

WEST HAVEN BOARD OF EDUCATION MINUTES
July 18, 2011
Regular Board Meeting – City Council Chambers

The Regularly Scheduled Meeting of the Board of Education was held in the Council Chambers at City Hall, 355 Main Street, West Haven, CT on July 18, 2011. The meeting was called to order by Howard Horvath Jr., Chair of the Board of Education at 7:00 p.m. The meeting opened with a pledge to the flag.

**BOARD MEMBERS
IN ATTENDANCE:**

Howard Horvath Jr., Chairman
T. Sean Maher, Vice Chair
Eric Murillo, Secretary/Treasurer
Dorinda Borer
Patrick Egolum
M. Toni Paine
Mark Palmieri
Robert Saley

BOARD MEMBERS ABSENT: Cebi Waterfield

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

CITY OFFICIALS PRESENT:

STUDENT REPRESENTATIVES

PRESENT:

B. Public Session

Howard Horvath welcomed everyone and said we will open the meeting with the public portion and asked if anyone would like to address the board.

Nancy Rossi, 12 Robin Road addressed an article in the Register which discussed the progress of the construction or move of the BOE to City Hall. The portion she spoke about was that before voting for a five million dollar bond anticipation note which was needed for the project, the city council initially delayed the vote because of question about whether bonding could be reduced; that move delayed the project about three months. She asked if anyone received anything from the State or anyone else that stated this in writing; that it was because of a delay in funding. She then wanted to go through the dates with the board. The bond note was not brought to the City Council until November 8th, 2010 and was actually drafted in October but never was given to the chair or was put on the agenda. November 8th the decision wasn't held in committee and the reason being is that she wanted to know about furniture, the savings and everything else. That delayed the actual passage by three weeks. The bond ordinance first read occurred on November 22nd, 2010 and the second read and it passed on December 13, 2010. We were told if we immediately released from our unallocated contingency \$100,000.00 on November 22nd there would be no problems or delays whatsoever. They passed that transfer and if anyone doesn't believe this or has any questions Donna Nally has all this information. Mrs. Rossi stated the problem is this; if I am responsible for something I will take full blame but unless somebody has documentation from the State which states that. The real problem was the bond anticipation note; somehow it was put aside. She asked the new Finance Director Joe Mancini when he came on board what rate we were getting for the bond anticipation note and he said what bond anticipation note. He didn't even know about it. It just recently was funded. She doesn't know what the holdup was but to put in the paper that there was a three month delay because of the bond anticipation note was very unfair and inaccurate. If somebody has something from the state stating that because we didn't pass the bond anticipation note the project was held up three months I will stand corrected. So far I haven't heard about any documents of proof and Nancy is going to call the state and find out just what the problem is.

She was very sorry sorry to see Pat Libero leave as she has always been an excellent educator and administrator and knows that she will be missed. When it comes to filling the position she has seen good educators that have been passed over and she would like to see everyone given the same shot and the same fair chance and will be asking for a rating sheet so she can see what the mindset is. She doesn't know who makes that decision part of the board or Neil and a group but wants to know that it is very fair and above board.

The board gave thanks.

Public Session closed at 7:10 PM

C. REPORTS

C.1. Administration/Status of Schools

Neil discussed the process for hiring administrators. Posting for Pat Libero's position is out and closes next Monday. Goal is to have a person in place and have a special meeting early in August on the second that will give up time to follow our contractual obligations. In anticipation of opening for Assistant Director of Pupil Personnel that position will be posted tonight or tomorrow and we could conceivably have this filled by the special meeting on the 2nd as well completing interviews for elementary positions as that is where we have the most need and this would be a good opportunity to clean up the hiring there too everything should be in place by the second as well.

Neil said with the hiring process we are in good shape with our elementary schools including Carrigan we should complete the process fairly quickly. Bailey will be complete with the filling of the position on the agenda tonight. The concern Neil has is WHHS. Currently we are in very good shape but as in the past during the summer some of our science people interview for higher paying positions. We run the risk of losing people in the shortage areas where they can go out and make more money. We haven't received any resignations yet but we have even posted jobs to try and seek out more applicants if this happens. The position which was added to the agenda is a very good example. It is a shortage area in math and the person has several years experience and has taught for us and has agreed to come back to us so via communication from Kuwait.

