

WINDHAM BOARD OF EDUCATION  
WILLIMANTIC, CONNECTICUT  
BOARD OF EDUCATION MEETING MINUTES  
October 10, 2018

BOARD PRESENT: Chair Ms. Ide, Vice-chair Dr. Sewall, Secretary Dr. Gomez, Ms. Lambert, Ms. Ray, Ms. Tirado, Mr. Doyle, Dr. Gallucci

BOARD ABSENT: Mr. Desaulniers

ADMINISTRATION  
PRESENT: Superintendent Patricia Garcia, Assistant Superintendent Dr. Youngberg, Directors: Ms. Beghetto, Ms. Chatey, Mr. Johnson, Mr. Harris.

STUDENT  
REPRESENTATIVES: None

OTHERS PRESENT: General public, staff, administrators, news media

CALL TO ORDER

Chair Ms. Ide called the October 10, 2018 Board of Education meeting to order at 7:03pm in the Windham High School Library Media Center.

PLEDGE OF ALLEGIANCE

Ms. Ide led the Board and the Public in reciting the Pledge of Allegiance.

BOARD OF EDUCATION MINUTES

August 8, 2018 meeting minutes (Ref.1)

September 14, 2018 Board retreat minutes (Ref.1A)

September 15, 2018 Board retreat minutes (Ref.1B)

September 26, 2018 Board workshop minutes (Ref.1C)

**The August 8, 2018 meeting minutes (Ref.1), September 14, 2018 retreat minutes (Ref.1A), September 15, 2018 retreat meeting minutes (Ref.1B) were approved as submitted with Mr. Doyle and Dr. Gallucci abstaining.**

**The September 26, 2018 Board workshop minutes were approved with the correction of Mr. Doyle's name with Dr. Gallucci abstaining.**

## PUBLIC COMMENT

There was no public comment.

Dr. Garcia welcomed Dr. Gallucci as a member of the Board of Education.

## SUPERINTENDENT'S REPORT

### Recognitions

#### District of Distinction for Career Readiness

Dr. Garcia presented the board with a plaque awarded to the district for earning national recognition in July as a District of Distinction for Career Readiness for the Windham Early College Opportunity Program.

#### VH1 Save the Music Foundation and the Ossen Foundation Grants

Students from Sweeney and Natchaug Schools received a visit from representatives of the VH1 Save the Music Foundation and the Ossen Foundation to demonstrate the learning that is taking place using the instruments provided by the grants. Dr. Garcia noted that it is the District's goal that within 10 years, all schools in the District will have a robust music program with instruments for every student.

#### "Focus on Windham High School"

Students at Windham High School submitted the first "Focus on Windham High School" page to *The Chronicle* for publication on October 3. Windham High is one of four featured schools and will have the opportunity to create this focus page monthly.

#### Summer Programming

Dr. Garcia thanked Dr. Youngberg and the teachers who worked in the summer programming for a job well done. The program is evolving year after year. A committee is being formed of teachers and parents to work on plans for next summer.

#### Connecticut Association of Latino Administrators Conference

The Bilingual Department will be making a leadership presentation at the first Connecticut Association of Latino Administrators conference on October 23. Dr. Garcia and Dr. Mudambi will offer a workshop on technical and adaptive leadership in building a one-way dual language program.

## DISCUSSION ITEMS

### PROGRESS MONITORING

Dr. Garcia gave a presentation on how the District will be strengthening its approach to monitor student performance, using tools in the iReady platform, to increase the frequency of data analysis and develop student intervention groups.

Ms. Ide asked for a report after each cycle.

## **COMMUNITY ENGAGEMENT**

An event calendar for community engagement opportunities for Fall 2018 was distributed to the Board. Dr. Garcia noted that there should be two additional items noted. First, that principals have begun a program to make weekly calls to families to advise what is happening in their schools and, second, that Dr. Garcia will make a monthly call or video that will update families as to District happenings.

## **TRANSPORTATION**

Dr. Garcia advised that Board that the contract with M&J Bus Company will be expiring in June 2019. The District will begin to work on an RFQ for transportation shortly. She and Mr. Johnson explained the process. There was concern that the process begins in a short timeframe so that there can be adequate information available during budget planning.

