

D.L.A.

WEST HAVEN BOARD OF EDUCATION
June 20, 2016
Regular Board Meeting
Board's Meeting Room

The Regularly Scheduled Meeting of the Board of Education was held in the Board's Meeting Room on the second floor of City Hall, 355 Main Street, West Haven, Connecticut on June 20, 2016. The meeting was called to order by James Morrissey, Chairman of the Board of Education at 7:00 p.m. The meeting opened with a pledge to the flag.

**BOARD MEMBERS
IN ATTENDANCE:**

James W. Morrissey, Chairman
Robert Guthrie, Vice Chair
Susan Walker, Secretary/Treasurer
Patrick Leigh
Patricia Libero
Karen Pacelli
Rosa Richardson
Rosemary Russo

BOARD MEMBERS ABSENT: Mark Palmieri

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

CITY OFFICIALS PRESENT:

**STUDENT REPRESENTATIVES
PRESENT:**

B. Public Portion of Meeting

Chairman Morrissey welcomed everyone to the meeting and asked if anyone would like to address the board.

Shawn Brown, 56 Highview Avenue, West Haven addressed the board on diversity. He stated there is not enough diversity for our kids. He knows the board is here to support and give the kids the best that they can give them as far as education. Our minority kids look at the leadership in the classroom and there is not enough representation. That is a problem because that has everything to do with the children's direction on where they are going in life. Statistics show that a high percentage of kids that graduate from West Haven High and applied to Gateway are failing; well over 50%. He knows this board is

fairly new so hopefully we can see some changes. There is no diversity within this board. You go in the schools and there is no diversity with administration. What do our kids have to look forward to? Is this what they have to see school to jail; the pipeline. We need to see more change. Now you have the minimum of staff that are minorities on the edge; they are overpowered. When our kids see this they feel the same way and that is why crime is committed by this age group. They have no one to look up to. This would change that child it builds their confidence; they don't see this and they need it. We need to hire more teachers and start promoting more administrators. The high school has none. We have four of them and none of them are minorities. He can't see why this has never been an agenda here. This needs to be an agenda here; all of a sudden we don't count. I think we do; all of us count and diversity should be one of the priorities in the city. Mr. Brown said there is a gentleman here who would like to elaborate on this.

Richard Miller, 680 Forest Rd. stated that we need more representation in the schools. We need the kids to look up to people who sort of look like them and have the social and cultural backgrounds that they have. Research shows that when there is more diversity in the classroom the kids tend to do better because they see people that look like them and they can go to them with cultural and social issues that they might have. Other teachers who don't share the same cultural aspects might not understand. This is one of the reasons why we would like more diversity within the school system. We want our children to grow up with a good quality of life as they go on and to stop seeing the school to jail pipeline so quickly. The board gave thanks. Public session closed at 7:06 PM.

REPORTS

C.1.a. Administration/Status of Schools

Before beginning Superintendent Cavallaro stated that this error has already been corrected with the City Clerk's office and for clarification Bob Kinman will be the Building Manager at Washington School. Neil thanked Bob for coming and stated that we apologize for that error and Marylou officially corrected it today and we wanted to make it known in the record.

Superintendent Cavallaro discussed the 2016 – 2017 Operating Budget (on website) with the board. Questions asked by board members were answered by Neil. Susan Walker asked with the transfer of Jessica Moriarty to Bailey will the health classes be back. Yes because the teacher is coming back from maternity leave and all the elementary school periods were covered so we opted to bring her to Bailey. This is good news.

Bob Guthrie would like the board or Superintendent Cavallaro to have a conversation with the Mayor regarding a municipal change to change the budget cycle time line. On July 1st we are looking at setting a budget while the state hasn't set in stone what they are going to give us. If they could move the municipal budget to a September date it would make life easier for municipalities and easier for the BOE because the state will have set their number. This is something for the Mayor or municipalities in CT. Neil agreed that this would benefit us as ECS money was cut after the budget was passed. We are looking at ways to have a potential savings in areas like health benefits etc. where we can try to give the city back some money. A further discussion took place.

Chairman Morrissey asked what type of position was the Family Consumer Science Teacher position that is not needed this year but it will be needed next year.