Howie asked if he was at the high school recently. Neil responded yes he was and he was a quality candidate and were sorry to lose him when he left so we are glad to have him back. Rob asked if we were going to lose him again to the service? Neil said no he is in the reserves and is scheduled to come back August 15th.

Mastery Test Scores were received a week ago Friday and we have been analyzing them and Anne will give an overview now and a more detailed report in early fall.

Neil complimented Al Barbarotta and Joe Falzone along with their guys because given the limited crew they had this summer they have done a tremendous amount of work done. They have done a great job of getting the schools ready so far.

Al Barbarotta from AFB then gave an update.

Al Barbarotta, President/CEO of our facilities management company began by explaining there were 4 areas he wanted to report on : 1) Part-Time Custodial agreement ,2) Update on Bennett ice rink , 3) 5 year Capital project and Savin's needs assessment and 4) The Energy management contract that also went in the newspaper today . Al explained the custodian agreement that was ratified by the custodial union allows for 14 part-time cleaners in the schools. The plan is to begin this program immediately with 4 part-time custodians filling 2 full time positions at West Haven High School . The initial savings in year one will be approximately \$80,000. This savings is calculated by taking the average cost of \$75,000 per custodian for a full timer and replacing each full timer with 2 part timers at a cost of approximately \$15,000 -\$17,000

each. Al explained that as positions open up through retirements or any other reason the district has the ability to assign 2 part timers for each full time vacancies. The implementation will be after the district fills 2 positions the union gets to fill 1 vacant position. Then the district gets to fill the next 2 vacancies with 4 part timers then allowing the union to fill the next vacant position and so on till the district has filled 7 full time positions with 14 outsourced part time cleaners. Al estimates the yearly savings to approximately \$350,000.00 yearly when the program is in full operation.

Al explained the plan to reduce or eliminate the approximately \$300,000 deficit in the operating budget for the Bennett Rink for the fiscal year beginning July first .Al explained Jon Capone is working with Chris and Steve in the management of the day to day operations with AFB responsible for the comptroller and secretary duties . Al explained that the 3 full time custodians at a total cost of \$225,000 will be replaced with part time cleaners who will also share in the Zamboni responsibilities at a cost of less than \$100,000. Al also explained that he had a meeting with the superintendent, UI and Ken Carney to address the dehumidification problems. Everyone agreed if the new units are running properly they still cannot keep up with the August heat so we agreed to open the Rink this year after Labor Day. All user groups were notified per Jon Capone. Al also explained that we were looking at a 5 year lease to purchase a new Zamboni. Rob Saley asked for an organizational chart so the BOE could see how AFB has rearranged the facilities, department, rink and stadium and Al agreed to do that for the next BOE meeting.

Al explained Savin Engineering has started the needs assessment at Bailey and Carrigan. Al explained that Ken Carney informed us that Antonozzi Associates was already paid to provide a High School study and has done so. Neil Cavallaro explained that we didn't have enough money to do all the schools this year and we will need 3 years to have a complete plan. Al stated he would share a preliminary report as soon as it is available.

Rob asked Al for information on the Energy Request for Proposal (RFP) that is out to bid and Al replied that because AFB was responding to the RFP that he didn't feel comfortable discussing it until everyone had an equal chance to respond and Rob agreed.

Al responded to questions from the BOE including a clarification of the part time custodians and Al explained that no one with a current position would loose their job and that his plan replaces custodians through attrition. Al also explained that each building will eventually have a Building Manager and Assistant Building Manager with night time part time cleaners. Al also thanked Dave Orio and his executive board for their professionalism and cooperation during the negotiations.

The board thanked Al for his report.

Anne Druzolowski then gave a preliminary look on the CAPT and CMT results. She stated we still don't have any of the AYP information yet but by September they will be able to give the board that information as well.

We are following the trend in State there are no big surprises. Reading was not a high point in the state and what she was disappointed with along with the staff were the scores in reading. Math is moving in the right direction reading isn't. We are looking at this data very carefully from over the past three or four years and matching student's scores. We have started to do this and the matched scores will show us the impact of what we have been doing rather than just looking at kids who have not been here for a period of time.