## **LEASE AGREEMENT FOR ALTERNATIVE EDUCATION ACADEMY**

The proposed lease agreement was presented to the board. This lease was executed pending the approval of the Board since it was necessary to occupy the building with short notice. Dr. Garcia noted that other properties were considered but the OPP building on Main Street was the best option. The Board expressed concerns since the money has not been sent by the State. The funding was approved by the State Board of Education but is now before the State Finance Committee to appropriate the distribution to the District. Mr. Doyle requested a copy of the minutes from the State Board of Education meeting where approval of funding was noted. Dr. Sewall requested that the Board be sent a copy of the budget for the alternative school. The Board has committed to take action on this matter at the next meeting.

Mr. Doyle inquired whether the town has agreed that funding needs to go directly to the Board of Education's budget. Ms. Ide said that the town was made aware and encouraged members of the Board to speak to members of the Board of Finance of the Town.

## **COMMITTEE REPORTS**

### **FINANCE AND AUDIT COMMITTEE**

Dr. Sewall reported that the committee met earlier in the evening. They have reviewed the budget transfers being brought to the Board at this meeting. They also reviewed the adjustments that have been made to bring the budget in line with the amount that was passed at the referendum. This matter will be taken up at the next business meeting.

### **SCHOOL PLANNING AND DESIGN COMMITTEE**

Ms. Lambert reported that the committee met and discussed the need to have oil tanks removed from several buildings. There was discussion regarding forming a town committee for the project and whether an alternative fuel source would be more beneficial to the District.

There was also discussion at the committee meeting regarding the roofs on several of the buildings, particularly North Windham School which is leaking. The committee will consider a plan to replace all roofs over a 5 to 10-year period.

The build out of the Windham Early Childhood Center is complete.

The Windham High School Renovate as New Committee has been meeting and are awaiting the results of the Turnaround Plan so that the ed specs can be altered. They are also working on RFP's and RFQ's for owners' representative. An information session was held on October 9 and was well attended. Ms. Lambert thanked Ms. Chatey and her team for all their work. The next session will be held sometime in January.

Dr. Garcia noted that the High School Turnaround Committee met earlier in the day and they were working on narrowing down the number of pathways. The Board requested that they receive an update regarding the pathways prior to the next meeting.

**POLICY COMMITTEE**

Ms. Ray reported that the committee did not meet last month but had a meeting scheduled for next week and invited all to attend.

**EXECUTIVE COMMITTEE**

Ms. Ide stated that the Executive Committee meeting scheduled for October 11 has been postponed. They will be meeting on October 17 at 5:30pm. An agenda will be released early next week.

**ACTION ITEMS**

**Second Reading of Revised Policy #5113 Student Attendance and Truancy (Ref. 2)**

**Motion by Mr. Doyle, seconded by Dr. Sewall, that the Board approve the revision of Policy #5113 Student Attendance and Truancy. Motion amended to include the deletion of the words "at five or six years of age" at the end of Paragraph 4.**

**Motion as amended is unanimously approved.**

**Recommended Approval of Budget Transfers (Ref. 3)**

**Motion by Dr. Sewall, seconded by Mr. Doyle, that the Board approve budget transfers as recommended by the Finance and Audit Committee. Motion amended to remove item #2 from the list of transfer (funding of K-3 textbooks).**

**Motion as amended is unanimously approved.**

**Recommended Approval of Submission of the Education for Homeless Children and Youths Grant Application (Ref. 4)**

**Motion by Ms. Lambert, seconded by Dr. Sewall, that the Board approve submission of the Education for Homeless Children and Youths Grant Application.**

**Motion is unanimously approved.**

**Recommended Acceptance of Donation by Liberty Bank (Ref. 5)**

**Motion by Ms. Ray, seconded by Mr. Doyle, that the Board accept the donation by Liberty Bank of \$10,000 to support the before and after school programming.**

**Motion is unanimously approved.**

**Recommended Approval of the Name for the Alternative School (Ref. 6)**

**Motion by Ms. Lambert, seconded by Dr. Gomez to approve the name of the alternative school to be Windham STEPS Academy.**

The Board thanked Ms. Haddad for her leadership in facilitating the choice of the name.

