

D.I.A.

**BOARD OF EDUCATION
REGULAR BOARD MINUTES
WEST HAVEN, CONNECTICUT**

A Regular Meeting of the Board of Education was held on November 4, 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 6:20 PM. The meeting opened with a pledge to the flag.

**BOARD MEMBERS
IN ATTENDANCE:**

Rosemary Russo Chairwoman
Robert Guthrie, Vice Chair
Susan Walker, Secretary/Treasurer
Patrick Egolum
Patrick Leigh
Patricia Libero
James W. Morrissey
Karen Pacelli
Rosa Richardson

BOARD MEMBERS ABSENT:

ADMINISTRATORS PRESENT: Neil Cavallaro, Superintendent of Schools
Matt Cavallaro, Director of Finance

CITY OFFICIALS PRESENT:

**STUDENT REPRESENTATIVES
PRESENT:**

Brendan Carew
Mackenzie Gardner
Anthony Vendrella

Chairwoman Russo said before starting Public Session she would like to point out that we have a new board member Patrick Egolum who is a returning board member and we wanted to welcome him back. Patrick thanked the board members.

B. Public Portion of Meeting

Chairwoman Russo asked three times if anyone would like to address the board this evening during public session. Chairwoman Russo said she would like to address the board. Dr. Cordone asked her if she would please read his retirement letter and she told him that she would be honored to read his letter during public session. A copy of the letter follows on the next page.



WEST HAVEN DEPARTMENT OF EDUCATION

"Schools Committed to Excellence"

ADULT EDUCATION PROGRAMS

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Dr. Anthony J. Cordone
Director

October 31, 2019

Dear Superintendent Cavallaro,

Please accept this letter as notification of my retirement from the West Haven School District effective January 1, 2020. After 51 years of my professional career devoted entirely as educator and administrator in the West Haven District, it has come time for me to say goodbye and enjoy life with my wife and family.

As a true "Westie" my family lived in West Haven for over 100 years. It all began four generations ago with my immigrant great-grandparents from Italy and continues to date. Believing in education as a necessity, my parents insisted upon my siblings and myself to not have a choice but to attend school and prepare for a better future. My entire K-12 education was within the West Haven School District beginning with Kindergarten at First Avenue School in Ms. Riley's class through the then new 1963 West Haven High School under the principal leadership of George Richards.

Throughout my professional career, I have memories I will reflect upon and cherish. I taught hundreds of students including the grandchildren of former WHHS classmates who became successful and productive citizens. I worked with or recommended hiring countless staff of which some to date remain educators in the district as well as administrators in and out of district. I worked under eight of the eleven West Haven Superintendents and most grateful to Dr. John Onofrio, as well as George Palermo who afforded me the opportunity to serve within the various building and district administrative levels. My journey serving as Coordinator, Assistant Principal, Principal, and Director was an experience I take to possibly teach at a college level and engage in classroom dialog about the infused leadership theory as it applies to the realities of being an educational leader.

After the honor of serving the students and community of West Haven, I now leave the West Haven School District with indelible memories and the proverbial reflection to Live, Learn, Love, and Laugh.

I ask that this statement be read into the official minutes and open portion of the West Haven Board of Education meeting. Thank you.

Respectfully submitted.

A handwritten signature in black ink, appearing to read "A. Cordone".

Dr. Anthony J. Cordone

Chairwoman Russo said she would like to wish him well and congratulate him on his retirement. She hopes his retirement is long and healthy and full of fun things for him to do. There were no other speakers. Public session closed at 6:30 PM.

REPORTS

C.1.a. Administration/Status of Schools

Superintendent Cavallaro welcomed Patrick Egolum back to the board stating Patrick served eight years on the board and we are looking forward to the next two and working with you. You have always been very supportive and we look forward to that continuing over the next couple of years. Patrick thanked Neil.

Superintendent Cavallaro thanked Rob Bohan and the staff at Bailey for the nice job during the Bailey presentation. As the Chair said we like the presentations but we like it when you let the kids do the work and that was what was really nice about tonight's presentation. It is great to see how that program has grown over the years.

