

**WEST HAVEN BOARD OF EDUCATION MINUTES**  
**November 5, 2012**  
**Regular Board Meeting**  
**Council Chambers**

The Regular Meeting of the Board of Education was held in the City Council Chambers of City Hall, 355 Main Street, West Haven, CT on November 5, 2012. The meeting was called to order by Mark Palmieri Chairman of the Board of Education at 7:00 p.m. The meeting opened with a pledge to the flag.

**BOARD MEMBERS**

**IN ATTENDANCE:**

Mark Palmieri, Chairman  
M. Toni Paine, Vice Chair  
Patricia Libero, Secretary/Treasurer  
Dorinda Borer  
Betsy Davis  
Patrick Egolum  
Robert Guthrie  
Eric Murillo  
Cebi Waterfield

**BOARD MEMBERS ABSENT:**

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

**CITY OFFICIALS PRESENT:** Mayor John M. Picard

**STUDENT REPRESENTATIVES  
PRESENT:**

**B. Public Portion of Meeting**

Mark Palmieri welcomed everyone to the board and hoped everyone made it through Sandy safely and had power restored. He stated the public portion is open and asked if anyone would like to address the board three different times. There were no speakers. Public portion closed at 7:05 PM

Mark requested that we have a moment of silence for Kelly Kavanagh who passed away last week. Kelly had worked in Food Service at WHHS.

## **C. REPORTS**

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

A report on the storm and make up days from Superintendent Cavallaro follows at the end of the minutes.

#### Questions

Dorinda asked if there was a contingency plan on line for each school. Neil said there is no formal plan. Once they were down to Savin Rock being the only school without power the principal and I came up with a contingency plan along with several key staff members and we worked out the details. Dorinda asked if they will formalize a plan. You don't know what school(s) will be out at any given time and each school has to do the 180 days. A further discussion continued.

Pat Libero didn't know how you would be able to do that because you don't know where you could put them. If your contingency plan was to put them at the Conference Center or the IA Club and neither had power there would be no workable contingency plan. I don't know how you can make a contingency plan for that ahead of time. You would have to just do it as it comes. You have too many variables that come in. Dorinda thinks you could at least explore this there might be a facility in West Haven that has a generator that is part of Yale or part of the Veteran's Hospital I don't know. A further discussion continued. Neil will look at this.

Dorinda had a question on communication. Is there a way for families to call into a line to find out what is going on if they don't have electricity and they aren't home? Neil said we stopped this when we started the school messenger.

Mayor Picard said the ELC is open and we put in every message to call 203-937-3770. We had a lot of parents call the ELC asking questions about the schools. Mayor Picard said the communication with the Superintendent was fantastic so we were always on the same page. There is a number for them to call so in the future if you want to you can add that to your message. Face Book sometimes had the information completely wrong. That is why this information needs to be controlled. The Mayor complemented the superintendent because we received compliments from people staying at Carrigan saying how great the food was and how hospitable everyone was so I can't say enough. If it is an emergency you just do it and there were about 150 people that were at the shelter for a couple of days. It was absolutely fantastic and Winkle Bus was at Oak Street and Morrissey Manor at 8:00 AM that morning picking up people to bring them to the shelter. Communication on the whole was absolutely incredible. The Mayor thanked the Board Chair, Superintendent and Board of Education for doing an excellent job.

Cebi Waterfield asked if any of the expenses related to the shelter were reimbursable through FEMA. Mayor Picard said last time we document everything and about 75% of the expenses are potentially reimbursable. Cebi said that is excellent thank you. Mayor Picard stated as the superintendent said we are going to do it anyways because we have to protect the people and keep them safe.

A report from Chairman Palmieri on the series of CABE Workshops the board participated in also follows at the end of the minutes. The other thing that Chairman Palmieri spoke about which will be put on the next agenda is to delegate to the Superintendent the authority to hire all non-certified personnel. This will go under informational and has been spoken about during the CABE workshops.

