

**WEST HAVEN BOARD OF EDUCATION MINUTES**  
**June 27, 2011**  
**Regular Board Meeting – Harriet North Room**

The Regularly Scheduled Meeting of the Board of Education was held in the Harriet North Room at City Hall, 355 Main Street, West Haven, CT on June 27, 2011. The meeting was called to order by T. Sean Maher, Vice Chair of the Board of Education at 7:00 p.m. The meeting opened with a pledge to the flag.

**BOARD MEMBERS  
IN ATTENDANCE:**

T. Sean Maher  
Dorinda Borer  
Patrick Egolum  
M. Toni Paine  
Mark Palmieri  
Robert Saley  
Cebi Waterfield

**BOARD MEMBERS ABSENT:** Howard Horvath Jr., Chairman  
Eric Murillo, Secretary/Treasurer

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

**CITY OFFICIALS PRESENT:**

**STUDENT REPRESENTATIVES**

**PRESENT:**

## **B. Public Session**

Sean Maher welcomed everyone to the West Haven Board of Education regular meeting for June 27, 2011 and stated we will open the meeting with the public portion and asked if anyone would like to address the board.

Michelle Caprio, 14 Middlefield Rd., West Haven stated that within a two week span she toured all eight schools along with Christine El-Bakri and Rob. She wanted to thank Mr. Cavallaro for giving them the permission to do this for their food service. She thanked Mr. Cavallaro for the meeting they had last week to address their concerns and findings. They requested that all food service and lunch aides to be CPR certified. They also mentioned the Fire Marshall postings regarding occupancy capacity in the lunch rooms which is also a concern that they had. A concern they discussed after they had the meeting was that if Carrigan was to turn into an intermediate school will there be a need for an additional custodian? At Bailey and WHHS we found that the teachers brought the children to the lunch and there was a separate custodian for clearing and cleaning the tables and floors between each wave. They wondered if there would be a separate custodian to do this. She thanked Neil for his time and it has been great working with Alan Belchak.

Neil said the custodian is a good issue that he will speak with his maintenance team about. CPR would have to be voluntary although as we mentioned in the meeting Alan Belchak's staff is trained but we would make it a voluntary effort; we don't believe we can require them to do this. That was the initial reaction from Donna Kosorowski. Joe Falzone is working with the three Fire Marshals for the cafeterias and gymnasiums and auditoriums and we believe that all the occupancy limits will be up by the beginning of the school year.

Michelle stated that in one school that they visited only one out of four food service members had CPR training so his entire staff is not CPR Certified and their concern is that with fruits, grapes and hotdogs there should be someone within close range to be trained and to know where the AED equipment is as well. The board gave thanks.

Pam Gardner, 16 Big Spruce Lane addressed the board as Principal of WHHS. WHHS has a strong end of the year. They had the WHHS Honors Award which was held at West Woods and was sponsored by Bayer Health Care and Yale University. Over 210 students were recognized and they had an outstanding alumnus come back to speak Tina Clarke Beamon and everyone raved about her speech. Pam thanked the Honors Committee, especially Diane Taylor, for their efforts in making the Honors Awards Ceremony happen. Mayor Picard was also recognized for his efforts in securing funding for the ceremony. 315 seniors were honored at the Senior Awards Ceremony and over \$70,000.00 in scholarship money was awarded. Class of 2001 Valedictorian, Matt Gordan, was the speaker at the ceremony and he was well received also. Special thanks is given to the Italian American Civic Association for the use of West Woods for both of

these ceremonies; it provides a great venue for our students and it is an outstanding place to have families watch and listen and applaud the success of their children.

The class of 2011 is one to be remembered and recognized. They were an outstanding class athletically, artistically and academically. Graduates this year will be attending Yale, Princeton, Cornell, Assumption, Quinnipiac, Boston College as well as Fairfield, UCONN, Clark, Drew, Howard, UNH and more. Two students matriculated at UNH during the spring semester as part of the Outstanding Seniors Program and received a semester of college credit.

At the Commencement Ceremony Carly Lindgren, Class President, Martha Jacobs, Valedictorian and Stacey Mataekatis Salutatorian were outstanding commencement speakers and they summarized the class of 2011 in their own words, emphasizing the true impact this class has had on WHHS and WHHS on them.

Project Graduation was moved to UNH with positive results. Right after graduation students were able to celebrate on the college campus. She is very proud of the class of 2011 and thanked the Board, Superintendent, Assistant Superintendent, and the Mayor for their support of WHHS and the Class of 2011. She especially wants to thank the Italian American Civic Association for all of their support.

Sean Maher thanked Mrs. Gardner and said that is wonderful news. He asked if anyone else would like to address the board.

David Carr, 29 Lake Street spoke and his complete presentation is located at the end of the minutes. (Schedule A)

Eric Brown, 31 Meloy Road has one child attending Seth Haley and one going to Carrigan. He stated it looks like the city will lose a lot of students and future students because they cut music from the school programs. He could register his child in the magnet school in New Haven and doesn't know if it would cost the city more to have his child go to the magnet school but he would rather have his children stay here in West Haven. Parents who move to other towns look at what programs they offer to their children. They will go to the school that gives their child the option of being able to have music and the school that performs better for the students. Please find the money and keep the music program at Seth Haley.

The board gave thanks.

Public Session closed at 7:15 PM

## **C. REPORTS**

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

Neil Cavallaro echoed Mrs. Gardner's sentiments and stated in addition to the events at WHHS which Mrs. Gardner mentioned all of the other events that took place at all of our schools went very well. The graduations at Carrigan, the great graduation ceremony from Bailey which took place at WHHS went extremely well, and all the promotion ceremonies from all the other schools went very well. The year end events were very nice culminations for what was a difficult but, when you see it at the end, a very rewarding year.

Our own Culinary Arts teacher Joel Gargano won \$20,000.00 on Rocco's Dinner Party which was a nice honor. They kept talking about WHHS and the students and it was a great way to promote our program. One of the things we had designed for the new high school was to really ramp up that culinary program and that would be something to work towards.

Neil said Ken Carney is here from the Building Over Sight Committee and he knows he will talk a little bit about the high school when they are done.

