

WEST HAVEN BOARD OF EDUCATION MINUTES
February 6, 2012
Regular Board Meeting
Council Chambers

The Regular Meeting of the Board of Education was held in the Council Chambers of the City Hall, 355 Main Street, West Haven, CT on February 6, 2012. The meeting was called to order by M. Toni Paine, Vice Chairman of the Board of Education at 7:00 p.m. The meeting opened with a pledge to the flag.

**BOARD MEMBERS
IN ATTENDANCE:**

M. Toni Paine, Vice Chair
Patricia Libero, Secretary/Treasurer
Dorinda Borer
Betsy Davis
Patrick Egolum
Robert Guthrie

BOARD MEMBERS ABSENT: Mark Palmieri, Chairman
Cebi Waterfield
Eric Murillo

ADMINISTRATORS PRESENT: Neil Cavallaro, Superintendent of Schools
Dr. Anne Druzolowski, Assistant Superintendent
David Cappetta, Director of Finance

CITY OFFICIALS PRESENT: Nick Pascale, Councilman from the 1st District and
Liaison to the BOE

**STUDENT REPRESENTATIVES
PRESENT:**

Stacie Hurley
Abdul-Rasak Zachariah

Toni Paine welcomed everyone to the board meeting and stated that before beginning with the public portion of the meeting we will do the presentation first.

Neil Cavallaro said the board has made an effort to recognize the accomplishments of students. Last week we recognized a young man from West Haven High School for his accomplishments with the West Haven High School Hockey Team; Mike Troiano.

This week we are recognizing Jayva Frances Johnson for her accomplishments with the West Haven High School Girl's Basketball Team. The team this year has had great scores 14 & 4. Coach Eagan and Coach Forbes along with the two student Captains were in attendance to congratulate Jayva. Jayva is the 2nd athlete to receive Student Athlete of the Week in the New Haven Register and we are very proud of her.

Pictures were taken by Patti Fusco of Jayva with her parents, coaches, captains and Superintendent. Applause. There was a short recess before the beginning of the public session.

B. Public Portion of Meeting

There were two speakers during the public portion of the meeting Patti Fusco and David Carr. Their presentations can be found at the end of the minutes; Schedule A and Schedule B.

The public portion closed at 7:12 PM.

C. REPORTS

C.1.a. Administration/Status of Schools

Neil Cavallaro and Vice-Chairman Paine thanked the WHHS Counselors for the gifts of candy and notepads given to board members in recognition of School Counseling Week.

Neil thanked Toni Paine and Attorney Carolyn Dugas for the work done on the Positive School Climate Policy.

Neil stated that all board members received the budget book and we have been looking for more creative ways to conserve money and we are looking forward to having more discussions with the city administrators. Regarding MUNIS we are taking advantage of a new program. ICON has extended an invitation to the city to come to a meeting as we need information at a quicker pace.

The board should pay close attention to what Governor Malloy says in line with state reporting . We hope the funding for ECS funding doesn't change. Reforms will be coining out in the next week or so.

Anne Druzolowski stated she will have a presentation for the board next month.

C.1.b. Student Representatives

There were no reports this month.

C.1.c. Board

Dorinda Borer stated that the Teacher Evaluations are moving along and she would like to talk to the Board Chair to re-establish the ERIN Committee. If we are not going to re-establish it then we should figure out what committee it comes under.

Toni Paine said she will bring it to the Chairman's attention.

Dorinda said they had the signing ceremony today for the Engineering and Science University Magnet School by the City of New Haven and West Haven and Patrick Egolum and I were in attendance. UNH will give scholarships to those students who meet a certain grade point average and fall below a certain level of income. There has been no information about when this school is being built and we need more information as 25% of students will be from West Haven. As a board we need to be in that loop. Dorinda also complemented Toni on the work she has done on the School Climate Policy.

Patrick Egolum wanted to clarify that the President of UNH said tuition would not be necessary for all WH students not just those at a certain income level while attending the Engineering and Science Magnet School.

Bob Guthrie would like to see the West Haven Board of Education stay in front of this rather than behind it.

