

**WATERTOWN BOARD OF EDUCATION  
REGULAR MEETING  
MINUTES**

**Meeting Date:** March 25, 2013  
**Meeting Time:** 7:30 P.M.  
**Meeting Place:** Lecture Hall, Watertown High School

**Members Present:** Mr. Guy Buzzannco, Chairman  
Mr. Tom Lambert, Vice Chairman  
Mr. Eric Berthel, Secretary  
Atty. Sean Butterly  
Mr. David Guerrera  
Ms. Susan McCabe  
Mr. Ray Nardella  
Mr. Richard Beland  
Ms. Mary Colangelo

**Absent:**

**Others Present:** Dr. Gail Gilmore, Superintendent  
Mr. Adam Kuegler, Student Council Representative  
Pasquale Buccitelli, Business Manager

**A. Convene Regular Meeting - 7:32 P.M.**

**B. Salute to the Flag-Mr. Buzzannco**

**C. Watertown Public Schools' Mission Statement-Mr. Berthel**

The mission of the Watertown School District, with determination to be a world-class educational leader and a centerpiece of a dynamic and growing community, is to meet the diverse needs of each student – academic, artistic, athletic, emotional, ethical, social, and technological – to develop members of our community who:

- embrace life-long learning;
- are caring and responsible citizens;
- have a sense of social justice.

**C. Report from Student Council Representative – Adam Kuegler**

**Mr. Kuegler-**I would like to begin by saying CAPT has, for the most part come to an end, testing went very smoothly, make-up testing is finished up this week and we are really hoping to see improvements in scores this year, as always, but I know efforts were made with pep talks to the sophomores from both juniors who took the test last year and also administrators, so we are really hoping to see improvement this year.

As many of you know Mrs. Carnemolla had a baby girl, Leah, and from what I hear they are both happy and healthy. And we are happy to have Mr. Serratore back to be our principal and he is also

very happy to be back. I was talking to him today and he said he is happy to be back with his friends at Watertown High School; and he is impressed with the staff and students, and the staff and faculty and students are also happy to have him back.

The 9<sup>th</sup>, 10<sup>th</sup> and 11<sup>th</sup> graders have been meeting with Guidance Counselors to choose the electives that they will be taking next year so that scheduling can begin to take place for next year.

In terms of athletics, spring sports are starting up and just to give you a little background on the amount of athletes that we have competing this year, for Track we have 46 boys and 46 girls, for Lacrosse its 28 boys and 42 girls, Baseball has 45 athletes competing, Softball has 16, for Tennis there is 11 for the boys and 30 for the girls and 19 Golfers are also competing, so we have a lot of student athletes out there this spring. The school and town maintenance crews have been an invaluable member of our sports teams working hard to get the fields in good condition so we can practice and play with the snow and the weather that we have been having. Also Mr. Medic will be taking a group of students to the NVL Leadership Conference in April.

And the last part of my report is something that I know others, Dr. Gilmore and Chairman Buzzannco I believe are going to mention as well and that is the musical Fiddler on the Roof which anybody I think that had the chance to go see it was very impressed. Our performers really did us proud, the crew, the pit everyone who worked directing the pit and the musical itself and the performers and singers. It was really phenomenal and you know I have seen a lot of musicals and I was, you know I am no critic but I have seen a lot at Watertown High School and I was just so amazed to see the kids that I go to school with and the talent that they have. Just to name a few, Teddy Rogozinski who I believe was Tevye, Danielle Fusco who played Goldie, Hailey Chamberlain who played Yente, I hope I am pronouncing those right and Olivia Moadell who was the Fiddler and everybody was just phenomenal. I know that there were multiple sell out shows and I think that our performers really did us proud this year. Thank you.

**Mr. Buzzannco**-They sure did and thank you very much for your report Adam. You always do us proud so thank you very much. I would like to open for our first Public Participation of the evening. Is there anyone who wishes to address the Board this evening?

**D. Public Participation-(Please state name, address and topic of discussion)**

**Ms. Blakeman**-Jane Blakeman, Woolson Street, Watertown, CT. I just wanted to thank you all again for your hard work and Adam to ditto you on the play, I did go Friday night and it was a phenomenal performance. I spoke to Teddy this morning, and for those of you that may not know he lost his father just a little over a month ago so for him to pull off what he did was just amazing and like you I am no critic either but boy it was great. I just wanted to also thank Mr. Buccitelli, I had some communication with him this week and I just wanted the correction on the Financial Report that there was \$57,547.00 on pupil transportation and on the report he said it was for buses and paraprofessionals, so I thank you for communicating with me that it was actually bus aides not paraprofessionals, so in defense of the paraprofessionals we didn't want one more expense added on to our list and that was it. Thank you very much.