Mr. Carney presented the details involved with moving the BOE Offices to City Hall which is the proposed Government Center. The State Department of Education requires that the BOE approve the plans before we can move to the next step. The approval of the plans allows them to pursue roughly 1.2 million dollars in reimbursement. The goal is to create a Government Center at City Hall. He thanked the members of the Building Over Sight Committee who have worked very hard on this project as well as several other projects to save the taxpayer money and make sure these things come in under budget and on time. He also thanked Sapienza Architects for a great design and he wanted to discuss the project overview. They are renovating roughly 13,000 sq. feet for the BOE use. The Blake Building was 20,000 sq. feet with a lot of unusable area; The very large hallways are unusable and if you take them out of the equation the 13,000 sq. feet works very nicely for the offices. The purpose of this project is to better serve the citizen of West Haven in a more efficient and cost effective manor. The plan is to commit the most commonly used services to the first floor. When a resident comes in to the first floor of City Hall they will be serviced by the Building Department, the Planning and Zoning Department, the existing Tax Service Department as well as the Assessor's Office and all of the services the Board of Education offers on a regular basis to the citizens would also be on the first floor. There would not often be a need for someone to go to the second or third floor. This will save the taxpayers money by combining services. One example of that is that of the 13,000 square feet of space we want to remodel which is presently heated but has no insulation or caulk in the windows and we can see the heat all winter just bellowing out of the building through thermal imaging scans that were taken. The board offices arrive they will be bringing insulation and sheetrock and the heating costs will actually go down. If you compare that to the \$325,000 they spend every year at the Blake Building between utilities, landscaping, snow removal, repairs etc. it will cost less. You also will bring two very energy efficient boilers (94%) run by gas that will further reduce the cost of operating this building. Once the BOE arrives the cost to run this building will be less than what it costs to run it today. This is just one example of how

we are saving the taxpayer money. He then had a slide presentation which Patti Fusco will put on the website. The board gave thanks.

Dorinda asked about moving the copy center and facilities management to City Hall and Mr. Carney stated there is no other room for them; the only space that is still available other than the basement area which will not be used is an office and some unused space just outside the Superintendent's office.

Dorinda asked where we are with the move to city hall. When we originally moved to Yale we were given a 12 month span for the board to move into city hall. Where are we now? Mr. Carney said there are two issues. Yale will allow the board to stay another year and he took the rent we are paying and submitted it to the state and it was approved for reimbursement; it is called swing space. At the end of the day with two years rent being charged we will only pay for one year's rent. Dorinda asked why there is an additional year needed because when we moved to Yale we said it would be one year; one year only. Mr. Carney said it is still one year the problem is the one year shifted. We lost three months in signing the architect's contract. When we called the State of Connecticut for a PCT which is the next thing we have to do we called in April and they said they would see us August 23<sup>rd</sup>. We are literally dead in the water until August 23<sup>rd</sup>. That is another three months we lost so we lost a half a year which is out of our control. The process should still take 12 months.

Rob said originally 17,000 sq. ft. sticks in his brain and now it is down to 13,000. Mr. Carney said 17,000 sq. ft. is available and that includes basement space which we opted not to do anything with as there are no windows in the basement; there is no egress; and there is no easy access down there. This space is pretty much committed to city use and there is a vault down there that would have to be taken out. We had to use the existing structure; if we had put in a new structure we would have a lot more leeway. Our hands are tied as the elevators are in place, walls are in place, and beam supports are in place. We wanted employees to have a more spacious office, windows, corridors that made sense, and in the event of an emergency they could get out quickly. We tried to minimize the cost and do what was the best value to the taxpayer.

Rob said we were looking at about four million dollars with close to that being reimbursable. Mr. Carney said the total budget for this project including the outside façade was four million dollars. Five hundred thousand was budgeted for the façade with soft costs that came in around one hundred fifty thousand. The façade repair was a success and passed all the tests and is back to the structural integrity of when it was first built. Rob asked besides the 13,000 sq. ft. for the BOE is any of the outside stuff reimbursable. Mr. Carney replied negative. Neil said our application is going to the State Dept. of Education. Rob said he figured because the outside walls are part of the BOE; Mr. Carney said if you can argue that and win good luck. We have a commitment of approximately 1.2 million and budgeted for 3.5 million for this project interior wise. Rob said with all the problems the state is having this is still money we will be able to get right. Once the grant commitment is made and put into law there could be different restrictions applied but the money is still there. Rob asked what the meeting on the 23<sup>rd</sup> of

August entails. Mr. Carney said they sit down with the state and have them look at our plans and make sure they are compliant to what our application spoke about and we meet all the various codes and then I'll ask them how long it will take them to review the plans in detail and we suspect around 60 to 90 days at which point we can trigger what is called local review. That will put the review process in the hands of our building department and our Fire Marshal and at that point things will speed along very quickly.

Rob asked if they expect any major changes when the state sees the plans on August 23<sup>rd</sup>. No they don't make changes at those meetings they look for compliance. If there isn't some compliance they might make some minor changes he doesn't think there are major changes. One of the issues they are faced with right now with the state fire department is technically they want sprinklers but other than that I don't see an issue. Rob said but we have sprinklers in the whole building right. No, we can't, we don't have enough work on the building. Not to mention every tile you open down the hall is loaded with asbestos and at that point in would be five or six million dollars. Rob asked after the stated looks at it and once we get into local review would there be any additional costs. Mr. Carney said the state at the meeting would give us permission we hope for the local review. At that point our team, the building department and the fire department meet and we hash out some of the code issues. As far as surprises and increased costs we haven't put it out to bid yet. We have 3.5 million budgeted we don't know what the bids will come in at. Rob doesn't mean that he means because there will be reviews from the state will there be additional costs for architectures? No that is included in his contract. He asked for a time frame of when we will move in; best case scenario. Mr. Carney said the whole process takes a year. We lost six months because of the wait on the state. We lost three months with the signing of the contract. It is still a 12 month process but in reality we have two or three months into it and nine months to go provided we don't have any more hiccups along the way.

Neil said one of his concerns, and it is a good point that Rob brought it up, is we can't just pick up and move during the school year. We need to move at a convenient time. This would be the perfect time; a week after school ends or during a break. A concern of Neil's is that we wouldn't be accessible or not available or not able to do our jobs because we are worried about a move. Mr. Carney said if you consider the swing space, once this space is done that is when the existing Human Resources and existing Health Department are moving in. Neil said so we can move in stages. You could but Mr. Carney stated he couldn't remodel the second floor while those offices are up and running because there is asbestos in the ceiling. You will be able to arrive in stages and have plenty of notice and time. City personnel will be in your office space for a couple of months so it should all work out. Neil said his concern would be he will need Special Ed files which must be available all the time; he can't have them in transit and those kind of things; personnel files etc. Mr. Carney said absolutely and the moving of those files are covered under our plan so we get reimbursed for moving those files. He understands the need to sit down and talk about how and when this move will take place and it may be that nothing happens for two months that is a possibility.

Rob said October/November will be 60 to 90 days and after that we are looking at nine months or is it depending on the construction? Mr. Carney said we are looking at nine months from September/October; I think you will be in next summer. Neil said that would be perfect. Rob thanked Mr. Carney.