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

Cebi Waterfield met about two weeks ago with the Advisory Council at WHHS that had sent me an invitation through Marylou. They will meet four times a year and they discussed ways to improve things at WHHS. For the kids going on to college they will move a couple of the dates for senior and junior events later in the year. They will invite sophomores and juniors so they attend college fairs sooner and get their paperwork started sooner. A lot of teachers were concerned about leveling and asked if we were considering doing leveling. Cebi said she would follow up with Neil on this at a later date and let him know what their concerns were. Dr. Rose Paolino was the chair and Mrs. Murillo and Councilwoman Morrissey were some of the people there for this event. They did a nice job and taught her a lot about the high school. They will have three more meetings during the year and she will report back to the board.

Patricia Libero had a message from Mrs. Maher who can't be here because she is working on the set for Little Shop of Horrors which is scheduled for November 15, 16, and 17 @ 7:30. There will be no matinee. It will be a great show as always so please try to attend.

Toni Paine said we have already had the policy meeting and I'm hoping to get all those policies on to the next agenda. There will be a policy meeting called before our next board meeting and it will be about the C Rule for athletics. We have received policies from other schools and Attorney Dugas will adjust it so we have a draft for our schools and as soon as I receive the draft I will be sending it out. Chairman Palmieri stated this is not just for athletics but for any extracurricular activity too correct. Toni thanked him and said yes it is for extra curricular activity too.

Cebi Waterfield told Toni Paine that the Pop Warner Program is a Scholar Athlete Program and they have kids who have to maintain a certain GPA and she can get that information for Toni if that will help on how you want to write the policy. Toni thanked her and said she would appreciate that.

### **C.1.d. Committee**

#### **D.1. Approval of Minutes**

**D.1.a. West Haven Board of Education Regular Board Meeting** held in the Council Chambers at City Hall, 355 Main Street, West Haven, CT on October 15, 2012 at 7:00 PM.

**D.1.b. West Haven Board of Education Policy Committee Meeting** held in the Council Chambers at City Hall, 355 Main Street, West Haven, CT on October 15, 2012 at 5:30 PM.

- D.2. Resignations: (Certified)**
- 12-144 Barbara Jackson**, Special Education Teacher – Forest  
Effective: November 9, 2012  
Reason: Retirement
- 12-145 Richard Hemming**, Girls Basketball Coach – Bailey  
Effective: October 19, 2012  
Reason: Personal
- D.3. Resignations: (Non-Certified)**
- 12-146 Leona Kusmit**, Medical Building Paraprofessional – Pagels  
Effective: October 16, 2012  
Reason: Personal
- D.4. Leave of Absence: (Certified)**
- 12-147 Stacy Antonucci**, Elementary Teacher Grade 6 – Carrigan  
Effective: 11/16/12 – 12/21/12  
Reason: Child Rearing Leave
- D.5. New Hire: (Certified)**
- 12-148 Jennifer Jaksina**, 24 Brandegee Lane, Berlin, CT 06037  
Mathematics Department Head/Teacher - WHHS  
Effective: November 13, 2012  
Salary: Step 11 BS+60 \$71,917.88 plus Dept Head Stipend
- D.6. New Hire: (Non-Certified)**
- 12-149 Marilyn McCarthy**, 40 Colonial Blvd, West Haven, CT 06516  
Medical Building Paraprofessional – Forest School  
Effective: October 22, 2012  
Salary: Step 1 plus medical stipend
- 12-150 Brett Griffin**, 15 Lake Street, West Haven, CT 06516  
Medical Bilingual Building Paraprofessional – Out of District Micro Society  
School  
Effective: October 29, 2012  
Salary: Step 1 plus medical stipend
- 12-151 Lisa Raucci**, 511 Pine Tree Drive, Orange, CT 06477  
Medical Building Paraprofessional – Pagels School  
Effective: October 29, 2012  
Salary: Step 1 plus medical stipend
- 12-152 Denise Gabinelli**, 150 Jones Hill Road, West Haven, CT 06516  
3 ½ Hour Cook – St. Lawrence School  
Effective: October 16, 2012  
Salary: Per Contract
- 12-153 Jenine Collins**, 247 Washington Ave. 2<sup>nd</sup> Floor, West Haven, CT 06516  
3 Hour Cashier – Carrigan  
Effective: October 24, 2012  
Salary: Per Contract
- 12-154 Amanda Murillo**, 27 Hickory Street, West Haven, CT 06516  
10 Month Clerk – Savin Rock Community School  
Effective: To Be Determined  
Salary: \$19,755.31