Howie wanted to clarify this. He said when you say matched scores it is kind of looking at vertical scale scores; Anne said the same child over time in our system consistently. Howie said in that particular area; Anne said correct. Howie said so if they get a, and this is a wrong number, but if they get a 200 in the CMT almost every year from grades 3 to 6 that would tell us they are not really changing much. Anne said what we are looking for is that upward progression. Howie said he knows they want from 200 to 250 to 300 that would tell you that they are progressing but you are going to do that analysis. Yes we have done some of it already because people get hung up on the scores. Part of the problem with the CMT is that it is different every year so you are not looking at the same test every year; your matched score is only as good as what we get to work with. You get a more accurate read when you start looking at that student over time. That also helps when you look at all the work the teachers and staff have been doing changing the way they have been teaching, changing the instructional resources, that is probably the best way to get a handle on if we are moving in the right direction. That is the most important piece right now we need to see if what we are doing is in the right direction or do we have to stop, modify and make some changes. Writing continued to be at or above what the state is right now so we are pretty pleased with that. Reading across the content areas of the high school holds a lot of concern for Anne. She knows that a lot of the English teachers are going a little crazy right now so she is hoping that we can really desegregate this data for them. They can only look at what they have been doing; we can look at it from a broad perspective which will help a lot more. The most important thing in all of this is the skill of the principal and we have done a lot of work with that this year and next year can be a high profile year because then you start looking at the impact of all of the work we have been doing on teacher instruction and what kind of support the principals need to provide to the teachers in order to be able for them to do their jobs better.

The transition didn't appear to make any difference and she thinks that is critical in what is going on with the scores of kids. With Bailey she didn't see a big shift and that had a big shift in terms of students and staff.

The 6th grade at Carrigan it looked very good. When you start looking at some of that data you can see where some classroom teachers that used a different approach and integrated a lot of the skills that we have been practicing has made a big difference and that is research that will be very important in effecting change in all the classrooms; peers helping peers. These are the kind of recommendations you are going to see. This means we have to give more time to other teachers to go into those rooms and see that and feel comfortable with it. That is onsite PD.

It was very clear to Anne that we went in the right direction with mathematics and she was pleased with that. She didn't see great gains but didn't see the dips. She saw progress being made that was credible. What helped was not just the curriculum but obviously the resources that were used to support the curriculum and the support from the coaches in the buildings. We need change and have talked about the resources for the reading program is not what it should be we need more non-fiction and we talked about selection next year of a reading series; it is probably over ten years old now. Neil said it

is twelve. That is our next big venture. There were no surprises; kids were coming in with greater needs and that switch we are trying this year with our K&1 Program in terms of full court press with our speech and language teachers and our reading consultants will be a good place to start to make some differences. She thinks we are on the right track; it is a process and we are moving through it and there were no surprises to her.

Howie said that was mostly about the CMT's how did the CAPT do? Anne said they did very well and actually went up about four percentage points in science and in writing. Mathematics stayed flat but didn't bother her because it didn't go down. That was critical there because that is the last of the horizons we will be touching upon. As we progress through. Reading was our problem area; reading across content area. We have been doing our writing for awhile with social studies and she needs to see it with all subject areas. A little has been done in science and that is when kids start using that language to access the content and if they are learning how to read better and comprehend better that non fiction piece gets really solid by the time of high school. The reading is bothering me and I'm not quite sure what it is and when Ann comes back from vacation that will be a big area.

Toni said when she was first on the board she thought with the CMT's that was one of the stronger suits with the younger kids wasn't it. Neil said it was always writing. Toni said but reading was never poor. Anne said it was never great either. Toni said it was the writing that was strong and have we ever done anything following through with those students. Anne said that is what we will be doing. It used to be if you could write well you could read well. The writing assessment is very much regimented in program so our kids have learned how to take that assessment well.

Neil saw a handful of kids with a five in writing and a one in reading and that made no sense to him. He was concerned about this but that seems to be a trend not only in West Haven but across the state; it was very concerning. Anne said it could have been a little blip; it might have been the reading sample. It might have been the way the kids read it or the depth with which they were supposed to then analyze what they read. Everybody is looking at everything and more information will follow. If reading is not at the top of its game we loose everything including math. Howie stated it is foundational.

Sean Maher asked if they were looking at the syllabus at the high school; it is pretty archaic at this point. Sean said for the curriculum the books that are being read. Anne said the curriculum itself is not archaic; the resources are. Yes we are looking at it with great fun!