Dorinda asked unrelated to City Hall but Rec is coming to City Hall and what is going on with the building at Painter Park? Mr. Carney didn't know that answer. Dorinda asked what the total we will be paying Yale for another year. Mr. Carney thinks it is \$61,000.00 a year and half of that will be reimbursable and this is still about \$250,000 less than what it costs to maintain the Blake Building. Dorinda said right but we already built that in. Mr. Carney understands. Neil asked if the money comes back to the board or to the city because right now we are paying the rent; that is important to point out because the money normally would go back to the city. That is correct and is something we talked about a year ago and we have to monitor that. Because it is one fund when that reimbursement comes in we have to make sure that 50,000 or 60,000 somehow gets credited to you guys absolutely. Neil said you are on the record.

Dorinda asked for a quick update on the high school. He can do that very quickly but before doing that he needs a motion. Neil said it is already on our agenda under New Business. Mr. Carney said we have our eighty two million dollars and it is absolutely safe at this point. The new state legislation that has been passed allows us to get a 22 month extension without requesting it so we are actually good until April 30, 2015 when we have to have contracts in place. We are on target to put out an RFQ for an architect which will be delivered to finance this week. Dorinda asked when do you need their approval by. The sooner the better. Neil wanted to make sure he understood that their approval means funding; they have said go ahead and fund the project basically or start bonding for the project or borrowing the money for the project. Sure it is strictly a bond issue at this point the BOE has already approved the process and the Superintendent has signed off on it and the City Council has also approved the process and they now need to put funds in place for that. We originally were going to the council to say we need twenty one million dollars but now we sat down and re-priced this because of the crash and are taking our information and putting it back out to re-budget it so when we do go to the council we can say it is no longer twenty one million here is the new budget. Dorinda said if we need to be shovel ready by April 2015 we have to come up with a schedule so that the council knows they have to approve it by a certain date or we won't be shovel ready. That schedule is already written out in great detail he will give a copy to the Superintendent and the Mayor; it talks about the dates and timeline in great detail.

Neil said the next action for the board after the architect is in place is that they would have to approve the plans to be submitted similar to what we are doing tonight; the same process. Yes this is a trial run for that.

Rob said the central committee for this is not the board or the city council. Mr. Carney said the council and board have very important roles most of which have already been achieved otherwise we couldn't be where we are. The state recognizes the Building Committee as the authority on the project. That is not the BOC it is the West Haven High

School Building Committee which consists of The Building Over Sight Committee and the WHHS Principal. We have to have the Mayor appoint the WHHS Principal to that committee before we put out the architectural RFQ. Rob wanted to make sure there was a clarification on that. The board gave thank.

Neil Cavallaro stated that most of what he will address can be done while we go through the agenda. David Cappetta sent out where we are financially for the fiscal year and Neil asked him if he wanted to go over it quickly and there are still a lot of loose ends to tie up. Dave said we are on track right now and are just waiting for the city to make the final entry for the workman's comp and the medical benefits. Based on the entry for May it looks like we are on track and we have the appropriate funds to cover that. During the summer we will have some transfers which per request will be ready for the board to review and consider to zero out some of the items in the budget.

Dorinda said the report we received today said we were \$900,000.00 over in salary this is a \$500,000.00 swing from the previous report today; was there a big entry? The report she received today said the actual spending was \$46,773,000.00 and the report we received tonight said the actual spending was \$46,206,000.00 unless she was reading it wrong so there is a \$500,000.00 adjustment from the report we received today in salaries and even with that adjustment we are still over in salaries \$400,000.00 so that is one of those categories that isn't going to change. Dave said some of that has to be charged off to the grant; some of the teacher's pay that is in a local budget still has to be charged to the grants. Dorinda asked how much will be charged to the grants. Dave said close to \$700,000.00 or \$800,000.00. This will be done at year end. We are still making an entry for teacher's salaries to the Jobs Bill Grant. Dave thinks we will be under budget in salaries. Dorinda said in the email today there is a \$900,000.00 swing but there will be a journal entry from the Job Core money that will offset that and we will be on budget. Correct. This entry will be made at the end of the fiscal year. Sean asked for a report when that entry was made.

Toni Paine said we have to remember, which she believes has already been said a few times, that we are not going to get a true picture until September because there are grants and monies that have to be applied and entries for payment as well. There were no more questions for Dave Cappetta.

Dorinda had some questions for the Superintendent on other topics. She asked if the school enrollment report for Bailey and Carrigan was available yet. Neil said he gave the board the June 1<sup>st</sup> enrollment report which were the actual enrollments at the time. Dorinda said she is looking for September to see where we stand at Bailey and Carrigan are we going to have less or are we going to have more. Neil said you will have about the same numbers but slightly less at Bailey and about the same at Carrigan if I'm correct. I looked at the 6<sup>th</sup> grade class going to Bailey which is slightly less than the 8<sup>th</sup> grade class leaving and about the same at Carrigan.

Dorinda said last time we were together we said we were going to look at the cutting of the Band in the elementary but then that same week I saw that Art was also cut. Neil

stated that Art was not cut at all. Dorinda said at Mackrille they would go to Art two or three times in a 10 day period and now they are going once within a 10 day period. Neil stated he doesn't believe the schedules for any school has been made yet. The actual periods were given to the schools as to what they would need. If there are fewer classrooms there would be less periods assigned to the schools. Neil believes there is one less classroom at Mackrille but they get the same number of total itinerant periods. Dorinda said so the students will get the same amount of Art at the elementary schools; there are no changes. Neil said exactly even for general music that would remain the same. Neil met with the Art and Music teachers and they feel the number of students they serve and the number of staff available, this is a better program that we are actually going towards. They felt there were similar programs in similar schools with set ups like ours that do exactly the same thing and they felt there would be more of an opportunity to put these kids on schedule so they wouldn't be pulled out of class and they would get their lessons in a timely, regularly scheduled period. He can bring some people to the board to share their thoughts with you. Given the constants we are working with he feels like it is a better program and he is hearing that from all of the Music and Art teachers as well. Dorinda said in the elementary that is your feedback? Neil said absolutely. Dorinda said OK. Sean said we do have to note that music is not being cut from Haley School as he is hearing. Neil said correct. They would need the same number of periods to service those particular buildings.

Dorinda asked if we are going to talk about the rink during facilities or during Status of Schools. Neil said we are going to talk about the rink once the meeting is concluded in a non-meeting because there are a couple of steps and actions we need to take which would fall under the line of contract negotiations so to speak so we would do that in a private form.

Dorinda asked of the board if they will talk about the extension of the Superintendent's contract at the board piece or at what point are we going to talk about that tonight. Mark stated he brought that up at the last meeting and it has been two weeks and all the three things he brought up are not on the agenda tonight that is the problem and we can't just come here tonight and start pulling stuff up.