Mark Palmieri asked for a motion to approve items D.1. through D.6. inclusive

Toni Paine made the motion

Bob Guthrie seconded the motion

Discussion: Cebi Waterfield abstained on item D.1.a. and D.1.b. and Eric Murillo recused himself on Item D.6. #12-154

All board members voted in favor of all items D.1. through D.6. inclusive except for those two items noted previously above.

Items D.1. through D.6. inclusive are approved.

#### **D.7. New Business**

**12-155 Request from Margaret Maher**, English Teacher/Director, West Haven High School Theatre Workshop for approval of an EF Tour of Europe's Mediterranean Coast in April of 2014 during school vacation.

Mark Palmieri asked for a motion to approve D.7 Item 12-155

Cebi Waterfield made the motion

Patrick Egolum seconded the motion

Discussion: The question was asked what is an EF Tour. The response was an educational tour.

All board members were in favor

Item 12-155 is approved.

**12-156 Recommendation to the City Council** that they grant a bid waiver based on the request and proposal from The Winkle Bus Company.

Mark said all he is asking is that as a board we send a letter to the Council showing our approval of Winkle Bus and the service that they give to the West Haven School District. I know if the city went out to bid they would still probably get it anyways. They are a local vendor and are very good to our district. I believe words like no and can not are not in their vocabulary. They are always moving forward to do the best that they can. Most important is that you can't put a price tag on the safety of our children and I believe they do a very good job. Mark asked if the board would be willing to let him send a letter to the council and if you want to address the council as a taxpayer you are more than welcome to go in front of the council and say whatever you would like to say. He wants approval to write to the Council Chairman stating that the board is fine with what Winkle Bus is doing.

Mark Palmieri asked for a motion to approve D.7 Item 12-156

Toni Paine made the motion

Patrick Egolum seconded the motion

Discussion: Cebi Waterfield said Craig Winkle does a really good job and immediately addresses any concerns I call him with. The first year when we went to grades 5 and 6 at Carrigan and 7 and 8 at Bailey there was a lot of confusion the first couple of days and he had that cleared up very quickly and as a parent I was really nervous to put my child on the bus for the first time and he did a very good job of allaying my fears and I think he works very hard to do right by our kids as far as free in city field trips and picking up the folks at Surfside and that is certainly not his main source of business. I think he does a lot for the city and I think he deserves

the opportunity to continue working with us; especially since he is a local vendor. We need to support the people that support us.

Dorinda is not denying that Winkle does a good job but thinks we have an obligation to the BOE system and to the taxpayers to insure that we are getting the best price possible for all business services and I think we should certainly do that with a contract of a three million dollar magnitude. The bidding rules are in place for a reason. I don't support a bid waiver and I wouldn't like to see the Council support a bid waiver. Unless we do our due diligence we don't know whether other pricing is out there. If the end result is that Winkle is the lowest bidder or the only bidder then I think we can at least find comfort in knowing that we did the job that we were elected to do. It is our responsibility to oversee the finances.

Mayor Picard said quality of service, best product at the lowest price; he hasn't met a company yet that does all three. Here we are talking about the safety of the children and the service that they provide which is exceptional and they are a local vendor which is another benefit but besides that every time there is something that is needed they are there. I already spoke about Surfside and Morrissey Manor and how they picked up people from there the morning of the hurricane. It is possible that Deputy Chief Pickering talked to Winkle ahead of time but it is also possible that I just knew that they would be there that morning during the hurricane. My job is to watch the finances along with the council but when you talk about commitment to your children and the community Winkle is always there. There are a lot of things we put out to bid and every now and then a waiver is asked for and I think this is one of those times. You may find something a little less expensive but not nearly the quality of this service.