**Mr. Buzzannco**-Thank you Jane. Is there anyone else who wishes to address the Board this evening?

**Ms. Mangold**-Good evening, my name is Jennifer Mangold, Carriage Drive in Shelton, CT. I am a Special Education teacher here at Watertown High School and I have come here tonight to ask you to reconsider the proposed elimination of a Special Education teacher at the high school. I have been working with special needs students for the past nine years, I began as a paraprofessional, I worked as a job coach and most recently as a teacher. I began my teaching career here in Watertown in August of 2010; I was hired by Dr. Collins to be a part of the 8<sup>th</sup> grade team at Swift Middle School. During my

first year there I had the opportunity to meet a number of outstanding students and they really helped to make my first year as a teacher really, really exceptional. In June though I was informed that I would have to leave Swift and come here to Watertown, so again the nervousness came out and although I was excited I was a little concerned my students that I had grown to know were also concerned, they thought I was not going to come with them to the high school. I told them on the night of their graduation that I was moving with them here to the high school and they were very excited, that they knew that I would now be with them for four more years, but more importantly their parents were excited to know that I was going to continue on with those students with whom I had established a relationship with at Swift. Here at Watertown High I am a teacher of 17 students, but they are not the only students with whom I work, and my colleagues don't just teach the students on their caseloads either, we teach all of the children; we do not discriminate when it comes to the students who do not appear on someone's list. We have built relationships with the students and encouraged them to keep on working to be successful. The work I do and the work my colleagues do does not begin and end in a classroom between 7:30 a.m. and 2:30 p.m. We work with the students before and after school. We come in early and we leave late, we work on the weekends and have even been known to come in on snow days to prepare for events with our students. We work with parents, consultants, behavioral consultants, school psychologists, administrators and the main stream teachers. Our jobs don't end at 2:30 p.m., our jobs are never ending. We support our students academically, socially, and emotionally we are their strengths and on some days they are ours. Our department is like a family and we as well as the students already experienced the loss in September when one of our family members was asked to work at Swift, we pulled together took on her students and her responsibilities, it was not only difficult for us but for the students who were counting on her to be here when they arrived on the first day of school. We managed and eventually so did the students. If you were to take another family member away it would have a serious impact on our students. You cannot look at a list of names and determine that working with less is fine, you need to look outside the box, we don't just teach the children that have been assigned to us we teach all of the students, the students who are on a list and the students who are not on a list. The bottom line is this, as I mentioned before when we lost a staff member to Swift; there were approximately 16 students that were absorbed by our department. If this position is eliminated there would be an additional 17 students to be absorbed but with fewer staff members and that doesn't even take into account the students who will be coming to us as freshmen in the fall. We are the constant for some of our students who are at the high school, we are the people they count on to be here every day, and it is not fair to let them down again. How will we meet the legal obligations of all the students we need to service? I implore you to reconsider your decision to eliminate this position and I and my colleagues are counting on you to make the right decision just like our students count on us. Thank you.

**Mr. Buzzannco**-Thank you very much Jennifer. Is there anyone else who wishes to address the Board this evening? Is there anyone else who wishes to address the Board this evening? Hearing none we will close our first round of Public Participation and move on to Item F, Budget Summary. Board members you should have received a Budget Summary in your packets this past Friday for information only. Does any Board member have a question at this time?

**E. Budget Summary-(Information Only-No Action Required)**

**Ms. Colangelo**-Mr. Chairman, since there is no explanation on the deficits I would like to ask on the Supplies - Custodial Maintenance, \$25,000.00 deficit can you explain that please?

**Mr. Buccitelli**-Yeah well you have to take that into consideration with the total budget for the Maintenance budget which would include the Contract Repairs and Maintenance, so when we looked at the total Maintenance budget we were still in the black. I don't have the information on the specifics of what the Supply account might be over but within the total budget for the Maintenance program we're very much in the black.

**Ms. Colangelo**-Okay and what about the \$57,000.00 pupil transportation?

**Mr. Buccitelli**-The \$57,000.00 I mentioned when I did the projection of the budget, what I did was in the last core was a projection of all of the accounts, of all the major accounts, and in this particular case what this showed, and I did a projection in this particular case because both of the transportation account and the tuition account we have a deficit or an over expenditure because the excess cost isn't included so I have to do a projection on those two accounts. But to answer your question specifically, there is a number of factors that drove the increase, or the projected increase in the transportation account, one was just mentioned the aides that were budgeted in there, the budget for the aides was not sufficient because they received increase; we also had to add additional runs for the Kindergarten program, the afternoon runs for the Kindergarten program, and that was a substantial amount that had to be added.