Superintendent Cavallaro said it is a cooking and food and nutrition class mostly. In order to make sure every student has the opportunity to take either the second class or a class it will have to be put back next year. In the meantime we can offer a 6th period class which means one teacher would teach an additional class. This area won't be easy to fill because there aren't a lot of certified people.

Superintendent Cavallaro said he will keep the board informed because over the summer there are always changes with unexpected things that happen. The board gave thanks.

Dr. Druzolowski said we are closing up evaluations right now and has been busy evaluating the 20 under her. This is a challenge to get this done by the June 30th date. Schools closed very well and it was kind of nice having that early time of year to get out as it gives us a little more time to reflect on what is going on and I had more time to speak with the principals. It was a very good year. The board gave thanks.

C.1.b. Student Representatives' Report

There was no report given tonight.

C.1.c. Board

Rosa didn't realize we were getting out so early this year and had scheduled a vacation so she was unable to attend the WHHS Graduation which she truly enjoys doing. She is disappointed she missed the final leg of the race. Superintendent Cavallaro said it was the nicest group of kids. Just about every kid went out of their way to say thank you very much when they were handed their diploma; they were very polite and happy to be there and be part of the whole ceremony. Karen Pacelli attended the graduation and said the speeches the kids gave were unbelievable; they were very well spoken and upbeat. All the students were so excited and it was very nice. Patrick Leigh attended the Bailey and high school graduation and both were very well done. It was nice to see so many kids graduate with honors and high honors and the speeches were really well done. Patricia Libero went to both graduations and it is always a fun night. Pat liked the way they set up the graduation this year it was different from being face on it was on an angle and this was a better format. It was student driven all about the kids and was a really nice event for the kids. The kids then attend Up All Night and have a great time. Rosemary was there in spirit but was unable to attend. Susan Walker attended the Bailey graduation which was a lot of deja vu for her as she spent 30 years at Bailey. Fortunately it was not in the UNH Gym where we used to have it with the temperature about 110 degrees. It was a beautiful night and the speeches the girls gave were amazing; you would not believe they were only 8th graders. The high school graduation was fantastic and it was Susan's first time participating as a board member. It was wonderful. Bob Guthrie passed around information on Success Strategies for Leadership Team Evaluation, Board of Education and Superintendent of Schools. It is a combined position from CAFE and CAPSS. CAFE offers Lighthouse Training to districts to help understand roles and responsibilities. Neil asked Marylou if the link was sent out to the board as this is

available on line on the CAPSS and CABA website. Bob said perhaps in the fall we can invite CABA in for a presentation on rules and responsibilities for the board and Superintendent for the administrative team. Jim Morrissey attended the West Haven High School Graduation and it was a very, very nice ceremony and the weather couldn't have been any nicer. Jim also passed out diplomas and the kids were so respectful, thankful and happy. It was a really good night. Jim wishes all the graduates the best of luck in their futures whether it be college, the military or the workforce. The parents and the kids had a good time as did the board. Chairman Morrissey expressed his condolences to Rosemary Russo on the passing of her Dad. Rosemary wasn't at the graduation as her father passed away that night. Rosemary thanked Jim and thanked the board for their flowers.

D.1. Approval of Minutes

D.1.a. West Haven Board of Education Regular Board Meeting held in the Board of Education Meeting Room, City Hall, 355 Main Street, West Haven, CT on June 6, 2016 at 7:00 PM.

Chairman Morrissey asked for a motion to approve the minutes D.1.a.

Rosa Richardson made the motion to approve the minutes

Patrick Leigh seconded the motion

Discussion: None

All board members were in favor.

Minutes are approved.

D.2. Resignations: (Certified)

16-34 Rosanne Ferraro, Grade 7 ELA Teacher – Bailey Middle School

Effective: August 1, 2016

Reason: Personal

16-35 Kevin Fuggi, Technology Education Teacher – Bailey Middle School

Effective: August 31, 2016

Reason: Personal

Chairman Morrissey asked for a motion to approve D.2. Resignations

Items #16-34 and #16-35

Rosa Richards made the motion to approve

Karen Pacelli seconded the motion

Discussion: Neil stated that we will try to fill these two positions. Pat Libero said that she worked with Roseanne Ferraro at Carrigan and she was West Haven's Teacher of the Year at one time and she will be a loss for us but Cheshire Academy's gain. She is a great teacher and we will miss her. Pat doesn't know Kevin but Neil said Jon Capone said he coached two sports in addition to his teaching responsibilities and that is a problem. All board members were in agreement.