In the resignation portion of the agenda you can see there is a music teacher who left to take a position where she had done her student teaching. There also may be an art teacher that will be resigning shortly. With those two positions we will try to do our best to fill and we believe we will be able to fill them. Nate Hill is a member of the science department at West Haven High School. Raffaella Fronc and Dana have worked out a coverage schedule. We do not believe at this time of the year we are not going to find someone as good as Mr. Hill who teaches four Chemistry Honors Classes so to find someone without that type of experience to move into those classes we didn't think it was worth even looking at this stage of the school year. They have worked out a good coverage schedule and we feel confident that as a result the kids will not miss a beat when he leaves. Good science teachers are at a premium and he is leaving to teach in North Haven as they made him a very attractive offer which includes a possible coaching position. He will be a great loss to our school district.

We screened the initial proposals for the Washington School renovation. Patrick Leigh saw the proposals from the five quality companies that submitted. Ken Carney will take the top two that we scored and bring them in for an interview and start to negotiate a price. All of the companies had previous experience designing schools. Washington is an old school, it is a good school but it is in need of a lot of repair.

For the most part the Bailey roof over the cafeteria is complete and a couple of open items are punch list items which can easily be completed. They finished the trim and it really does look nice. We will be submitting to the state for the new Bailey roof that can be done this summer. We will also look at a solar project at the school. They want to see the solar part submitted as part of a comprehensive plan whether you proceed with the solar part or not. We will also submit a proposal for the Carrigan roof because that roof has been recently worked on and we will be able to solar there. Those projects are moving forward. Since Ken Carney came to the last meeting the Bailey cafeteria roof, the main roof, the high school solar project, Carrigan solar project and hopefully including a solar project with the new Bailey roof. As we move forward and replace roofs we can then explore the solar option. We really want to finish the door and window project at Carrigan as most doors and windows are in dire need of replacement and with all the things done to the school over the last few years would really make the building a much more efficient building. Every department has been notified to see funding for a new capital plan but how much funding and bonding we will be able to do is subject to not only city approval but MARB

approval. It does look like we are finally moving forward and with our reimbursement rate if we can do solar projects and energy efficient projects those projects over the life of the bond will more than pay for itself so these are good projects to pursue.

Patrick asked when we left off on the Carrigan project with the windows do you know how much we were looking at? Matt Cavallaro said about \$600,000.00 or somewhere in that neighborhood. OK.

Jim Morrissey said with Bailey there is no timeframe for completing the work and with this going on for such a long period of time will we have a problem with the warranty from the manufacturer Johns Manville? Do we know the answer, yes or no, if they will give us a warranty? We are talking more than several months now where it has been exposed to the elements. Will they put a 20 year warranty on a roof that hasn't been properly finished in a timely manner; this is my concern. We are paying for something and the longer it goes on there is a strong possibility they might not give us a warranty. Neil said that is a good question he will try to get Jim the answer and get back to him hopefully tomorrow. Jim thanked Neil.

Rosemary asked Neil if Young Development, LLC has been the roofer since the beginning. Yes and the warranty was one of the concerns about taking him off the job. Thank you.

Matt Cavallaro talked about the Alliance Grant. He gave a brief history and what we will be doing this year with the Alliance Grant. As one of the 30 neediest districts we are considered an Alliance District and along with that we get funding. Our overall operating budget is funded through excess cost share ECS and local funding. The Alliance Grant is an offshoot of the ECS money that the 30 neediest districts get and the State Department of Education monitors. There is no set plan that the money must be spent on. With the Alliance Grant we focus on literacy, numeracy, ELL and we have put a lot of money towards the All Day Kindergarten since the original money was taken from us. As an Alliance District any increase with this Alliance funding has to come to the board; every penny of it. Matt explained what the Alliance Grant money was used for. Questions were asked by the board members and Matt explained in detail. Superintendent Cavallaro said this may be one of the easiest budget years because the Alliance Grant has already been approved and raises are very small so that will account for the difference between what our current budget is and what we are asking for next year. Patrick asked is there any risk of the Alliance Grant going away? Matt said it is locked in for two years and is in the Governor's Bi-Annual Budget. Is there a risk of them taking any money back half way through? Not from this grant. We are protected because we are an Alliance District we are protected by the MBR. If the Governor makes any cuts the board is not responsible. Neil said and the city can't give us less than what they gave us the year before. A further discussion took place. Bob Guthrie said this shows the widening gap between state resources and city resources and we need to continue to lobby for Alliance Grant money because those monies for salaries and health care cannot be made up locally. Matt said this grant has been a God send for us but to your point it is widening the gap between local funds and the state funds. Bob said you have reason to believe those funds are good for the next couple of years but not that long ago we were hearing it was potentially in flux for change. Superintendent Cavallaro said you are right on target with that but the board needs to keep in mind at some point we are going to negotiate with the teachers and provide them with step increases and raises and that is why it is important to make the argument in addition to the grant funds to get some.....Bob said that is why it is important to let that be known not only to the board but to the City Council. Absolutely. Bob said and the PTA Council too because they certainly come into play with support for an issue we might want to take up. A further discussion took place.