C.1.d. Committee

Toni Paine said on the agenda tonight we have the approval of the Positive School Climate Policy. The following policies should be repealed and replaced with the new policy (once numbered and accepted by the Board). The following existing policies are duplicative of the new policy.

Student Policies:

5131.911(c) Harassment, Intimidation and Bullying

5145.4 Nondiscrimination

5145.5 (a)(b)(c)(d)(e)(f) and Form 5145.5 Sexual Harassment Formal
Complaint/Appeal Forms

5145.6 Grievance Procedures

Personnel Policies:

4118.11 Nondiscrimination/Discrimination Grievance Procedure

4118.11 (a)(b)(c)(d)
4118.113(a) Harassment

The new policy should appear in both the student and personnel sections. Toni asked for a motion to add the above items to be included in item 12-11. Toni said this is the same draft policy received by the board before. We had a good policy to begin with and just had to fine tune it. Toni asked for a motion.

Patrick Egolum made the motion to approve the addition to item 12-11

Patricia Libero seconded the motion

All board members present were in favor of adding the above items to be included in item #12-11.

Amended Item #12- 11 is approved.

Dorinda asked if employees sign off on individual policies or just once for all policies saying they received it. Neil thought it was a good question.

Toni asked if each student gets a handbook and a sign off sheet and brings back the signed sheet. It was decided it would be best to check with Jolene Barnes on this.

D.1. Approval of Minutes

D.1.a. West Haven Board of Education Regular Board Meeting held in the Council Chambers of City Hall, 355 Main Street, West Haven, CT on January 17, 2012 at 7:00 PM

D.1.b. West Haven Special Meeting Board as a Whole for the Budget held in the Council Chambers of City Hall, 355 Main Street, West Haven, CT on January 25, 2012 at 5:30 PM

M. Toni Paine asked for a motion to approve D.1.a. and D.1.b. inclusive

Bob Guthrie made the motion

Dorinda Borer seconded the motion

Discussion: None

All members were in favor

D.1.a. and D.1.b. minutes are approved

D.2. Resignations: (Certified)

12-09 Shannon Torpey Cribbin, Women's Track Coach - WHHS

Effective: Immediately

Reason: Personal

M. Toni Paine asked for a motion to approve item 12-09

Pat Libero made the motion

Patrick Egolum seconded the motion

Discussion: None

All members were in favor
Item 12-09 is approved

D.3. Resignations: (Non-Certified)

D.4. Leave of Absence: (Certified)

D.5. New Hire: (Certified)

D.6. New Hire: (Non-Certified)

12-10 Eduardo Alvarez, 38 Second Avenue, Apt. 2, Seymour, CT 06483

Bilingual Paraprofessional – Multiple Schools

Effective: January 30, 2012

Salary: Per Paraprofessional Contract

M. Toni Paine asked for a motion to approve item 12-10

Dorinda Borer made a motion to approve item 12-10

Bob Guthrie seconded the motion

Discussion: None

All board members were in favor

D.6. Item 12-10 is approved

D.7. New Business

11-11 Request to approve the Positive School Climate Policy

M. Toni Paine asked for a motion to approve item D.7. 12-11 which was voted on to amend during the policy committee meeting tonight to include the following. The policies below are to be repealed and replaced with the new policy (once numbered and accepted by the Board). The following existing policies are duplicative of the new policy.

Student Policies:

5131.911(c) Harassment, Intimidation and Bullying

5145.4 Nondiscrimination

5145.5 (a)(b)(c)(d)(e)(f) and Form 5145.5 Sexual Harassment Formal
Complaint/Appeal Forms

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Personnel Policies:

4118.11 Nondiscrimination/Discrimination Grievance Procedure

4118.11 (a)(b)(c)(d)

4118.113(a) Harassment

Dorinda Borer made a motion to accept the new policy Item 11-190 with the amendment voted on tonight during the policy committee meeting.

Bob Guthrie seconded the motion

Discussion: None

All board members were in favor
is approved Item 11-190

F. Information

Student Representative Stacie Hurley reminded everyone that on March 22, 23 and 24 at 7:30 PM and on also on March 24th at 2:00 PM The Wedding Singer will be presented at WHHS and invited everyone to attend.