Items #16-34 and #16-35 are approved

D.3. New Hire: (Certified)

D.4. New Business

16-36 Motion to Approve Operating Budget

Chairman Morrissey asked for a motion to approve D.4. New Business Items #16-36

Bob Guthrie made the motion to approve the operating budget

Rosa Richardson seconded the motion

Discussion: Chairman Morrissey said he is glad this budget went through with no layoffs of any staff. He is very thankful for this and is sure this board is very thankful. This was a very tough year and we did the best we could and through it all we came out on a pretty positive note. The increase was almost 2M which Jim thinks is pretty good considering other towns and communities. The money just wasn't there for 4.41M and Jim thinks everybody did a good job coming together for the sake of our students. Chairman Morrissey stated that during the course of next year and in following years it will be more and more difficult due to less money coming from the State of Connecticut. The City is looking for every dollar they can find so it is incumbent on this board, the Superintendent, Assistant Superintendent, and administration to find ways that we can continue to cut out costs. Our Chairman of Finance, Patrick Leigh will hold some meetings and be upfront and ahead of the curve and see where we can try to save money or consolidate things without sacrificing the education of our students. It was a tough year but it was a good year and everyone had a lot of compassion. He is glad it worked out and no employees were laid off; that is a good thing. Patrick Leigh thanked Matt Cavallaro for all the hard work he put into the budget because it was a long stretch of time and a lot changed during that time.

All board members were in agreement with the operating budget.

Item #16-36 the operating budget is approved.

16-37 Policy and Regulation – 4147.1 and 4247.1

Personnel – Certified/Non-Certified Occupational Exposure to Bloodborne Pathogens

Chairman Morrissey asked for a motion to approve D.4. New Business Items #16-37

Karen Pacelli made the motion to approve

Rosa Richardson seconded the motion

Discussion: Rosa Richardson asked Bob Guthrie why we wouldn't just have everyone certified in bloodborne pathogens. Every time you deal with people on an everyday basis the risk of exposure is there. Rosa doesn't understand why we can't train everybody. Bob deferred to the administration on this question but stated that this is just a language change to comply with recent statute changes for July 1st. Rosa understands this and is in agreement but still doesn't understand why we can't certify everybody. Karen Pacelli said in her district all teachers have to watch a video every year. Superintendent Cavallaro said this is the current policy with one exception you are adding Hepatitis C so you really haven't changed your job classifications. When you talk about training, during the first work shop at the beginning of the year all teachers watch a video about this. Rosa asked if this constitutes certification. Neil said he wouldn't use the word certification he would say we are meeting our requirements for training. Rosa said so everybody does get trained on this? Correct all staff members watch the film. Rosa thanked Neil.

All board members were in agreement
Item #16-37 Policy and Regulation 4147.1 and 4247.1 are approved.

**16-38 Settlement Agreement between Communications Workers of America
AFL-CIO, Local 1103 and West Haven Board of Education**

Chairman Morrissey asked for a motion to approve D.4. New Business Item #16-38
Rosa Richards made the motion to approve
Bob Guthrie seconded the motion
Discussion: Rosa thanked Neil for his hard work in getting these contracts negotiated.
All board members were in agreement.
Item #16-38 Settlement Agreement between Communications Workers of America
AFL-CIO, Local 1103 and West Haven Board of Education is approved.

Chairman Morrissey asked Superintendent Cavallaro to give the board a percentage
breakdown of the minority staff employed by the Board of Education. Neil said he would
get this to the board.
Chairman Morrissey asked for a motion to adjourn.
Susan Walker made the motion
Karen Pacelli seconded the motion
All board members were in favor
The meeting adjourned at 7:37 PM

Respectfully submitted,

Marylou Amendola
Board Secretary