Rob Saley said that Howard Horvath dropped something off at his house today and asked him to copy it; he didn't know Howie wasn't coming to the meeting and would be in Arizona. Howie had said we could discuss it and give it out. Sean stated he wasn't given any information today. Rob said this is something from CAFE and it discusses the policy, like Mrs. Paine mentioned at the last meeting. Rob thinks we should review it for a couple of weeks and put it on the agenda for the next time is that OK Mr. Chairman. Sean said what Mr. Palmieri is arguing is that the request has been made numerous times and has not been placed on the agenda so I personally am not going to address something that I just received today. Dorinda asked when is the appropriate time to talk about it. Sean stated that if you want to bring it up in during the board report you can bring it up in your board report but as to whether or not we are voting on it tonight I think that has to be a consensus. Dorinda said she wasn't looking for a vote she is just looking for a meeting

date as to when we are going to discuss it because it needs to be in July by Neil's contract. Sean said you are right thank you very much.

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

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

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

Dorinda congratulated Pam Gardner on a really successful year. A lot of the board members attended all the ceremonies the scholarships, the graduation; it is a big school and she does a great job. She is always very proud when she speaks to the audience and I think we should really commend her; she does a great job.

Mark thought that the three students at graduation did a wonderful job. He also attended the Up All Night Blue and White at the University of New Haven and that ran very smoothly and the children didn't miss a beat by being at a different location.

Mark said in reading through the agenda under informational once again we see where this administration has taken our educational level. Dr. Druzolowski, Raffaella Fronc and AJ Palermo were commended by the State Department and they will pattern their curriculum after ours and ours will probably be the model for everyone. He commended the three people mentioned for an excellent job in Mathematics, English and Language Arts. Mark thanked them for making our district shine (applause). Mark asked that Anne pass this on the Raffaella and AJ please.

Cebi echoed everyone else's thanks for the great job done for the WHHS Graduation; as well as Bailey's, Carrigan's and Seth Haley's all of which she attended. This was her first high school graduation when she wasn't actually graduating. The three young ladies that spoke were so eloquent and she was greatly impressed. It is awfully hard to get up and speak in front of anyone never mind hundreds of your peers and all their parents as well as the board members and your teachers so I really commend them. If they were part of the Theatre Program she could see why they were so comfortable up there; they did a fabulous job. Sean said one student was.

Rob thanked Mr. Carney for his presentation because he sits on the BOC as a board liaison and he does a lot of work and it is a volunteer thing and he as a taxpayer really does appreciate what he does.

Patrick said he hears a lot of criticism about the West Haven public schools. During the graduation ceremony when I started hearing about students getting into Harvard, Princeton, and Cornell I was really amazed. We compete and can match any other school around. I think it is about time we start receiving some credit. We should give credit to the Superintendent and Assistant Superintendent and everything they are doing to enhance education in West Haven Public Schools. He thanked Neil and Anne for what they have been doing and Mrs. Gardner for the type of job she has been doing too.

Sean Maher echoed the sentiments stated for both the Bailey and the high school graduation. They were well organized, smooth, quick and just well done. This doesn't get mentioned a lot but the students at these presentations were so amazingly well behaved at graduation when in the past there have been some issues and the public as well. Kudos to Mrs. Gardner and her team and to Dr. Cordone and his team for the Bailey Graduation. He didn't attend the Carrigan exercises but is sure they were wonderful.

#### **C.1. d. Committees**

Toni Paine said she, too, was at the meeting and a lot of valid points were brought up and they are all being addressed.

Dorinda asked for an update on the Parental Liaison position that Myrtle retired from and we were going to see if we could put a school governance board in each school. Anne Druzolowski said that has nothing to do with that if you remember me telling you the school governance committees are only for Title 1 Schools but we are instituting them across the district and we have until November to get those moving as there are a lot of technicalities that we need the state to give us. Dorinda asked is that replacing she thinks she misunderstood and she thought that was replacing; we were asking if we were recruiting for Myrtle Stalling's position. No not right at this moment we are not. Remember I talked about the money and the availability of funding and the obligation to also have the school governance councils which are probably a lot more powerful than any one individual could be. There is a lot of state regulation behind the school governance councils and the state has asked us to hold off; they have given us the training and we have been doing quite a bit of parent involvement. Tom Hunt from Forest will be doing a presentation on this during the beginning of the year and explain how they have been working with parents. All of the other Title 1 schools have the school/family compacts where parents actually receive information which talks about mutual responsibility and what the standards are and what each school is working on. These are very simple and down to earth. We are looking forward to those activities but we are waiting to see what our funds are before hiring someone. Dorinda asked if the position is required. No the effort to evolve and work with parents is a requirement but not that position.

Dorinda said a resignation that was received this week kind of upsets the applectart and she wants to reiterate the parental involvement from the PTA's if there is a hiring for one of the elementary principals so the Parent's Group will be involved at some level.

Neil said the board policy stated that the group is made up of four board members, the Assistant Superintendent as well as the applicable PTA representative. Dorinda said but you can make voluntary transfers; Neil doesn't anticipate making a voluntary transfer into that particular facility. So if there is recruitment you will convene that board and bring the PTA Rep there. Yes. Alright.

Rob has a lot of pending things with Donna Kosiorowski regarding policies that have gone to CABE and would like to set a tentative meeting for 6:00 or 6:30 prior to our next meeting in July to discuss all those things Mrs. Kosiorowski had talked about with us. We will also discuss the rink after this meeting.

Dorinda had a question for Rob on his facilities. On a non-meeting if we have five members of the board there isn't that a public meeting; it's a non-meeting but it is a public meeting. Neil said no it is not a public meeting. Dorinda said we can have a meeting together and not be public? Yes, because you are talking about contract negotiations; Rob interjected and personnel; Sean interjected it is privileged. Dorinda said so we are talking about the personnel at the rink not the RFP process. Rob said we are talking about the contract; that is part of it. Neil said one question will answer the next I believe. Rob said it is a chronological event here.

Rob said as part of the Arts Advisory Committee it was really a wonderful meeting the other day discussing Arts in our City and the energy and passion behind the different teachers regarding the Arts programs in town is pretty exciting.