Jim Morrissey asked if you know where we stand right now as part of the 30 neediest school districts. Matt said not off the top of his head but it is not just education needy it is not just our test scores or anything like that it is a look at the city to operate. Rosa Richardson said so the census track has something to do it. Yes. OK. Matt assumes they lumped it in with the ECS funding so it would be harder to remove once it is locked into that particular grant. Every district in the state regardless of where they are financially does receive the ECS funding. A further discussion took place.

C.1.b. Student Representatives' Report

The Student Representatives Report follows:

1. We will be running the canned food drive again this year. Please bring in canned foods or non-perishable food items to the next board meeting. These items will be donated to WHEAT. The City Council will not be participating against you this year.
2. The bells are working in the Bing.
3. This Friday night is our football game. It is also our senior night for football, band, cheers and dance team at 7:00 PM.
4. Our food service meeting has been rescheduled for this Friday to fix the issues involving the lunch lines inside the cafeteria.
5. We wish all the candidates good luck with the election.

Superintendent Cavallaro said in speaking with Meg and Dana it seems to be a trend and we are having trouble hiring people. We have the money within the food service department but it has been difficult finding help and keeping staff. We are working on that and addressing it.

Brendan Carew said even from the outside getting lunch you can tell that they do look understaffed and Meg is working the cash register some days. Neil sees her making the sandwiches. Brendan said they are understaffed. The board gave thanks.

C.1.c. Board

Chairwoman Russo said to Patrick that she starts to her right so you would be the first board member to speak. She welcomed Patrick Egolum back to the board. Patrick thanked her and said he is so glad to be back with all the new and old faces and he is pleased.

Pat Libero is happy Patrick is back because he was very supportive of her when she was Principal of Carrigan; he came to everything. Pat congratulated Rosemary, Tammy and Marylou for putting the paperwork together for the CAFE recognition. It is a great honor and she will try to make that meeting. Pat thanked Bailey for coming to the board meeting today and said it is good to see kids helping kids it is always nice.

Sue Walker congratulated the Peer Tutors at Bailey. She spent 30 years there and the Peer Tutors are very mature and very well behaved and this is a great idea. Sometimes you just need somebody that speaks your language and tell you how it can be done and things like that.

Sue also congratulated Dr. Cordone. She worked with him when she was in the library at the high school he was her coordinator and when she moved to Bailey he continued to be her coordinator for a number of years and then he became her principal for quite a number of years and she wishes him and his wife well and hope they enjoy themselves in Florida and have a good time.

Jim Morrissey congratulated Chairwoman Russo on getting all the information for CABA and getting this board recognized. He also wanted to thank Tammy who helped out and got all the information. Where is this being held. It is being held at the Mystic Marriott. Congratulations to my fellow board members. You have done a great job and it has been a pleasure working with each and every one of you. This is just another feather in the cap for the West Haven Board of Education. Nice job in receiving this award.

Jim also wanted to congratulate Dr. Cordone on his retirement. He has had a distinguished career as an educator in the West Haven School System as a teacher, vice principal, principal he has done it all and has done it very, very well and we are going to miss him. He is moving to Florida and I wish him and his wife nothing but the best.

Jim said Neil told him that Nate Hill the teacher at WHHS had gotten a job in North Haven and Jim knew him back in the day when he taught his son for a few years in science and was really a great teacher. He is also a really nice guy and he wishes him nothing but the best. Jim is a little jealous because he is leaving us but he has to do what is best for him and his family. Jim is glad the coverage plan worked out.