**Motion is unanimously approved.**

**Recommended Approval of the Calendar for the 2018-19 School Year for the Alternative School (Ref. 7)**

**Motion by Ms. Lambert, seconded by Dr. Sewall to approve the calendar for the 2018-19 school year for Windham STEPS Academy.**

**Motion is unanimously approved.**

**Recommended Approval of Windham High School trip to Colegio Delibes, Salamanca, Spain, Spring, 2019 (Ref. 8)**

**Motion by Ms. Lambert, seconded by Dr. Sewall to approve Windham High School trip to Colegio Delibes, Salamanca, Spain, Spring, 2019.**

Ms. Martin, teacher who has planned this trip for several years, appeared before the Board to answer questions. The Board expressed a desire to investigate adding funds to the upcoming budget to assist with international travel opportunities.

**Motion is unanimously approved.**

**Personnel Recommendations (Ref.9)**

**Motion of Ms. Lambert seconded by Ms. Ray, that the Board of Education approve the following appointments and accept the following resignations as recommended:**

**APPOINTMENTS**

- Ajay Gonnelli, Health Teacher at Windham High School effective August 24, 2018, Salary \$42,371. Replacement.
- Albin Marchant, Math Interventionist at Windham High School effective September 21, 2018, Salary \$60,568. Replacement.
- Alice Ducos Morales, Paraprofessional at Sweeney Elementary School effective October 5, 2018, Salary \$11.54 hourly. New Position.
- Amber Dupont, Long Term Substitute Special Education Teacher at Natchaug Elementary School effective September 24, 2018, Salary \$115 per day. Replacement.
- Amber Heim, Pre-K Teacher at Windham Early Childhood Center effective August 24, 2018, Salary \$42,371. Replacement.

- Aneury Morales, Assistant Principal at Windham High School effective September 26, 2018, Salary \$112,265. Replacement
- Benjamin Mason, Math Teacher at Windham Middle School effective August 24, 2018, Salary \$44,857.00. Replacement.
- Brenda Cabrera, Building Substitute at North Windham Elementary effective August 24, 2018, Salary \$115 per day. Replacement.
- Carmen Garcia, Kitchen Aide at North Windham Elementary effective September 17, 2018, Salary \$14.00 hourly. Replacement.
- Ciji Hunting, Head Start Aide at Windham Early Childhood Center effective August 29, 2018, Salary \$11.00 hourly. Replacement.
- Cinzia Lettieri, Long Term Substitute ESOL Teacher at Windham High School effective August 24, 2018. Salary \$115 per day. Replacement.
- Damaris Camacho, Paraprofessional at Sweeney Elementary School effective August 29, 2018, Salary \$13.15. Replacement.
- Damaris Oliveras, Head Start Aide at Windham Early Childhood Center effective August 29, 2018, Salary \$11.00. Replacement.
- David Garvey, School Counselor at Windham High School effective August 24, 2018. Salary \$44,857. Replacement.
- Edgardo Rodriguez, Security Guard at Windham STEPS Academy effective September 13, 2018. Salary \$18.71 hourly. New, One year only.
- Emma Pavano, Gr. 3 Teacher at North Windham Elementary School effective August 24, 2018. Salary \$42,371. Replacement.
- Haley Schmidt, Music Teacher at .5 Windham High School and .5 Windham Middle School effective August 24, 2018, Salary \$43,630. Replacement.
- Haley Stewart, Pre-K Teacher at Windham Early Childhood Center effective August 24, 2018, Salary \$42,371. Replacement.
- Hiram Galarza Espinosa, Administrative Assistant at Payroll Department effective June 26, 2018, Salary \$20.00 hourly. Replacement.
- Illenys Martinez Cruz, Paraprofessional at Windham Center Elementary School effective August 29, 2018, Salary \$13.15 hourly. Replacement.
- Iliana Lis, Long Term Substitute English Teacher at Windham STEPS Academy effective September 17, 2018, Salary \$115 per day. New, one year only.
- Jill Trentham, Physical Education Teacher at Windham High School effective August 24, 2018, Salary \$56,690. Replacement.
- Jessica Hynds, Paraprofessional at Windham Early Childhood Center effective September 4, 2018, Salary \$13.15 hourly. Replacement.
- Joanne Haddad, Interim Assistant Principal at Windham STEPS Academy effective August 23, 2018, \$111,591. One year only.