#### **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 13, 2011 at 7:00 PM

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

**11-71 Marilyn Darcey**, English/Reading Teacher - Bailey  
Effective: End of the 2010 – 2011 school year  
Reason: Retirement

**11-72 Noreen Manzella**, English Teacher – Bailey  
Effective: End of the 2010 – 2011 school year  
Reason: Retirement

**11-73 Elaine Davis**, Health Teacher – WHHS  
Effective: End of the 2010 – 2011 school year  
Reason: Retirement

**11-74 Sue Kelleher**, Special Ed Teacher- Inclusion – WHHS  
Effective: End of the 2010 – 2011 school year  
Reason: Retirement

#### **D.3. Resignations: (Non-Certified)**

**11-75 Hope Sablone**, Assistant Custodian – Carrigan  
Effective: June 13, 2011

Reason: Termination

**11-76 Reginald Argus**, Assistant Custodian 2:30 – 10:30 - Pagels

Effective: June 30, 2011

Reason: Retirement

**D.3. Resignations: (Non-Certified) Continued**

**11-77 Jennie Deegan**, Assistant Custodian 10 – 6 - WHHS

Effective: June 30, 2011

Reason: Retirement

**11-78 Elizabeth S. Rossi**, 7 Hour Cook - WHHS

Effective: June 30, 2011

Reason: Retirement

Resignations on the Addendum follow:

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

**11-102 Patricia Libero**, Principal Mackrille School

Effective: June 30, 2011

Reason: Retirement

**D.3. Resignations: (Non-Certified) Continued**

**11-103 Elizabeth Driend**, 10 Month Security Guard/Hall Monitor - WHHS

Effective: June 30, 2011

Reason: Retirement

**11-104 Linda M. Corriveau**, Assistant Custodian Gym/Pool – WHHS

Effective: June 30, 2011

Reason: Retirement

Resignation on the 2<sup>nd</sup> Addendum follows:

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

**11-105 Mary Thurston**, Math Teacher - WHHS

Effective: Immediately

Reason: Personal

**D.4. Leave of Absence: (Certified)**

Mark Palmieri made the motion to approve D.1. – D.4. inclusive including the addendums.

Patrick Egolum seconded the motion

Discussion: Neil Cavallaro wanted to recognize Mrs. Libero and the many other teachers who are retiring after long and distinguished careers with the BOE. They will be missed  
All board members present were in agreement  
Items D.1. – D.4. inclusive are approved

**D.5. New Hire: (Certified)**

- 11-79 Kristin Lugovich**, 108 Milton Avenue, West Haven, CT 06516  
Assistant Softball coach – WHHS  
Effective: 2011 Season  
Salary: \$3,350.00
- 11-80 Latisha E. Gayle**, 92 Baggott Street, West Haven, CT 06516  
Speech Pathologist – System wide  
Effective: August 29, 2011  
Salary: \$60,234.84 – Step 9 plus stipend
- 11-81 Twana Shirden**, 101 Enright Street, West Haven, CT 06516  
Reading Teacher – SRCS  
Effective: August 29, 2011  
Salary: \$60,234.84 (Step 9 BS+60)
- 11-82 Elizabeth Sorensen**, 375 Captain Thomas Blvd., West Haven, CT 06516  
Grade 1 Teacher – Washington School  
Effective: August 29, 2011  
Salary: \$40,808.54 (Step 4 BS+30)
- 11-83 Jennifer Iuteri**, 145 Hillside Avenue, West Haven CT 06516  
Grade 5 Teacher – Carrigan School  
Effective: August 29, 2011  
Salary: \$40,808.54 (Step 4 BS+30)
- 11-84 Brian Hildenbrandt**, 166 Grand Street, West Haven CT 06516  
Grade 5 Teacher – Carrigan School  
Effective: August 29, 2011  
Salary: \$40,808.54 (Step 4 BS+30)
- 11-85 Bethany Sotosanti**, 167 Old Foxon Road, New Haven, CT 06513  
Grade 4 Teacher – SRCS  
Effective: August 29, 2011  
Salary: \$37,974.28 (Step 4 BS)
- 11-86 Michael Brown**, 164 Kelsey Avenue, West Haven, CT 06516  
Grade 3 Teacher – SRCS  
Effective: August 29, 2011  
Salary: \$37,974.28 (Step 4 BS)

**D.5. New Hire: (Certified) Continued**

- 11-87 Caitlin Poulsen**, 102 Hillside Street, West Haven CT 06516  
Grade 3 Teacher – Forest School  
Effective: August 29, 2011  
Salary: \$37,974.28 (Step 4 BS)
- 11-88 Jaime Iannello**, 821 Sheffield Rd., Orange, CT 06477  
Grade 1 Teacher – Forest School  
Effective: August 29, 2011  
Salary: \$40,808.54 (Step 4 BS + 30)
- 11-89 Michelle Schmidt**, 412 Butternut Court, Orange, CT 06477  
Grade 1 Teacher – Forest School  
Effective: August 29, 2011  
Salary: \$40,808.54 (Step 4 BS + 30)
- 11-90 Cristina Romano**, 239 Briarwood Dr., Somers, NY 10589  
Spanish Teacher – WHHS  
Effective: August 29, 2011  
Salary: \$42,512.06 (Step 5 BS + 30)
- 11-91 Anna Porto**, 27 Magnolia Avenue, West Haven, CT 06516  
Italian Teacher – WHHS  
Effective: August 29, 2011  
Salary: \$42,512.06 (Step 5 BS + 30)
- 11-92 Joany Guzman**, 77 Lincoln Avenue, 2<sup>nd</sup> Floor, New London, CT 06320  
Spanish Teacher – WHHS  
Effective: August 29, 2011  
Salary: \$47,615.34 (Step 7 BS + 30)
- 11-93 Karen C. Thompson**, 110 Lafayette Street, Milford, CT 06460  
Speech Pathologist – System wide  
Effective: August 29, 2011  
Salary: \$49,898.40 (Step 7 BS + 60 + stipend)
- 11-94 Kimberly Barnes**, 46 Hubert Street, West Haven, CT 06516  
Mathematics Teacher – WHHS  
Effective: August 29, 2011  
Salary: \$39,523.10 (Step 5 BS)

Mark Palmieri made the motion to approve D.5 New Hires (Certified)  
11-79 – 11-94

Rob Saley seconded the motion

Discussion: Neil stated the following: for two teachers 11-80 the Speech Pathologist's salary is being paid by a Special Ed Grant and 11-81 the Reading Teacher's salary, an extra certified reading specialist, at SRCS is being funded by Title I. If you take all of them into consideration including the \$60,000.00 I came out with a \$44,000.00 average which is less than we budgeted for so we are in very good shape financially. He wanted to thank Jolene and Pam and the administrative team at WHHS along with the elementary principals and middle school principal. Everyone involved has done a great job in recruiting great teachers. Many of the new hires have been long term subs and have come very highly recommended and we have a great group of people at a good price.

Toni Paine asked was there only one resignation for a math teacher or two? Neil stated we have an old resignation from earlier this school year which was non-renewed. Toni asked which is this math position that we are hiring? Neil said what we are doing is we are leaving it open because we need to see the credentials of the other candidate. We need two math teachers and it will be based on which candidate is better suited for which position. Neil said at this point it is being left open depending on who the other candidate is and which is more suitable for the position.