Rob had a question on why they emphasize non-fiction. Ann gave the following example. If you learn to read non-fiction well and answer those types of questions and really understand the meaning it is really a different type of reading than a fictional text. So when I go into the high school or college or anything beyond that you are dealing with a lot o of fiction you are dealing with non-fiction. If I can understand what I am reading in a science book it is because foundationally I have practiced it and it is a different way of reading. When you read non-fiction you think differently, you are looking at it

differently, you comprehend it differently and it is processing differently. When you read a fiction with your imagination you can fly.

Howie said he met a very impressive young college student who is home for the summer and is very interested in working on data so I would like to hook you two up. Anne said to have him come and see her. Howie said he is definitely interested and has a real background in it as well and is actually a graduate student. Anne said that would be very good she would love to have somebody come.

Dorinda said the one thing that jumps out at you is the significant variance between elementary schools. Compared to last year maybe that range is getting greater. Anne said the school that probably is our most needy is not doing as well as it should. We have to look at school based issues and you have to separate that also from the whole. The school that should be making very good gains is not and we have our thoughts on that as well but I'm not about to share them right now but we can talk at some other point. Dorinda said her comment is that she is well aware that there is economic disparities within the city but some of these schools are only two miles apart and to see this range; it is a great range so she thinks it is our job to close that gap so are we looking at other things like socio-economic areas related to that school and what we could do for resources there. Anne stated that has always been done. The bottom line is that economics is not an excuse for what is going on in that building. We have buildings right now that are not economically needy that are not where they should be so it works both ways. The dialog around so what is happening in these buildings and not happening in another is a very purposeful conversation that is occurring and will continue to occur. Dorinda stated don't you think it is a combination because if you have lower income schools obviously they have different needs at home. If you have a single parent who has just lost their job and they are worried about putting food on the table they aren't necessarily sitting down and doing that homework; she is not saying that is right or wrong and in some families you might not have that; I think it is a combination. She doesn't think it is just the educators and administrators in a particular school because they have different economics that make up that school. She said she is talking about maybe more guidance or parental resources to help those families that are more in need than the families that are not in need. Anne doesn't disagree that is one solution. The other piece of it however has to be with what about when I'm not dealing with economic need. Dorinda said absolutely that comes first but thinks this is a great contributor. Class sizes in some of those schools are larger i.e. Savin Rock, Washington, Forest. She thinks there is a direct correlation. Anne would not disagree; economics and our budget plays a role in it as well.

Neil said one of the concerns he has is that we added back a lot of teachers but a school like Savin Rock is much more transient and they get more kids and all of a sudden those class sizes tend to go up. When we started they were all pretty even. One of the things we can do is that given that Savin Rock is a needy school and more than likely will be a school in need of improvement so we will move some of those students to Mackrille. He is not advocating a whole new restructuring given what we just went through but it something we need to look at. If you look at Bailey's Mastery Test Results they did

pretty well relative to that they took kids from Carrigan and from very poor socio economic ends of town and it apparently looks like those kid's scores were brought up because there wasn't that much of a dip in the score it stayed pretty level so you would have to assume that the Carrigan kid's scores went up. At some point we are going to need to look at how our student population is blending. Dorinda asked if that is how you knew the transition had no effect; what did you look at. Anne said it was pretty flat and one would expect that if transition had an affect last year it would have been a big dip in all the areas and that is not what we saw. Neil said a concern was for the 6th grade at Carrigan. Many of the teachers came from either Bailey or Carrigan teaching at a 6th grade level and hadn't taught all the subjects. Many teachers were teaching math and language arts as opposed to just social studies and science and those kids did really well.