**Ms. Colangelo**-The additional routes for Kindergarten isn't that something that happens every year?

**Mr. Buccitelli**-Well it happens I guess based upon the enrollments that are currently in Kindergarten, because you have the afternoon runs in the Kindergarten and so as the enrollments change and the residents, and the area with residents change, for the students you might have to have an additional bus because of your adding to the total route structure.

**Ms. Colangelo**-Okay thank you.

**Mr. Buzzannco**-Do any other Board members have questions on the Budget at this time?  
Hearing none we will move onto Item G Committee Reports.

**G. Committee Reports:**

**Curriculum and Instruction Committee, Mr. Eric Berthel, Chair-Yes**

**Mr. Berthel**-Mr. Chairman earlier this evening, prior to our regular Board meeting we did hold a Curriculum and Instruction Committee Meeting where the members were provided with an update on activities pertaining to Curriculum Instruction specific to some surveys that have been done and a strategic plan with regards to mathematics moving forward, update on Social Studies curriculum at Swift and some new course proposals for Watertown High School, and we will look forward to some presentations on, more specific presentations on a few of those topics forthcoming at upcoming Board meetings.

**Policy and Labor Committee, Mr. Eric Berthel, Chair-Yes**

**Mr. Berthel**-Only that we have scheduled a meeting for Policy and Labor for Thursday, April 4<sup>th</sup>.

**Budget and Finance Committee, Mr. Tom Lambert, Chair-Yes**

**Mr. Lambert**-Yes Mr. Chairman our Board of Ed approved budget is now at the Town Council for further study and possible recommendations, and we are waiting on the Town Council on that.

**Facilities/PBC/Operations Committee, Mr. Tom Lambert, Chair-No**

**Governance and Community Engagement Committee, Mr. Ray Nardella, Chair-Yes**

**Mr. Nardella**-Mr. Chairman, this Wednesday night it will be our Parents Advisory Council Meeting, so I look forward to that.

**Mr. Buzzannco**-To be clear about that Mr. Nardella, could you please give us a little more detail.

**Mr. Nardella**-Yes sure thank you, the meeting starts at 7:00 p.m. at the Swift Middle School Library and before that the Executive Committee will meet with Dr. Gilmore and Board members to go over more specific issues.

**Mr. Buzzannco**-Thank you , actually it is 7:30 p.m., kickoff time for all district parents are invited to come over to Swift Middle School Library, 7:30 p.m. to 8:15 p.m. or so and then prior to that 6:30 p.m. to 7:30 p.m. is the standing committee of 10 parents that represent two parents from each school. All parents in the district at 7:30 p.m. Thank you very much. I didn't mean to set you up.

**Mr. Nardella**-No thank you for the clarification.

#### **H. Communications – Secretary-None**

#### **I.Minutes**

##### **a) Board of Education Regular Meeting-March 11, 2013**

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<b>Agenda Item Number:</b>	<b>I.1.</b>
<b>Subject:</b>	<b><u>Minutes-Board of Education Regular Meeting-March 11, 2013</u></b>

Mr. Buzzanco: Are there any corrections to the minutes

#### **Discussion**

**Mr. Berthel**-Mr. Chairman I am going to, yes there are numerous corrections. I am going to recommend that we take no action on these minutes this evening. We've got a couple of pages of corrections that I will submit to the Central Office tomorrow, before the close of business tomorrow, and that I would ask that those updates be incorporated into the minutes and then brought back to the Board for approval at our next regular meeting.

**Mr. Buzzannco**-Thank you very much Mr. Berthel then we will take no action on the minutes this evening.

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#### **J. Superintendent's Recommendations and Report-Dr. Gail Gilmore**

**Dr. Gilmore**-Thank you Mr. Buzzannco and good evening of course to the Board of Education members and to all of our community that are attending this evening. I too Adam want to acknowledge the talents of the Watertown High School students who participated in this weekend's production of Fiddler on the Roof. Our students are amazing and they offer such outstanding talent and skills in live theatre so our sincere congratulations for an outstanding performance, so thank you everyone involved.

We also want to thank our great students involved in the Watertown High School Robotics Team 237; they recently participated in the New York Regional Competition and were highlighted on the New York TV station called Better TV. This weekend Team 237 will compete in the Connecticut Regionals at the Convention Center in Hartford and we wish them and their robot the very best. The Robotics Team highlights critical thinking skills and problem solving while focusing on the high levels of science, technology, engineering and mathematics.