- Johanna Rodriguez, Paraprofessional at Windham Early Childhood Center effective August 29, 2018, Salary \$13.15 hourly. Replacement.
- Jose Rodriguez, Music Teacher at Windham Center Elementary School effective September 4, 2018. Replacement.
- Julie Lacasse, AP/AR Bookkeeper at Business Office effective June 25, 2018, Salary \$24.24 hourly. Replacement.
- Kaley Carr, Paraprofessional at Sweeney Elementary School effective October 3, 2018, Salary \$14.44 hourly. Replacement.
- Karen O’Hearn, Gr. 1 Unilingual Teacher at North Windham Elementary School effective August 27, 2018, Salary \$43,630. Replacement.
- Kathryn Firth, Assistant Principal at CH Barrows STEM Academy effective August 1<sup>st</sup>, 2018, Salary \$118,286. Replacement.
- Kelsey Ott, Gr. 3 Unilingual Teacher at North Windham Elementary School effective August 24, 2018, Salary \$42,371. Replacement.
- Keysha Marrero, Long Term Substitute Head Start Aide at Windham Early Childhood Center effective August 29, 2018, Salary \$11.00 hourly. Replacement.
- Leticia Denoya, Gr. 1 Teacher at Natchaug Elementary School effective August 24, 2018, Salary \$44,857. Replacement.
- Linette Pineiro, Family Liaison at CH Barrows STEM Academy effective October 3, 2018, Salary \$15.00 hourly. Replacement.
- Marcus Ware, Assistant Principal at Windham Middle School effective August 23, 2018, Salary \$121,242. Replacement.
- Maria Argueta, Family Liaison at Natchaug Elementary School effective October 8, 2018, Salary \$15.00 hourly. Replacement.
- Maria Derenzo, Gr. 5 Teacher at Natchaug Elementary School effective August 24, 2018, Salary \$44,854. Replacement.
- Marisa Copley, Art Teacher at Windham High School effective August 28, 2018, Salary \$71,075. Replacement.
- Maryam Tavallai, Long Term Substitute at Windham Early Childhood Center effective August 29, 2018, Salary \$115 per day. Replacement.
- Michelle Kavanaugh, Science Teacher at Windham High School effective August 28, 2018, Salary \$49,293. Replacement.
- Muhammad Hasan, Secretary III Bookkeeper at Windham High School effective August 17, 2018, Salary \$18.03 hourly. Replacement.
- Neyshla Pastor, Confidential Administrative Assistant at Human Resource Office effective June 28, 2018, Salary \$22.00 hourly. Replacement.
- Nicholas Libera, Special Education Teacher at Windham High School effective August 24, 2018, Salary \$46,335. Replacement.

- Ninoshka Alba, Family Liaison at North Windham Elementary School effective October 1, 2018, Salary \$15.00. Replacement.
- Rachel Macgregor, Computer Literacy Teacher at Windham Middle School effective September 12, 2018, Salary \$44,857. 1 year only.
- Randall Conway, Director of Guidance at Central Office effective August 16<sup>th</sup>, 2018. Salary \$122,075. Replacement.
- Rebecca Gregoire, Special Education Teacher at North Windham Elementary School effective August 24, 2018, Salary \$42,371. New.
- Robert Hawley, Information Technology at North Windham Elementary School effective October 1, 2018, Salary \$22.00 hourly. Replacement.
- Robert Saglio, Tutor at Natchaug Elementary School effective September 7, 2018, Salary \$16.00 hourly. Replacement.
- Ryan Sterling, Long Term Substitute Physics Teacher at Windham High School effective August 27, 2018, Salary \$115 per day. Replacement.
- Samantha Hayward, Kindergarten Compañeros Teacher at North Windham Elementary School effective August 24, 2018, Salary \$42,371. Replacement.
- Samhita Das, Math Teacher at Windham STEPS Academy effective September 17, 2018, Salary \$85,420. New, one year only.
- Sara Legister, Special Education Teacher at Windham High School effective September 12, 2018, Salary \$60,939. Replacement.
- Susan Olbrias, Kitchen Aide at Windham High School effective September 17, 2018 Salary \$14.00 hourly. Replacement.
- Timothy Maclure, Interim Principal at CH Barrows STEM Academy effective August 1<sup>st</sup>, 2018, Salary \$124,747. Replacement.
- Vilma Maury DiGeronimo, Head Start Aide at Windham Early Childhood Center effective August 29, 2018, Salary \$11.25 hourly. Replacement.
- Wildanaomi Salgado, Head Start Aide at Windham Early Childhood Center effective September 4, 2018, Salary \$11.54 hourly. Replacement.
- William Harrington, Gr. 8 Teacher at Windham Middle School effective August 24, 2018, Salary \$46,335. Replacement.
- Yolanda Feliciano Osorio, Long Term Substitute Head Start Aide at Windham Early Childhood Center effective August 29, 2018, Salary \$11.22 hourly. Replacement.