Robert Guthrie asked if we knew the last time this went out to bid; he thought 17 years. Various people said close to 16 or 17 years. Bob said 17 is a safe number and asked if the local ordinance is currently five or ten percent? Mayor Picard stated ten percent. Mark said the contract is held by the city so you can call Joe Mancini to find out.

Dorinda Borer said Winkle does do a quality service but we don't know if there is another company out there that does the same quality service for a more competitive price unless we ask and there is no down side to going out to bid. Dorinda said if you do write that letter you just list the board members for rather than say board as a whole. Mark said no he wouldn't do it that way. Dorinda said a different communication should be sent to the council because I strongly feel that we should go out to bid. Mark said not a problem.

Toni Paine said if any other letter is sent there it is not going to be sent from the board. The chair sends it. You can send it as a citizen. Dorinda stated she wasn't going to send a letter she was probably going to speak.

Mark said so the motion will be for a letter that will show who is for and who is against. Neil said he would disagree with that because the action the board takes is from a vote by the majority of the board. The board's vote decided that the letter will be written on behalf of the board and the minutes can reflect how the board members voted.

Eric Murillo, Cebi Waterfield, Betsy Davis, Patricia Libero, Mark Palmieri, Toni Paine and Patrick Egolum voted in favor  
Dorinda Borer and Robert Guthrie were opposed  
Item 12-156 is approved

**12-157 Recommendation from Chairman Palmieri** that the Superintendent of Schools contract be extended.

Mark said he thought this board wanted to move this way because of past practice with regard to setting goals and objectives of the Superintendent. In the past it has always been kind of chaotic and the last minute and that is why we spoke to Mr. Guthrie and we had CABA come and do some workshops which have been going very well. We aligned it with the goals and objectives as a district and I sat down with the Superintendent and we went through them for this year and come June we will grade him on them. We are trying to be proactive on this and we are just looking for an extension. There are no finances involved now that will come with the finance committee when he is graded in June when school is out. I really believe the Superintendent has been doing a fantastic job. Mark listed many of Superintendent Cavallaro's accomplishments some of which follow:

- Attending meetings with council members toward the building of a new high school
- Handling of the many problems that hurricane Sandy caused
- Professional Development
- Changing and improving our district's curriculum

Except for hurricane Sandy these were his goals. I really believe it is fair that we show our confidence in the Superintendent for the job he has been doing for our district and for our children. He asked to accept the goals and objectives and extend the Superintendent's contract.

Mark Palmieri then asked for a motion to approve D.7. #12-157

Patrick Egolum made the motion

Toni Paine seconded the motion

Discussion: Mayor Picard said Superintendent Cavallaro started by hiring Assistant Superintendent Dr. Druzolowski who is a great asset to the city. Neil is a leader and has combined the fifth and sixth grade together with the seventh and eighth and many people who were against this now realize it was the right thing to do. It took courage and leadership to do this. The move of the board to Yale West and now moving them to City Hall is another project that shows his excellent leadership and communication skills. The curriculum for West Haven has now been written up in one or two books and the test scores are improving. Mayor Picard stated he definitely supports extending Neil's contract because he has done a fantastic job. He is a leader and cares about the kids and deserves a contract extension and as the Mayor of the City he wanted to say thank you and thank you for making my job a lot easier. Neil thanked Mayor Picard.

Mark also showed two pages which stated all the different reports that Superintendent Cavallaro has done in order to get the district all the additional monies that are needed for the budget. He also works well with the union and ABF and this is the only department in the city where the

person has to do goals and objectives. No other supervisor has to do this except for the Superintendent of Schools and I think we should show our faith and confidence in the Superintendent and move on with this.