Jim went to the Savin Rock Trick or Treat Ceremony last Friday and all the kids and staff were dressed up and looked great! One group was the Adams Family and it was pretty good. It was very impressive as there were so many parents who came out for their children it was an overflow crowd. The parents were really involved with their kids and the staff did an excellent job. On Wednesday the Savin Rock PTA had the kids Trick or Treating and they went through over 70 bags of candy and the kids bought in donations for WHEAT. Savin Rock is his school and they do a great job. Taryn does a great job over there along with the staff. Jim also thanked the Bailey staff who came here tonight and all the students and parents. You guys do a great job keep up the good work.

Rosa Richardson thanked Bailey it is a pleasure when she goes in there. She had to pick up her nephew today and Mr. Bohan was most accommodating in directing her to find the nurse. Her nephew will be fine. Mackrille is one of her schools as well as WHHS and Mackrille had their Halloween event with a DJ and dancing and it was truly amazing. Rosa stopped by at Pagels for their Trunk or Treat which was a blast and the kids and teachers were excited to be in the company of each other outside of the classroom. Rosa received a call that one of the wings at the high school was without heat. Neil said he was not aware of this but he would look into it. Brendan said it is a little chilly in the B Wing. OK. Neil will look into it and get back to Rosa. Rosa wished her fellow republicans good luck tomorrow; the polls open at

6 AM.

Patrick Leigh thanked Neil and Ken Carney for letting him be part of the bid process scoring for Washington School. He wanted to congratulate Patrick Egolum for being appointed to the Board. He wishes everyone who is running tomorrow regardless of what party or affiliation best of luck.

Karen Pacelli would like to echo what everyone else has said. Thank you Bailey for coming and sharing the wonderful program that you offer; she wishes they had that in her school. She thanked Rosemary and everyone else for acknowledging this board. Good luck to everyone tomorrow.

Bob Guthrie said Neil forwarded us the email about Savin Rock and it takes less time to write the negative than the positive so it was nice to see the positive email so perhaps the Superintendent or Board Chair could acknowledge that to the principal. Neil said he actually responded already to the parent and copied Taryn. Bob said perfect. Bob welcomed Patrick back and he looks forward to serving with him again. Patrick said thank you Bob always a pleasure.

Rosemary said she also was going to point out that email that a parent sent about Savin Rock School. She thought that was great and all the schools really went all out for Halloween which is really nice for the kids. The Pagels Trunk or Treat is really a fun event she missed it this year but was there last year and it was great. Bailey is her school this year and she is really proud of you guys tonight. That was really a wonderful presentation; you students are amazing. Rosemary asked if the board members would

let her know if they plan to attend the CABA Recognition in Mystic. She thinks it is an honor for this board and she thinks it is well deserved. Each and every one of you put your heart and soul into the last two years and it shows and you deserve the recognition so I hope you can come and let her know. Rosa Richardson we should try to car pool if we can; absolutely. Rosemary said she thanked Marylou and Tammy for the phenomenal amount of work that they got done in a short time. Marylou said Tammy did most of it. I only looked through the books for the backup. Rosemary really appreciated everything and said see you both get to reap the benefits of your labor so thank you.

C.1.d. Committee

D.1. Approval of Minutes

D.1.a. The West Haven Board of Education Regular Board Meeting was held in the Board's Meeting Room on the second floor of City Hall, 355 Main Street, West Haven, CT on Monday, October 21, 2019 at 6:00 PM.

Chairwoman Russo asked for a motion to approve the October 21, 2019 Regular Board Meeting Minutes D.1.a.

Karen Pacelli made the motion to approve the minutes

Rosa Richardson seconded the motion

Discussion:

All board members present were in favor

Regular Meeting Minutes are approved

D.1.b. The West Haven Board of Education Pupil Services Committee Meeting was held in the Board's Meeting Room on the second floor of City Hall, 355 Main Street, West Haven, CT on Monday, October 21, 2019 at 5:30 PM.

Chairwoman Russo asked for a motion to approve the October 21, 2019 Pupil Services Committee Meeting Minutes D.1.b.

Karen Pacelli made the motion

Rosa Richardson seconded the motion

Discussion: Rosemary said that was a busy night

All board members present were in favor

Pupil Service Committee Meeting Minutes are approved

D.1.c. The West Haven Board of Education Policy Committee Meeting was held in the Board's Meeting Room on the second floor of City Hall, 355 Main Street, West Haven, CT on Monday, October 21, 2019 at 7:10 PM.

