,333.00 Step 1 BS + 30 plus Stipend \$5,761.34

Effective: August 26, 2019

**19-46 Rachael J. Langley**, 3 Chapel Hill Road, North Haven, CT 06473

Position: Special Education Teacher – Pagels School

Salary: \$41,232.00 Step 1 BS

Effective: August 26, 2019

**\*Item 19-52 was added during tonight's board meeting.**

**D.3. New Hire: (Certified) Continued**

**19-47 Stacey Blake Bannon**, 70 Big Horn Road, Shelton, CT 06484  
Position: Special Education Teacher–Med Lab - Carrigan Intermediate  
Salary: \$58,212.00 Step 5 BS + 30 School  
Effective: August 26, 2019

**19-48 Tara Gregoriades**, 11 Danenberg Place, West Haven, CT 06516  
Position: PreK Special Education Teacher–Washington School  
Salary: \$41,232.00 Step 1 BS  
Effective: August 26, 2019

**19-49 Anya Farber**, 340 Ann Rose Drive, Orange, CT 06477  
Position: Special Education Teacher–West Haven High School  
Salary: \$51,515.00 Step 3 BS + 30  
Effective: August 26, 2019

**19-50 Jamie Amodio Pisaturo**, 71 Basswood Drive, North Branford, CT 06471  
Position: PreK Special Education Team – Home Base Molloy  
Salary: \$49,454.00 Step 2 BS  
Effective: August 26, 2019

**\*19-52 Shannon C. Navroth**, 355 Captain Thomas Blvd, West Haven, CT 06516  
Position: Spanish Teacher – Bailey Middle School  
Salary: \$53,300.00 Step 4 BS + 30  
Effective: August 26, 2019

Chairwoman Russo asked for a motion to approve item 19-39 – 19-52 inclusive  
Karen Pacelli made the motion  
Patrick Leigh seconded the motion  
Discussion: All board members present were in favor  
Items 19-39 – 19-50 inclusive are approved and item 19-52

**D.4. New Business**

**19-51 Adoption of an Operating Budget for Fiscal Year 2020**

Chairwoman Russo asked for a motion to approve item 19-51  
Bob Guthrie made the motion  
Patrick Leigh seconded the motion  
Discussion:  
All board members present were in favor  
Item 19-51 is approved

Chairwoman Russo said the rest is informational.

**F. Informational**

Chairwoman Russo asked for a motion to adjourn

Karen Pacelli made the motion

Patrick Leigh seconded the motion

All board members were in favor

The meeting adjourned at 7:02 PM

Respectfully submitted,

Marylou Amendola

Board Secretary