Pat Libero feels that it is important to have goals and objectives. If Neil doesn't have goals and objectives even if he has Board of Ed goals then it trickles down everybody has them as principal I had them, teachers have them, we write them for the students, we write them for everything. It is important and they should be entered into the minutes so we have them to go by. It starts at the top and if Neil and Ann have goals and objectives and everyone knows what they are and we are all on the same page then we will all head in the right direction and that is what has to happen. Pat said she is sorry that they weren't done prior to this that he didn't have it for last year it is too bad when you did it last year you didn't...Mark said Neil has them but doesn't think they were discussed through the board.

Neil said he has them and has returned them to the Chairman for the last three years. He too feels it is important they are on record.

Dorinda Borer said last year when we were asked to extend the contract we had the goals in front of us and we all agreed Neil was meeting those goals and moved forward with an extension of his contract. It is very difficult for me to extend the contract when there is no documented performance evaluation in front of us. The nine of us are responsible for evaluating one employee and for us not to do that and grant an extension. She is glad you are setting goals for the future but we don't really have any justification for the extension. Mark said after the CABE meeting he sent an email out on the 27<sup>th</sup> for everyone's input and on the 23<sup>rd</sup> of October I sent the actual finished product and only two people answered my email. A further discussion took place.

Mayor Picard said goals and objectives are a good thing and putting things down on paper is also a good thing but actions and results are even better. Most of this board is "hands on" and they call the Superintendent and you have seen the results. You have an excellent Superintendent who has the leadership skills and has the confidence to hire the best people. You have seen the results. Goals and objectives are good but when you have a person that executes, and gets the results that is even better.

Toni Paine said approximately a year ago I printed out something that had been sent out to the whole board. He did have goals and objectives. He had submitted them and they were accepted and I printed them out and gave them to everybody and we had a lengthy discussion that night and I believe it was just a year ago this month. The score on it was quite good; it was very high and even basing it on that which is what we have to base it on if you are saying these new goals are from here forward; it showed the results.

Dorinda said that was based on that prior year's performance. There were goals that Neil developed with Howie and we met in executive session and we went over them. I'm not saying Neil didn't meet the goals we all discussed where he feel according to those goals and we all talked about it in length, as we should, as a board and we agreed that he was meeting those goals and to extend the contract. We have a huge void from last October until now. There are no goals

written. Mark said he sent them out. Dorinda said for this past year. Those are from what we did last year. Mark said did you see these goals and objectives; Dorinda replied yes. Neil said this packet was given to everybody on the board last October. Dorinda said right I have that also but we haven't talked as a board or did I miss something. Did we talk as a board about a performance evaluation.

Chairman Palmieri said I sent this information out three weeks ago and no one responded to me. If there was a problem with what the superintendent is doing I would have liked to have known from people stating I'm not happy with such and such; I don't know about what but whatever is. That is all I'm saying I just feel as though it is always the last minute. I'm trying to be proactive and move forward because since I have been on this board this has never seemed to go the right way and that is why we called CAFE and I followed CAFE'S rules. That is why I sent all this information out and I only heard from two people and that is why I thought everybody would be OK with it.

Dorinda said those are the goals for next year. You are not sending the goals three weeks ago for the past year. Mark stated those were already done; that is what the problem was last year. Dorinda didn't agree and a further discussion took place.

Cebi Waterfield wanted to make sure she understood this. She said we are accepting the goals that we wrote which you sent through email to all of us and come the end of the school year we will evaluate the superintendent and see if he has met, exceeded or not met those goals that we are discussing to accept right now. Mark said correct but we are also giving him a year's extension on his last contract. OK.