Chairwoman Russo asked for a motion to approve the October 21, 2019 Regular Board Meeting Minutes D.1.a

Patrick Leigh made the motion to approve the minutes

Bob Guthrie and Karen Pacelli simultaneously seconded the motion

Discussion:

All board members present were in favor

Policy Committee Minutes are approved

D.2. Resignations: (Certified)

Chairwoman Russo said she will do these individually because they deserve to have them read individually.

19-101 Kaitlyn Schuessler, General Music Teacher – Washington School

Effective: To Be Determined

Reason: Personal

Chairwoman Russo asked for a motion to approve 19-101

Rosa Richardson made the motion

Patrick Leigh seconded the motion

Discussion:

All board members present were in favor

Item 19-101 is approved

19-102 Nathan Hill, Science Teacher – West Haven High School

Effective: To Be Determined

Reason: Personal

Chairwoman Russo asked for a motion to approve 19-02

Karen Pacelli made the motion

Rosa Richardson seconded the motion

Discussion: Chairwoman Russo said she knows he will be missed and is glad there is coverage

All board members present were in favor

Item 19-102 is approved

19-103 Dr. Anthony Cordone, Director of Adult Ed & Fine Arts – West Haven High School

Effective: January 1, 2020

Reason: Retirement

Chairwoman Russo asked for a motion to approve item 19-03

Karen Pacelli made the motion

Rosa Richardson seconded the motion

Discussion: Karen Pacelli wanted to wish him well in his retirement. Chairwoman Russo said she thinks we all wish him luck; that was a long career. She is sure it is bitter sweet for him to retire as it is hard to say goodbye. Superintendent Cavallaro said Sue he left out he was his senior class advisor for the class of 1981. Neil thinks Sue would remember but not many others. Rosemary said 51 years is a long time so thank you Dr. Cordone.

All board members present were in favor

Item 19-103 is approved

D.3. New Hire: (Certified)

D.4. New Business

19-104 Recommended policies from the Policy Committee and board members in attendance to be voted on by the full Board

- 1. #P6171.4 Instruction - Special Education (IEE)**
- 2. #P3231 Business/Non-Instructional Operations**
- 3. #5125 – Student Records**
- 4. #5141 – Students – Reporting of child abuse and neglect**
- 5. #5113.2 – Students – Attendance/Excuses/Class Cuts**
- 6. #P5113.2 – Students – Truancy**
- 7. #4111/4211 Personnel – Certified/Non-Certified**
- 8. #4112.6 Personnel Records**
- 9. #4112.5 Security Check/Fingerprinting**

Chairwoman Russo asked for a motion to approve item 19-104 and asked if we should go through each one individually.

Bob Guthrie made a motion to do 1 through 9 inclusive because most of the board was present for the policy committee meeting. For Patrick's benefit most of this complies with statute or language changes and in regard to one specific policy it was recommended to be pulled a part to have its own policy number. So nothing in there is earth shattering or really brand new to comply with statute, language changes. If you would like the backup material it is all here. Patrick Egolum thanked Bob.

Rosa Richardson seconded the motion for the 1 – 9 inclusive

Superintendent Cavallaro said the next step would be Tammy will work with CAFE who has the online policy and these will show up there shortly.

All in favor to approve doing 1 – 9 inclusive

All board members approved doing 1 – 9 inclusive

Chairwoman Russo then asked for a motion to approve the policies 1 – 9 inclusive

Patrick Leigh made the motion

Karen Pacelli seconded the motion

Discussion:

All board members were in favor

Policies 1 – 9 are approved Item 19-104

19-105 Approval of FY 2020 Alliance Grant

Chairwoman Russo asked for a motion to approve the FY 2020 Alliance Grant

Rosa Richardson made the motion

Bob Guthrie seconded the motion

Discussion:

All board members were in favor

The Alliance Grant item 19-105 is approved

Before making a motion to adjourn Chairwoman Russo asked the board members to stick around for a couple of minutes after the meeting. She also wished the candidates good luck tomorrow.

Chairwoman Russo asked for a motion to adjourn

Karen Pacelli made the motion

Patrick Leigh seconded the motion

The meeting adjourned at 7:00 PM

Respectfully submitted,

Marylou Amendola

Board Secretary