#### RESIGNATIONS

- Abby Djan, Art Teacher, Windham High School effective June 30, 2018. Resignation.
- Adolph Meza, Physical Education Teacher at North Windham Elementary School effective October 12, 2018. Resignation.
- Alicia Klauer, Tutor, Natchaug Elementary School effective August 14, 2018. Resignation.

- Annette Hamilton, Special Education Teacher, CH Barrows STEM Academy effective October 12, 2018. Resignation.
- Beth Read, Literacy Through Computers Teacher at CH Barrows STEM Academy effective October 24, 2018. Resignation.
- Benjamin Mason, Math Gr. 7 Teacher at CH Barrows STEM Academy effective September 27, 2018. Resignation.
- Cesiah Perez, Family Liaison, CH Barrows STEM Academy effective September 18, 2018
- Cheryl Greenwood, Paraprofessional, Sweeney Elementary School effective July 20, 2018. Retirement.
- Cynthia Flores, Non-Certified Librarian, Windham Middle School effective June 22, 2018. Reduction in force.
- Danielle Mikulak, Speech and Language Pathologist Assistant, Windham Middle School effective August 6, 2018. Resignation.
- Diego Smith, Music Teacher, Windham Middle School effective September 18, 2018. Resignation.
- Donna Tappin, Non-Certified Librarian, North Windham Elementary School effective June 22, 2018. Reduction in force.
- Ella Reeves, Paraprofessional, Sweeney Elementary School effective August 24, 2018. Retired.
- Gillian Toth, Math Teacher, CH. Barrows STEM Academy, effective September 21, 2018. Resignation.
- Jennifer Geragotelis, Assistant Principal, CH. Barrows STEM Academy effective July 31, 2018. Resignation.
- Jessica Garcia, Non-Certified Librarian, Sweeney Elementary School effective June 22, 2018. Reduction in force.
- Keith Cox, Principal, CH. Barrows STEM Academy effective July 31, 2018. Retire.
- Kelly Zimmerman, Windham Center Elementary School effective September 12, 2018. Resignation.
- Kristina Knapp, Non-Certified Librarian, Natchaug Elementary School effective June 22, 2018. Reduction in force.
- Linda Couture, Sweeney Elementary School effective October 31, 2018. Retire.
- Lydia Perez, Paraprofessional, Natchaug Elementary School effective September 4, 2018. Retire.
- Michelle Rosado, Science Teacher, Windham High School June 30, 2018. Resignation.
- Robert Przekop, Information Technology, Windham High School effective September 14, 2018. Resignation.
- Rose Hernandez, Quality Advisor, Windham Middle School June 30, 2018. Position ended.
- Samantha Clifford, Pre-K Teacher, Windham Early Childhood Center-Prospect effective June 30, 2018. Resignation.
- Shahida Tanwir, Non-Certified Librarian, Windham Center Elementary School effective June 22, 2018. Reduction in force.
- Soely Barros, Social Work Assistant, Windham Early Childhood Center effective August 21, 2018. Resignation.

- Taylor Griffin-Doyle, Special Education Teacher Pathways, Natchaug Elementary School effective September 21, 2018.
- Toni Livernois, Gr. 3 Teacher at CH Barrows STEM Academy effective September 28, 2018. Resignation.
- Yamilez Perea Gonzalez, Head Start Aide, Windham Early Childhood Center effective August 13, 2018. Resignation.
- Yarixa Rodriguez, Family Liaison, North Windham Elementary School effective September 7, 2018. Resignation.

**VOTE:**

**In favor:** **Dr. Sewall, Dr. Gomez, Ms. Lambert, Ms. Ray, Ms. Tirado, and Dr. Gallucci**

**Against:** **None**

**Abstention:** **Mr. Doyle**

**PUBLIC COMMENT**

Ms. Lambert announced that the Project Graduation group needs to raise \$12,000 for this year's event plus starter funds for next year. Anyone wishing to contribute should see a member of the committee.

**Executive Session**

No Executive Session.

**ADJOURNMENT**

**Motion by Ms. Lambert, seconded by Ms. Ide, that the Board adjourn its meeting at 8:52PM.**

**Motion is unanimously approved.**

Respectfully submitted,

Dr. Jaime Gomez, Secretary