Mayor Picard spoke and said he didn't look at the goals and objectives but to him they would be that you want to educate our children, you want to do the best you can in tough financial times and hire the best people and continue to move the educational system forward during these difficult times. Dorinda you are right, certain corporations do a performance evaluation because at the end of that performance evaluation you are going to get a 20% bonus, stock options etc. What we are talking about here is that we are going to extend the Superintendent's contract. Mayor Picard said Neil I can tell you that you aren't going to get a car, you are not going to get a huge bonus; you aren't getting any of that. What it basically comes down to is do you want to keep the Superintendent for another year and give him security or do you want to stick with the semantics of the goals and objectives that we do or don't have in front of us. I think you all understand right now the kind of job the Superintendent is doing. It is going to be do you believe he deserves an extension of the contract for a year or not. A further discussion continued.

Toni Paine stated that at the CAFE Workshop one of the most important things that was stressed was communication and preparation. We were sent something three weeks ago and two people responded to it and all I would like to say is when you send something out three weeks ahead of time if you have a question why hasn't anyone contacted the chair, addressed it, made comments or suggestions. That is the only comment I have to make.

Dorinda said she wanted to make sure she didn't miss anything. We have not had an executive session or discussion in the last eleven months on the Superintendent's performance and there

were no goals in place; I know there are goals going forward that you sent out three weeks ago for next year and there were no goals that the board agreed to regarding the performance of the last eleven months. Mark said he has them and Patrick agreed that he has them too from last November. Mark corrected himself and said last October. Neil sent the entire package to the board and all the board members received the package last year. Patrick said that is correct. Dorinda said for last year OK alright.

Bob Guthrie said he would try to sum it up and is sorry Neil is the center of this. This has nothing to do with you, your performance, or your job. Plain and simple it is the nine of us that have gotten it to this point. Through the Chair there is certainly a mutually agreed upon process with CABA and CAPSS as far as goals. In a perfect world we would have had these goals agreed upon in August prior to the start of the school year. Come May/June we would have then done the evaluation and then the extension. We sort of have our cart before the horse here where the goals as we speak right now as far as I know we haven't formally approved them; yes I saw them in email format and we are going to approve the recommendation for a contract extension with the goals in place and I heard what the Mayor said about goals and mission statements and I realize the Mayor wants the best and the brightest and that includes us doing our work the right way. What I am saying is we got to this point because the board didn't do its work right and you certainly know as you and I have spoken about the timing in the way this was being done and we need to fix our end of the work and get that solved going forward. I will leave it at that. Mark asked if there was any other discussion.

Patrick Egolum said the Superintendent and the Assistant Superintendent have been very, very productive and I don't see anything that should stop us from renewing the contract so if anybody has anything to say they should say it instead of dragging us around. I know what we are supposed to do so can we just go ahead and do the vote.

Cebi Waterfield said this potentially can fix part of the problem that we had in the past by approving the goals and also extending the Superintendent's contract. We are setting ourselves up for the future evaluation process because we are accepting the goals. Mark said yes is there any other discussion. There was no further discussion.

Mark stated we have the motion and the second and asked for the vote

Eric Murillo, Cebi Waterfield, Betsy Davis, Patricia Libero, Mark Palmieri, Toni Paine and Patrick Egolum voted in favor.

Dorinda Borer and Robert Guthrie were opposed.

The Superintendent's contract is renewed for a year and his goals approved.

Item 12-157 is approved

Mark thanked the Mayor for coming this evening. Tonight is his 8<sup>th</sup> year anniversary and he has been very busy and Mark really appreciates his attending and all the work he has done for the city over the past week and wished him a happy anniversary. Mayor Picard thanked Chairman Palmieri.

#### **F. Informational:**

Mark asked if anyone had anything to discuss under informational.

Discussion: None  
Mark Palmieri asked for a motion to adjourn  
Cebi Waterfield made the motion to adjourn  
Dorinda Borer seconded the motion  
All board members were in favor  
The meeting adjourned at 8:00 PM

Respectfully submitted,

Marylou Amendola  
Board Secretary

Superintendent Cavallaro's report on the storm and make up days follows on the next page as well as Chairman Palmieri's report on the board's meetings with C.A.B.E.