Rob Saley asked if there was anyway they could see how the money saved from retirement salaries compared to new salaries. Neil said we budgeted \$45,000 for each new salary so we are ahead of the game and we can get you more detailed information. Rob asked if there may be more retirements. Neil said there may be more in shortage areas but we don't expect many.

All board members were in agreement

D.5 New Hires (Certified) Items 11-79 – 11-94 are approved.

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

**D.7. New Business**

**11- 95 Request by Lauren A. Knox to have her daughter, who does not meet the state cut off age date, gain early entry to kindergarten.**

Lauren Knox came before the board and discussed her reasons for wanting her daughter to attend kindergarten for the 2011/2012 school year. Her daughter is a smart and talented four year old girl and currently attends Head Start in West Haven since she was three. Her teachers have told her that she is ready for kindergarten however state law states a cut of date of January 1<sup>st</sup> . Isabella's birthday is January 26<sup>th</sup> . At her yearly physical

exam she spoke with her pediatrician and she insisted that Isabella was ready for kindergarten and would succeed throughout her school years. She provided each board member present a packet with documents, drawings, school work, and correspondence from her pediatrician etc. Isabella's teachers at Head Start expressed concern that she might become very bored with school if she were to attend Head Start for another year. Ms. Knox stated with her fears confirmed she would do everything in her power to help protect her child's education and love of learning. She called the Superintendent's Office and was told there was nothing they could do because it was a state law. She called the State of Connecticut and they informed her of a very useful exception to the case which she read to the board. After finding this out she called the Superintendent's Office. She is before the board tonight requesting that her daughter be allowed early entry into kindergarten. She stated we always tell our children to do everything to the best of their ability and to never lose that love of learning so she is asking as a parent please do not tell my daughter she should stop learning. She has spoken to doctors, teachers and professionals of all specialties. She has spoken to people who have met her child and gotten to know her and have seen her skills in action. Isabella should be West Haven's first exception; change is good and in this case I believe overdo. She requested that her daughter be that big change in advancement in West Haven Schools; she will not let you down. The board gave thanks.

Sean stated to Board Members that Judy Drenzek is here for any questions. Rob asked what questions should we ask on this one. Mark said he would have a question for Judy Drenzek. Mark said to Judy that he feels as though she is more or less their expert and would ask what she observed and what would her recommendation be. Judy said that first of all she wanted to bring up that this past year the state was entertaining the thought of changing the date of children entering kindergarten and moving it further along because some children are just not developmentally ready to start kindergarten at that age. There is a big difference between a child from January to a December birthday. When we are talking about a child we are talking about a whole child we are talking about ability to follow directions, listening to adults giving you several directions, interacting with peers and other socially appropriate things. She had given board members an article from last October and one thing that it stated was that you can't push developmental milestones. Children have sets of abilities that are definitely bound by their developmental abilities. We need to look at this before we make exceptions. She stated she can go into some specifics because Head Start is one of her sites and she has seen Isabella with the group and he does have another set of papers that Head Start has given her with the permission of the parent. She stated that she guesses she is a little disappointed that the doctor is an educator too. If I started telling people what kind of medicine they should be taken or if they have a disease....Neil said he doesn't think it is necessary that Judy go into the specifics at this point; some of what she passes out will speak for itself.

Neil said first of all he would apologize to Ms. Knox as he was not aware of the statute as they had never encountered this request. However, while she makes a compelling argument what I passed out to the board is the interpretation of the state statute; it is a Practical Guide To Connecticut School Law. The bolded section says that a parent has

the right to make the request but the last couple of sentences state that the statute provides the Board's of Education may admit students prior to that time by formal vote. In considering such requests however boards of education must keep in mind their responsibility under the equal protection clause i.e., the constitutional duty to provide equal treatment. Early admission for one student may result in demand by the same for another parent. A couple of points he would bring out are where do we draw the line. Once you make one exception you will have to make others. Judy and he had a good conversation with Ms. Knox where we shared our concerns not only now but down the road. Certainly something else the board must take into consideration is the financial impact this could have if you start making exceptions. Neil thanked Judy for looking into the matter for them and he feel confident that the exception should not be made for the reasons he stated and he doesn't think they will be doing the child any harm; in fact he believes and has shared this with the parent that down the road having an older child in kindergarten and an older more mature child as she goes up through the grades will be to her advantage. These are his feelings on it and again we can talk a little bit about the specifics but doesn't feel the need to go there but believes that his recommendation would be that the board does deny the request.

Dorinda asked Judy if she is worried about the precedent or does she think the child is not ready. Both was Judy's reply.

Toni Paine said when they had received this information and the law was cited she researched it herself and that law is listed under the State of Connecticut under Special Education and that being said the Gifted and Talented are included under Special Education but they need to be tested and identified and it can be challenged by the State of Connecticut which by the way it already has been and the State of Connecticut Supreme Court already upheld the law.

Dorinda had a couple of comments. She is not worried about a precedent because she thinks if somebody gets letters and makes the time and effort for the research and the child is ready then a child who is advanced probably should be entered because there is recourse. If they go into kindergarten and they aren't doing well they stay back. We keep children back who are not doing well. She thinks if somebody is considered ready they should go in. She stated she has a lot of respect for Judy and she does everything very wonderful in her field but she does rely on her pediatrician to give her input on the developmental areas for her child. It happens to be the same pediatrician but she does consider what they have to say and how they are doing when he (her son) was young and that was really the only one to go for experts who see children all day long and she does give a lot of credence to what a pediatrician has to say.

Rob said when he received Ms. Knox's letter last week all he thought about were all the articles he read in the last three or four years that talk about kids that are in a more structured environment in Pre-K, K through fourth grade and I know we have done a lot of things this year with that. He is not an educator but has paid for three college educations so when I see a mother that wants to put her son or daughter into school because she feels if she gets in any later she will be bored and that is one of the things he

hears from a lot of kids. They are not intrigued with school because it is not challenging them enough. I realize she has a daughter in kindergarten and it might be very close but I am not afraid of setting a precedent. Maybe we could say let's put her in for three or four months and look at it and if we can't do that then I would make the motion to put her in for the year because I think it is the right thing to do. I know that we have a lot of mothers that feel that their kids are rocket scientists but when you read this and see some of the pictures I say why not give the kid a chance.

Judy said if you have been in any of our kindergartens they differentiate for the kids they do make it challenging. They look at the kids when they come in so there are kids at this end of the spectrum and kids at the other end and there are kids in between. The kindergarten teachers do a really good job of addressing all those needs so it is not like if she didn't go to kindergarten this year that she wouldn't be challenged when she is in kindergarten because she would.

Rob said why don't we see if one of these teachers could meet with her over the summer in the next month or so and do an evaluation and if she is smart enough to get into kindergarten give her a shot. I hate to keep somebody back that wants to learn.