Nothing further was discussed.

M. Toni Paine asked for a motion to adjourn

Dorinda Borer made a motion to adjourn

Pat Libero seconded the motion

All board members were in favor

The meeting adjourned 7:35 PM

Respectfully submitted,

Marylou Amendola

Board Secretary

Schedule A & Schedule B are attached.

Schedule A

Patricia Fusco

311 Shingle Hill Road

West Haven, CT

Good Evening!

I am sure you all heard the news that Commissioner of Education Stefan Pryor has sent the frameworks for teacher evaluation plans to the State Board of Education. There is a committee set up by the legislature that has been meeting for over a year to develop guidelines on which everyone agreed. PEAC includes representatives from AFT Connecticut, the Connecticut Education Association, the Connecticut Association of Boards of Education, the Connecticut Association of Public School Superintendents, and the Connecticut Federation of School Administrators.

On Wednesday, Jan. 25, the Performance Evaluation Advisory Council (PEAC) released their guidelines for evaluating educators.

PEAC is recommending a three-tiered system:

- Multiple indicators of student learning will count as 45% of the evaluation. Half of that 45% weight will come from a standardized test, which would be either the CMT, CAPT, or another valid, reliable test that measures student learning.
- Teacher performance and professional practice will be weighted at 40%.
- Other peer, student, and parent feedback will be weighted at 5% with professional activities counting for 10%.

PEAC continues to meet to "flesh out" the framework. We will stay in close contact with them and begin to draft our own plan for West Haven when the State Department of Education releases the template that it expects districts to follow. We have already established a core committee and are investigating how evaluation is carried out in different districts around the country.

I would also like to speak about the Sexual Harassment Policy that is in effect in our district. I recently sent out a message about this from the Employee Assistance Group. I want to quote from that message: "When an allegation of workplace sexual harassment occurs, it is extremely important **not** to publicly comment, theorize or discuss the situation with your co-workers. You could be ensnared into a charge of **defamation** or **retaliation** for making comments that are derogatory toward the alleged perpetrator or the victim." I think too often we get caught up in the gossip mill and forget that most charges end up being unjustified and someone's reputation is negatively affected unjustly. Let's steer clear of gossip and let the proper authorities deal with any and all situations. They are trained and we are not.

Thank you.

Good Evening

My Name is David Carr, I reside on Lake Street in West Haven. Today is 2/06/12. First, I want to thank the members of this Board for your commitment of time and talent to our community. Your work affects the future of our children and the future of our community. Community development and personal success in formal education are highly correlated.

A review of Current Data from the 2011 West Haven 4th Generation Ct Mastery Test shows Students who failed to attain the 2011 State Minimum Goals across all three areas of Math, Reading and writing:

- 47% of 465 3rd graders
- 45% of 475 4th graders
- 50% of 480 5th graders
- 56% of 438 6th graders
- 55% of 480 7th graders
- 55% of 460 8th graders

Overall I suggest that approximately 50% of 2800 students failed to attain a score of Goal or Advanced

Proficient is not an acceptable level of mastery to me, nor should it be to any person who recognizes the challenges of employment and career development in our local and global economy faced by our students.

I propose that additional Direct Intervention is required with families of all failing students to make a life long positive impact on study skills to prevent future life stage failure. I suggest delivery of:

- a) In home study guidelines and expectations;
- b) Definitive parent/family home study expectations;
- c) Home Study Parent Skill modeling workshops in school for targeted families;
- d) In-Home meeting and study environment coaching for parents receptive to this service

I propose to provide these services as an independent contractor to the City of West Haven

I request funding for this service in the 2012-2013 budget at a rate of \$75.00 per hour with 1000 budgeted hours of service delivery. Additionally I request \$5,000 for the mailing and production of materials necessary for the workshops. This cost may be reduced by using Board of Education printing resources and bulk mail accounts.

I appreciate your consideration and funding of this proposal. I would welcome the opportunity to answer questions and expand on any points in the future so the Board will recognize the value of this service

Respectfully Submitted,

David Carr, M.A .