Howie wanted to throw in a comment and said on that topic of really well part of what I think I heard you say was we are going to look at how students do year over year. If you take a look it shows where the student was when they began the year and where they were at the end. If you look at that kind of growth or lack of growth it will tell you more about how you are doing and more about how they are being educated and I'm excited about that in addition to where they are relative to being proficient at goal or advanced and I think that is important. I think what Dr. Druzolowski is saying is on the one hand we have to do everything we can to try and understand, support and relate to the variety and diversity of children and their circumstances and we should do whatever we are doing and more to the extent that we can. We are not going to solve poverty we know that but I think what she is saying is that we don't want to let that be an excuse for us not to be able to do what we know we can do although it is more difficult in our schools. I'm excited about this and the whole 90/90/90 about saying well look you can say all you want about kids from low socio economic can't achieve but look at these numbers. It is going to take some time and I think it is going to take that kind of analysis; more granular in depth about growth, about students and about their socio economics so you would want to be able to answer the question more clearly that this seems to be the impact or at least this is a variable here where classes are 25 vs. 29 and if we are doing that kind of analysis I think we are going to be smarter about understanding what is going on and really smarter about the interventions we apply and the strategies we apply going forward and about who is where. If you did the analysis that showed how we determined the very best, highest performing teachers are all in the best schools and your lowest performing teachers aren't you know back to your question or point about equity. Shouldn't your very best teachers be teaching the most neediest students and shouldn't you know I mean I don't want to get into a kind of personnel issue but maybe you recognize that and they get paid a little bit more for working in the toughest schools and these are things you can consider and these are things districts and schools are considering but right now we don't really know where, who, what and how other than they have this level of proficiency, this level advanced and maybe this level needs improvement. I'm just throwing this out there and I am excited to hear #1 that we are not going to allow for excuses and #2 that we are going to take a deeper more nuanced and important look at the data and then use that to help us continue to move forward in a positive way.

Anne said perhaps you could say to teachers this is something we should have looked at and we didn't see; we started seeing commonalities in class sizes and that tells us something else. That is also giving us more information to make a decision about budgets. If we see that the predominance of classrooms with kids, considering they are heterogeneously grouped as designed, are not making the progress against their counterparts then you start to look at class size and then you say this is the common variable. It will get that minute that is why we need a little time with it. Howie said yes and you don't get it over night but there are enough models out there and I think it is something we ought to emphasize and make sure we have the systems and the resources.

Rob Saley said touching on what Dorinda said, originally you talked about socio economics and I always believed that a couple of years ago when we read that 90/90/90 study and I thought wow maybe just because you are poor is not an excuse, you come from a single parent family and that is where I am looking at it saying we have done a lot of stuff in the classrooms now. I obviously haven't seen the CMT or CAPT but I'm hoping that is the way we are going because I don't think and you brought it up and I was going to touch on the 90/90/90 study anyway and it just seemed, I'm not saying it was a panacea, but it seemed like there is no longer an excuse if you have the right teacher in the classroom and all the stars are aligned. I would like to see that going forward we look at class size, teachers and... Howie interjected let me just add to that. All those stars aligned, that is a lot of stuff because what you need to see when you look at that 90/90/90 is not just that it had proved that you can do it, but you need to compare what they did to what you are doing. The distinctions, the differences and the deltas are what you have to as a BOE think about well if they are doing this and doing that in an extended year or day you have to look at how it is different and how they are supporting the teachers. That is a big thing you can't just say somebody is at a certain level of performance you have to ask what we are doing as a school system; what infrastructure do we have in place to help them get better.

Anne said we also have to identify other evidence that we can measure differently. You can't hang your hat on a CAPT or a CMT doesn't do much good. Howie interjected it is not sufficient. Anne said that is a good way of putting it. Howie said necessary but not sufficient. Anne said exactly and there are other criteria we have to start looking at more closely.

Dorinda said so we do know the class sizes are bigger in those schools when we said it right along and the class sizes are being set for September so at what point are we going to say we need to mix it up.

Neil said the largest class at Savin Rock was the 4th grade class and they are going over to Carrigan. He didn't see any other classes at maximum other than that 4th grade class. When we get that AYP notice then will notify eligible students that they are eligible to transfer and then we have certain criteria by which we have to judge economics of a sub group and that kind of thing and we will more than likely move kids from Savin Rock for class size purposes and also because we are limited in space and we will target that area.

Dorinda wanted to clarify for the record that she doesn't think it is an excuse the disparity in the income levels but she does think it is a factor. It is not a coincidence that we have more free and reduced lunch in these schools, we have a lower income in the schools that are testing lower and I am just suggesting that we look at it a little more globally. Of course reading, writing and arithmetic are the priority but outside of the school walls I think as educators we have to be aware of what is going on in the community that surrounds a school that's all.

Anne Druzolowski said that is always private conversation trust me you can't get away from that especially in our schools that are high need because a lot of our families are part of that community and they look at the school as their community. While they are not the most vocal of our community groups they are in fact the most in touch and in tune with what the kids are getting and that is a safe place for their kids to be so it is a whole different perspective that one has to look at in that community at large.