Judy said the things that you can't test are the social emotional skills. You can sit down and say let's check their alphabet and numeracy but there are a lot of other skills that are not pencil and paper skills and those are the most important skills in kindergarten. Sitting in a group, following directions, getting along with peers, playing with peers, learning to share these are the things you can't question and if you don't get them in that stage you can have all the academics in the world and you can be a failure later; you are not going to make it in life.

Cebi said her 10 year daughter old helps her 12 year old daughter a lot with homework from the time she was in kindergarten probably up until now. However she certainly was not developmentally ready to handle the structured classroom setting. Maybe K and 1 are OK but when you get up to the difference between and immature and she doesn't even mean emotionally immature but age wise just over the line 5<sup>th</sup> grader and a 5<sup>th</sup> grader who is just before the end of the line; that is a big difference especially as the mom of a girl I wouldn't necessarily have my daughter subjected to young men that are a little more emotionally mature at that level not to mention the fact that when she has just turned 17 she will be graduating from high school and going off to college. Not necessarily that she isn't bright enough to handle the workload but as far as the emotional level and I don't know who would be the most qualified to what is going to happen in the future or take a chance on what is going to happen in the future. I don't necessarily think that we would give them a chance and then hold them back because they weren't emotionally ready to go on. I don't know how often that happens if their grade level is OK.

Neil said that was well said and was one of the things that we actually discussed with Ms. Knox. Our concern was that the gap widens and if she is not ready or just ready as she gets older at the high school and what not she does run the risk of falling behind socially

and emotionally. Cebi said she didn't mean to disparage 5<sup>th</sup> grade boys but that was just an example.

Toni said her 4<sup>th</sup> child could read at 3 ½ and after reading something would like to take a nap. This couldn't happen in school. There are a lot of things to consider.

Sean Maher said to make a point and this is on a personal level I was an early admissions kindergarten. He was 4 ½ when he entered. While he excelled scholastically socially and emotionally he fell far behind and it affected him in the future. Maybe it didn't affect him at that particular moment but it certainly affected him in the future. It is a personal experience; a personal observation but while scholastically a student can excel far beyond their means socially and emotionally I think we all fall into the same sort of parameters.

Patrick said we hire educators here and pay them money and this is their field. This is not my field to have this type of assessment or appraisal. We pay good money to the people that we hire to handle this and I don't believe the pediatrician is in the business of education so we should discard that opinion because we have people that we pay to make that assessment. If they say we shouldn't then we shouldn't.

Christine El-Bakri from the audience asked to speak but because of a point of order was not allowed to speak. Ms. Knox then asked if she was allowed to speak again. Yes. She wanted to address a few issues because she has heard everybody's concerns and they are concerns she brought to multiple different people. In regard to the Special Education she did have a meeting with the PPT Group and should she be admitted to kindergarten she will be having a PPT evaluation to see if she is gifted. That is one thing that unfortunately they can't do unless they are in kindergarten already. She is in a full day structured environment as it is. She is dropped off at 8:00 AM and is picked up at 5:30 at night. During that time frame at Head Start she is in a very structured environment. They have play time, school time, learning time, this is where she has picked up all of her skills. She has always been advanced from the day she was born. She was born five days late and I know that doesn't make a huge difference to everybody but at a 9 lb 6 oz child she was already developed more than her cousins or her siblings or anybody else who was born at 6 pounds or 5 pounds. I understand that everything is developed as a child and I do worry about her she is my child I worry about her probably more than anybody in this room but when it comes to worrying it is not about her socially. I understand that when she attends kindergarten they will challenge her but unfortunately our budgets get cut every year and I can't guarantee that you are going to challenge her from first grade through high school. If I need to I will try and find a way on my own to make sure that my child gets challenged if this does not go through. She stated that is all I wanted to say. Sean thanked her.

Sean Maher said since we are bound I do believe we have to go to a motion. He asked for a motion on D.7. New Business 11-95

Rob Saley made a motion to accept Mrs. Knox's daughter into the early kindergarten  
Dorinda Borer seconded the motion

Discussion: Dorinda thanked Ms. Knox for being an advocate for her daughter. She said it takes a lot of courage to do that research and come forward and speak when you don't speak typically in front of people and I wish there were more parents that came forward as you did so thank you. Rob asked if the young girl is not progressing socially or academically what do you do with her after a quarter? To the needs of the teacher he is saying. If she doesn't fit into the classroom what do you do. Neil stated his guess is once the board has made this vote tonight and you have said she can then we would have to find a way to educate her. This is the first request that came to the board this is certainly not the first request that has been made to make an exception. Once you make the exception, we would certainly look at individual cases but it becomes harder to make an argument against it. We really believe we are doing what is best for the child as well. The mom is right to advocate and I respect that and that she came before the board but we are asked to make those decisions all the time based on our knowledge and our education and our expertise and I don't think we would purposely give bad advice. Rob said he is not saying that Mr. Superintendent. Neil said he didn't say you did. What Rob is saying is we talked the last three months about Honors Programs in the school and how parents are upset because they are not there and now we have a mother that feels that her child is gifted and what I am trying to say is let's give her a chance. Is there an amendment or addendum we can put on to say that if the young lady isn't progressing well in kindergarten can we make a statement that after three months can we say she is not there we have to put her back in Pre-K. We put people back into different classes every time if they are not progressing. Neil said when he was an elementary principal they had conversations with parents of children that were eligible but we felt early on because of their age or because they just made the limit that we encouraged them to consider either withdrawing and going back to a pre-school setting and some have and some haven't. Certainly once a child is in school we are going to do the best we can to educate them and to make sure we are meeting their needs. If the board so chooses we will do everything we can to make sure that Isabella gets educated. You can not neglect though that you are setting a precedent and there are going to be other requests and once the board makes this exception then we will have to think differently when we speak to parents regarding their requests.

Rob said this is not something new it is just something new that has been before the board, that we decided to put before the board because of state statute. If this is the first one that the board will hear and it is a precedent setting issue then why don't we at least do a trial period or have some sort of guidelines so that when parents do come before us to say that their kids are the next Einstein we should put them into this program and if they don't do as well as what the teachers, PPT's, and whoever else is involved in kindergarten expect and say they are not progressing emotionally, socially and academically we need to put them back. We have to start somewhere is all I'm saying. Rob said his motion still stands. Neil said the motion is on the table. Neil said Floyd is here and maybe he can better answer the question than I can.

The Board's Attorney Floyd Dugas said he hasn't had a chance to research this but every bone in his body is telling him that once that child is in you own that child forever until they graduate and you wouldn't be able to say we don't think the child is cutting it you

must withdraw it. Obviously the parent could but Floyd wanted to re-emphasize the point that Mr. Cavallaro made before regarding the equal protection provision of the U.S. Constitution; you can't treat my kid any different than your kid so where do we draw the line; one day, one week, one month, or six months. In this day and age with parents trying to balance all the balls they can you can only imagine parents who would try to take advantage of this to get their kid into school to help them with child care and those issues. I would respectfully suggest that I think it would be a tremendous mistake from a purely legal standpoint; I'm not an educator. Rob thanked Attorney Dugas.