Board of Education Meeting  
November 5, 2012

**1. Storm Update**

Thank everyone who was part of the Board of Education's team with regards to Hurricane Sandy, especially those who worked at the shelter.

I was informed earlier today that the shelter would be closing at 4:00. There is talk of the need to possibly reopen it because of the nor'easter that may be coming Wednesday night into Thursday. EOC officials will closely monitor the situation, and we'll work them if it becomes necessary.

Our buildings and grounds fared very well, and I believe it was because of the planning and preparation that took place prior to the storm hitting. The only major damage was to a dugout at the high school baseball field. Fortunately, it was built by one of our tradesman, and we can repair in house for just a small cost. We lost some trees and branches but our maintenance department has done an excellent job of cleaning up.

Joe Falzone and Mike McGrath worked tirelessly to prepare for the storm, and both were available 24/7 during and after its arrival. They, along with Allan Belchack were part of the city's Emergency Operations Team, attended meetings and worked with the other departments involved to plan and assist each other during and after the storm

I mentioned Allan Belchack, but it is also important that the crew that worked the shelter was outstanding and accommodating to anyone who took advantage of the services being offered.

At its highpoint, there were approximately 250 people at the shelter. It was decided that it would remain open until power is restored to all residents and as a convenience for when people were taken offline as the utility companies restored power to various neighborhoods.

Finally, it's important that I point out the work and the leadership of Rich Robinson, the building manager at Carrigan. When the concept of the building manager was introduced to us, what Rich demonstrated during the storm was exactly what we had in mind. Rich didn't need to be told what to do, he just did it. He worked with police, fire, and shelter personnel to make their difficult jobs much easier. He took the initiative on many pressing matters, offered suggestions

on more efficient ways to do things, and has already started thinking ahead and way to prepare for the next storm. Great job, Rich!

Many of you may be asking what the costs associated to operating the shelter is. Joe, Mike and Allan are putting together those numbers now. We are looking mainly at overtime for the employees as well as food to feed those at the shelter. There are also the operational costs for keeping the building running 24/7, but those are fairly minor since the shelter was contained to a certain part of the building. Once the totals are in, we'll submit them to the city and hopefully, we'll be reimbursed.

During the main part of the main part of the storm, the gym and cafeteria were used primarily. Once it was decided that school would be reopened, and the majority of people had left, it was moved to a room by the pool area.

## **2. Make up Days as a Result of the Storm**

As all of you know by now, we missed four days as a result of the storm, and we'll be making up one of those days tomorrow, Election Day, which was originally a professional development day for teachers. My concern is that if we don't make up some of the days as quickly as possible, we'd be looking at losing school vacations. Without making up any of the days, the last day of school would be June 24<sup>th</sup> and the last possible day we could end school is June 28<sup>th</sup> (Friday). By law you must complete 180 school days by June 30<sup>th</sup>.

The five schools affected are Forest, Washington, Mackrille, Haley and Pagels. Each of those schools has put a plan in place that will allow for minimal interruptions for students and staff, but will also allow those coming to vote access to the polls. I've assigned central office personnel to assist throughout the day to the schools. Police will be there at the opening of the day and at dismissal to address traffic concerns. All of the schools have suggested alternate parking plans for staff and poll workers. Classes will eat lunch in their classrooms and have indoor recess. We've enacted similar plans on primary days, and while we expect more voters, we believe we can meet the needs of everyone affected.

I've had a meeting with the Teachers Union to discuss some other options in addition to Election Day. Those include, a shortened school day the day prior to Thanksgiving and possibly making the full day Parent Conference Day a shortened school day. There was also some discussion about Veteran's Day, however, since it is part of a three day weekend, and there's short notice, we're not sure we could make it work for both staff and students. In order to

allow for more instructional time, we are making June 5<sup>th</sup> a full day for students and cancelling the scheduled professional development for the afternoon. Again, once decisions are final, we'll get the word out, and continually send out reminders as the days approach.