Howie added that he thinks we should be thinking about what we could do in addition to what we are doing. That is a conversation we should have.

Dorinda had a question under status of schools for David Cappetta. On the salaries you said we are only waiting for transfers in the benefit section. Are we waiting for transfers from grants in the salaries section?

Dave said they worked on that last week but the grants are due later this summer so we are just kind of waiting. Dorinda said OK because we are \$600,000.00 over and in our last meeting you said we would be right on target and that the grants would cover. Dave said yes we are still on target. Dorinda said so you think we will still be on target on salaries.

Dorinda had a question on the administrative positions we are filling. She trusts Anne and Neal's judgment on who we are filling the positions with and who we are putting in the right spots but she just wants to ask about the process because our bi-laws suggest that for personnel on an administrative level there needs to be that committee put together; are we putting together the committee? Yes always. Are we going to be able to put that committee together in time? Neil said we are ready to go tomorrow morning and we have at least two positions we have to put committees together for. Dorinda said so there are 5 BOE members, 2 PTA representatives; (Neil interjected 4 BOE members) Dorinda said OK this says 5 but maybe there has been an update. Neil said that is wrong there are 4. OK 4 BOE members, 2 PTA representatives and you guys OK.

Anne said that process has been very clearly defined over the past two years it is very regimented; anybody who has been on it can attest to that. It is very objective; it lets the process do its work and involves speaking, writing and problem solving.

Dorinda said OK and just two follow ups from our last meeting and it kind of builds on what Councilman Rossi was talking about; the move to City Hall. At the last meeting I had asked Ken Carney and it was said it would be two years and I originally thought he

said one year and it was suggested that it was never indicated one year so I just want to let you know for the record that I did check the minutes because it was suggested I check the minutes and one year was the target with two years being the worst case scenario; so that was indicated by Ken Carney.

The other thing is about the Title 1 position and the governance board. I pulled up the notes and I left behind the parental involvement guide do we have a check list that it recommends that talks about what we involve parents in because parents are supposed to be involved in the school improvement plan and a number of other areas. Anne said yes they are. It will be that as well as there is a school compact piece and there is school governance which we will be implementing in December and all of those pieces are in place in our Title 1 Schools; it is not in the non-Title 1 Schools. We are however looking at the School Governance Council being part of the State that is not being part of everybody's. OK Dorinda then said there is a general checklist that talks about involving the parents to use as a guideline. Anne said they are all statute related with the citations right after them. Dorinda said OK so we have that checklist. Anne said yes it is displayed as a checklist but it is not a checklist.

Howie asked Anne to explain the school governance council. Anne brought the team with her which included non Title 1 as well to their session. We walked away as did everybody else realizing that there aren't any real good pieces of guidance in the creation of it other than what you have to do in terms of who should be on that school governance and what their responsibility is which is advisory, completely advisory that was made clear. There are a series of ideas and things that they should be doing but it is easier to be implemented across the district than to have it separate. Again its advisory and it is very clear from what they were telling us that it couldn't be part of the PTA you couldn't be a PTA member and call it a PTA it had to be completely different guiding what was going on in the building in terms of progress on initiatives and that type of thing. Howie asked if she brought back any material. Anne has the materials and wants to do a presentation but can give him the materials ahead of time they are more statutory; I walked out and people said that is why nobody is paying attention to them because they are causing so many problems and discord but we will make it work really well. I think that when the principals walked away from it they thought it was something that would be very productive in their building and that is the way we are going. Howie asked how many schools will be candidates for that. Anne and Neil said all of them. Neil said Title 1 is mandatory. Howie said that is impressive. Pam Gardner went with them and she agreed it was a very good means of assisting her in governing the building.

C.1.b. Student Representatives

There were no student representatives present at tonight's meeting.

C.1. c. Board

Sean Maher wanted to keep everybody up to date on former student board rep Eric Pang. He left this morning for California and he will be off to Afghanistan by the end of the month so keep him in your thoughts. Howie said he is a brave young man.