Toni said what she thinks Rob is trying to say is make an exception to an exception. Yes, you want an exception to an exception and I think it is an honorable thing that the mother is trying to do but there are going to be people who are not going to have such honorable intentions.

Cebi said if there is no standard admission criteria the date deadline is the only standard criteria we have and how do you quantify someone with less than honorable intentions going forward. What is the criteria for admission to kindergarten then if age is not. What if there is a three year old that is a prodigy; it happens certainly.

Sean stated that being said I think we should take Rob's motion and it has been seconded so we will bring it to a vote and I do believe it call for a roll call.

A roll call vote was taken.

M. Toni Paine – No  
Dorinda Borer – Yes  
Mark Palmieri – No  
Cebi Waterfield – No  
Rob Saley – Yes  
Patrick Egolum – No  
Sean Maher - No  
Motion is not passed it is denied.

### **11- 96 Agreement between the West Haven Board of Education and AFSCME Council 4, Local 2706**

Mark Palmieri made a motion to accept the above agreement.  
Toni Paine seconded the motion.

Discussion: Mark thanked the AFSME Union for this agreement and for once again saving our district and thinking of the children first he appreciates it. It was a good job on the part of Superintendent Cavallaro and his administration too so thank you to the union and the administration here.

Rob asked if there was any way we could quantify for the next two or three years what this cost savings is going to be. Neil said sure the initial savings on the benefits is going

to be about \$100,000.00 for the first year for the estimated savings. That is the initial savings up front plus we will get into this in a little bit; removing union bargaining unit work from the rink will save us money up front. Rob asked if that \$100,000.00 is already built into next year's budget. No it isn't because it was not agreed upon at the time of the budget and Neil would caution the board that it is health care costs and we are self insured so a couple of bad illnesses and the \$100,000.00 could be less than that or it could be a little bit more; that was the number we received from our Agent of Record.

Rob asked if the removal of the cost of the labor was built into next year's budget. Neil said we based the budget on the current workforce. Rob said ok so the way we did it we are not showing the \$250,000.00 savings. Neil said since we passed the budget and even tonight you have accepted a couple of resignations, again with the guarantee and what the union is looking for is a no lay-off clause, and we do not have to replace all of the jobs so there could be more of a savings. Rob thanked Neil.

Dorinda said so the employees at the rink in the contract extension we can move them around? Neil said we are moving them to open positions. Dorinda said her only question is that she keeps hearing and she doesn't know who works at the rink so it is not personal, but I keep hearing from our management company that we have very bad worker's compensation cases at the rink. Are we moving those problems to another building by doing this? Neil said he doesn't think they said there are problems at the rink; there is one particular employee who is currently out on workman's comp. Rob said the workman's comp is not just to the rink its ubiquitous . Dorinda said no she understands that but...Neil said because of the situation, the ice and what not there is more of a....Dorinda said we were talking about the rink and that is one of the main reasons we were looking to privatize and I'm just wondering in this contract it says we are going to move the rink personnel somewhere else I'm just asking if we are moving a problem around. Neil said he thinks it is more the nature of the actual skating rink that is the issue not the employees at the rink. Dorinda said that makes sense.

Neil thanked Dave Orio and the entire Executive Board of the Union. This was something that we worked on over a good two or three months and we tossed it around 100 different ways and it is something that we really believe benefits both sides.

Sean said if there is no further discussion we will go to a vote.

He asked all in favor?

All board members present were in favor

There were no abstentions

Motion passes

Item 11-96 is approved.

**11-97 Agreement between the West Haven Board of Education and the West Haven Federation of Teachers Local 1547, AFT, AFL-CIO which incorporates both the references to an intermediate school as well as the changing language from severance pay to "retirement pay."**

Sean read the item #11-97 and asked for a motion

Mark Palmieri made a motion to accept the above agreement.

Cebi Waterfield seconded the motion.

Discussion: Neil thanked the teachers and administrators who after the first vote went back and did a really good job of educating all of the staff involved and answering a lot of the questions. That seems to be one of the problems with the Governor getting those concessions to go through; there is a lot of misinformation out there and I would say our administrative team as well as the union people that negotiated and actually worked this through went back and really did a very good job of informing them.

All board members present were in favor

There were no abstentions

Motion passes

Item 11-97 is approved

**11-98 Six teacher recommendations for the 9 – 12 Department Head Assignments for the 2011 – 2012 school year.**

**11-99 Four teacher recommendations for the 7 – 12 Department Head Assignments for the 2011 – 2012 school year.**

**11-100 Eleven Team Leader recommendations for the 2011 – 2012 school year for Bailey.**

Mark made the motion to approve item 11-98

Rob seconded the motion

Discussion: Rob said this is just a re-naming that we do every year right. Neil said that our agreement with the union is that we post these every year. Rob said same thing with 11-99 right? Neil said all three. Mark said can we do all three inclusive. Yes.

Mark Palmieri made a motion to accept items 11-98 – 11-100 inclusive

Rob said we have a motion on the table. Mark said we can withdraw the motion. Rob said he will take care of his second. OK Motion withdrawn.

Sean asked do I have a motion for 11-98 – 11-100 inclusive

Mark Palmieri made the motion to approve 11-98 – 11-100 inclusive

Rob Saley seconded the motion.

All board members present voted in favor

There were no abstentions

Items 11-98 – 11-100 are approved.

**11-101 Approval of the plans for the West Haven Board of Education Offices dated May 27, 2011 for Project Number 156-0137BE/A**

Sean Maher requested a motion to approve D.7. New Business 11-101

Rob Saley made the motion

Patrick Egolum seconded the motion

All board members present were in favor

There were no abstentions  
Motion passes  
Item 11-101 is approved

#### **F. Informational**

Rob said he just wants to make sure we get those retirements he wants to see them from Mr. Cappetta.

Cebi forgot to bring this up during board and said there is a fund raiser Play For Tara Sevarino on July 10<sup>th</sup> at WHHS at Ken Strong. Tara is a mom of several students in the West Haven School System and she was badly burned in a fire and she thinks Joe Morrell is chairing the fund raiser that is running all day. It is a round robin kind of soccer fund raiser to help them defray some of her costs. She will be hospitalized for quite some time. There is information about this on Face Book. Both she and her husband have donated a lot of time through the PTA through their kid's schools. This is definitely something worthy of our support.

Nothing further to add under informational

Sean Maher 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 9:05 PM

Respectfully Submitted,

Marylou Amendola  
Board Secretary