Howie wanted to talk briefly about the Superintendent Evaluation. What he would like to do if it is alright with the board is have them take another look at the documents he sent as a starting place. If you have other information or other documents you would like to include or comments about them; feedback or questions you can call or email him. His plan is to have the board think about this between now and what sounds like a Special Meeting the beginning of August. We will make sure everybody is available August 2nd is the target date. Neil will be away the rest of that week. Howie will make sure everybody is available and nobody is away on vacation; let me say generally then. He would like to try to have two meetings over the course of August where we could first really come together with Neil and hash out what we read here, what we think and how we feel about what this should look like. Then based on that meeting come back a couple of weeks later and do a formal evaluation and give him a sense of how we felt this year went and agree to what we want in place for the evaluation a year from now. That is generally what I would like to do and he thinks that makes sense and Neil feels comfortable with that. The challenge will be the dates so we will make sure maybe Marylou or Tammy can help me out to make sure ideally everybody is there.

Dorinda said it make sense to wait to do Anne's evaluation and once you get yours the criteria is in the same line. Neil said he evaluates Anne. Dorinda said right I know are you to do Anne's first to yours so that the criteria is kind of in line and you are saying once we settle that out does that make sense. Neil said sure her evaluation is not public or to the board it is like any certified staff member. Dorinda said but it is key she is the administration. Neil said of course. Dorinda said the other thing is while we are working out the criteria are you simultaneously (Toni Paine mumbled something and Dorinda said excuse me Toni did you have a comment) Toni said did I have a comment; no I had a comment for myself I said once again we micromanage. Dorinda said I think that is a reasonable question. Howie said everybody is entitled to their opinion. Toni said and that is mine. Dorinda said my other question is while we are working on the criteria are you working on your goals simultaneously. Neil said yes, in fact Howie and I have had several discussions. OK. Howie said the whole idea about this is it will be pretty clear about what the goals will be going forward next year at the very least. Howie would invite Anne's input as he knows she was instrumental in setting up the interviewing process and people have said wonderful things about what you brought to that and how that works so please weigh into Neil or me or any of us about what you think relative to the evaluation because you have had a lot of experience. The idea is to do it collaboratively, for it to be fair, to be something that helps our superintendent continue to reach forward and that we can get behind and support as a board and as a community to insure we get the kind of results that everybody wants. Howie asked if we were all set on that and they were.

Howie said on the budget he knows it is not a final budget so if you look at page 2 under tuition which he always understood to be a pretty variable piece are we saying we kind of

nailed this one and that our budget was \$6,728,834 and we got that same number. Dave said barring any surprises. Howie said kudos to the estimators. Then on page 3 he knows the bus company has been pretty good about working with us along the way and not raising costs and I see we will increase a little bit on the transportation is this a function of just a new year and a new contract. Neil said it is a contractual increase. Howie said we are saying though that physically handicapped is going down a hundred grand because again that is always that big variable piece. Dave Cappetta said in a conversation with Pupil Services that was their best quote. Howie said we went from 816 to 1 million so it went up in terms of budget to actual and now we are going down. I'm trying to pose the question to make sure that is something that you feel comfortable about that is all. Dave said yes. Then on page 4 under salaries for me to understand C 16 Classroom Teachers is to say that based on the retirements at least at this point are we going to have about the same number of teachers; my recollection was about 530 and some are probably not in the classroom they are doing other things. This says to me that we will be about a million less expensive in that teacher salary category and that is a function of less expensive teachers replacing more expensive teachers. Correct. So we probably will have about the same number of teachers and we actually may have a few more to your point about class size. Neil said they have done really well. Tonight they are bringing in a rather highly priced math teacher but it is certainly worth it and it is certainly in an area of concern. A further discussion took place.

C.1. d. Committees

Dorinda wants to have a Parental Communication meeting before the next board meeting.

Howie thanked Neil and the BOE for the support in the fund raiser for the Sevarino family. Amanda did a great job covering it and having it published.

Mark said before starting the minutes he would like to add D.5. 11-116 to the Agenda. Rob seconded the motion all were in favor. Item 11-116 is added to the Agenda.

11-116 Rodney Jackson, 157 Piper Road, Hamden, CT 06514 (8/15/11)

Currently stationed in Kuwait

Math Teacher – Freshman Academy WHHS

Effective: August 29, 2011

Salary: \$60,234.00 (Step 9 BS+60)

D.1. Approval of Minutes

D.1.a. West Haven Board of Education Regular Board Meeting held at City Hall, 355 Main Street, West Haven, CT on June 27, 2011 at 7:00 PM

Sean Maher made a motion to approve the minutes

Toni Paine seconded it

All board members except Howie were in favor. Howie abstained because he did not attend the meeting.

Minutes are approved

Howie asked for a motion to approve D.2. 106
Mark Palmieri made the motion
Patrick Egolum seconded it
Discussion: Rob Saley asked if we approve this resignation are we approving the retirement package. Neil said exactly based on the non-meeting that was worked out and that is why we have the resignation.
Eric asked if we had details on that. Neil said it was sent to him the day after the meeting last time.
All board members present were in favor except Rob Saley.
Rob Saley was opposed
Motion passes

D.2. Resignations: (Certified)

11-106 Harry Conlan, Rink Manager – Central Office
Effective: June 30, 2011
Reason: Personal

D.3. Resignations: (Non-Certified)

11-107 Nicole Cooke, Literacy Aide –Washington School
Effective: July 7, 2011
Reason: Personal

D.4. Leave of Absence: (Certified)

D.5. New Hire: (Certified)

11-108 Sean Griffin, 15 Lake Street, West Haven, CT 06516
English Teacher – Bailey Middle School
Effective: August 29, 2011
Salary: \$42,512.06 (Step 5 BS+30)

11-109 Stephen Shine, 475 Jones Hill Road, West Haven, CT 06516
Technology Education Teacher - WHHS
Effective: August 29, 2011
Salary: \$37,974.28 (Step 4 BS)

11-110 Shannon Curren, 75 Trumbull Street, West Haven, CT 06516
Special Education Teacher – Carrigan
Effective: August 29, 2011
Salary: \$46,710.58 (Step 8 BS)

D.5. New Hire: (Certified) Continued

11-111 Joseph Lucibello, 352 Wildwood Drive, Orange, CT 06477
Director of Pupil Services – Central Office
Effective: September 1, 2011
Salary: \$117,020.14 (Step 6 with 6th year)

11-112 Susan E. Stevens, 470 Woodland Drive, Milford, CT 06516
Preschool Teacher – Mackrille
Effective: August 29, 2011
Salary: \$37,974.28 (Step 4 BS)

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

11-113 Candace R. Simmons, 56 Swampscott Street, West Haven, CT 06516
Literacy Aide – 17.5 Hours per week – Forest
Effective: August 31, 2011
Salary: \$16.09 hourly

11-116 Rodney Jackson, 157 Piper Road, Hamden, CT 06514 (8/15/11)
Currently stationed in Kuwait
Math Teacher – Freshman Academy WHHS
Effective: August 29, 2011
Salary: \$60,234.00 (Step 9 BS+60)

Mark Palmieri requested that we do inclusive D.3. 11-107 to D.6. 11-113 plus 11-116

Howie asked if there were any concerns; there were no concerns

Dorinda Borer seconded the motion

Discussion: Rob asked the Superintendent to explain the step process which starts at Step 4 now and really should be Step 1. Neal gave a detailed explanation. Teachers come in at different steps due to their experience, education and subject area. Neil went over each individual teacher and said they are working on changing the numbers because it is confusing.

All were in favor

Motion passes

D.7. New Business

11-114 Approval of the Family Resource Center Program Grant for 2011 – 2013

Sean Maher made the motion to approve 11-114

Mark Palmieri seconded it

Discussion: Dorinda wondered how much it was for. The amount wasn't given at the board meeting but was \$97,000. Anne said we may not get any of it the way they are cutting the budget at the state level. Howie said we are not at any risk if we approve it not knowing the amount.

All board members were in favor

Motion passes

D.7. New Business (Continued)

11-115 Approval of Elementary Unit Leaders for the 2011 – 2012 School Year

Mark Palmieri made the motion to approve 11-115

Dorinda seconded the motion

No discussion

All board members present were in favor

F. Informational:

Rob had a question about the teacher from Washington who was sent a recall letter and rejected the position being offered her. Rob said he will talk to Neil about it after the meeting.

Howard Horvath requested a motion to adjourn.

Mark Palmieri made the motion

Rob Saley seconded the motion

All board members were in favor

The meeting adjourned at 8:35 PM

Respectfully Submitted,

Marylou Amendola

Board Secretary