Also this month the Watertown High School Varsity Cheerleaders celebrated the title of Class L Champions at that New Haven Athletic Center, congratulations to our athletes.

And also our Watertown High School CARE Students were once again giving back to their Habitat of Humanity Program and helped build a home for our neighbors in Waterbury, we are very proud of all of our students.

And continuing with the excellent work a celebration of our students, seven Grade 8 students at Swift Middle School recently competed in the Verizon Innovative App Challenge. The challenge provided the opportunity for middle and high school students from across the country to use their knowledge and creativity and create an original mobile app concept. The app concept made it to incorporate STEM, which I mentioned earlier; Science Technology Engineering and Math, and they just engaged a problem that they felt that was important at their school. So the Swift Team polled their classmates and decided to create an app that students could use as a daily calendar. The Swift Team was awarded the Best In the State, over 1,000 schools across the country competed and only 35 middle schools received this prestigious title and award, so congratulations to advisor Mr. Cusiak and of course to our administration and to our great students.

And lastly I certainly want to thank our entire Grade 3 aids and Grade 10 administrators for successfully providing, as Adam mentioned earlier, the CMT and CAPT standardized tests for our students, we certainly want to thank our administrators for their preparation and planning for this successful administration of these state wide tests.

**1. Appointments-(Information Only)**

- a) Mr. Tyler Wragg to the position of Assistant Ice Hockey Coach at Watertown High School for the 2012-2013 school year at the contractual stipend of \$2,382.00 payable at the end of the season.
- b) Ms. Elese Taylor to the position of Administrative Assistant to the Superintendent of the Watertown Public Schools, effective, March 25, 2013 at an annual salary of \$48,000.00.

**2. Resignation-(Information Only)**

Ms. Margaret Ardizzoni, from the position of Paraprofessional at Swift Middle School, effective, April 12, 2013, for personal reasons.

**3. Modification to the 2012-2013 School Year Calendar**

On March 11, 2013, the Board met and approved the changes in the 2012-2013 School Year Calendar. Tonight, the administration seeks to further modify the calendar.

**Dr. Gilmore-** and Board members at this time I would like to make a modification to the 2012-2013 calendar. I would ask that you do please consider April 19<sup>th</sup> as a vacation day and now make June 26, 2013 as the last day of school, the last day would be the traditional half day of school and I would ask Board members at this time not to utilize the April vacation recess for recovery days lost in the year 2012-2013. My hope is that we can move forward with the June 26, 2013 as the last day of school and I do thank you Board members for your consideration.

And lastly for my Superintendents Report I would like to mention that we will have, as Mr. Berthel mentioned, a Policy and Labor Committee Meeting next week April 4<sup>th</sup> at 6:30 p.m. and we will be addressing several policy update and Mr. Vin Mustaro from CABA will join our team as well, so I will provide and email to all Board members tomorrow polling you of your availability, once again thank you.

**Mr. Berthel-**Mr. Chairman, Dr. Gilmore I know that we are going to take up the matter of the April 19<sup>th</sup>, you know the flip flop on the April 19<sup>th</sup> date, but I don't think I can just sit quietly on this in terms, you know I fully understand and appreciate the fact that we need to return this as a vacation day, from what I understand there would have been some issues we would have had to deal with that would have put us in a very difficult position and I think it is appropriate and I can support putting the day back on as a vacation day. What I find difficult to tolerate is that I personally asked for you to review our current calendar at our February 11<sup>th</sup> Board of Education meeting, and it was not until March 11<sup>th</sup> one month later that any discussion ensued regarding the, regarding making those changes. And at that time in my comments I specifically stated that we were about 60 days from our April recess and that we would provide an environment where we were being respectful of our parents and our teachers who have to make day care plans or who might have had the opportunity to take a vacation and I just think that this, this back and forth in having to make this change while I support it this evening really put us in a very awkward and unnecessary position and you know like I said I will support putting it back on but it's unfortunate that the Board had to be put in a position where we voted to take a day last meeting and now we are voting to put it back on. Thank you Mr. Chairman.

**Mr. Buzzannco-**Would you like to address that Dr. Gilmore?

**Dr. Gilmore-**Mr. Berthel I do want to say thank you for your consideration this evening as well as all Board members, there was more than anticipated when we originally had this on the Agenda so at this time it is what is in the best interest of our students and staff at this moment to go for June 26<sup>th</sup>. Thank you.

**Mr. Buzzannco-**David sure.

**Mr. Guerrero-**Dr. Gilmore, Item J2, and this is a resignation of a paraprofessional Swift Middle School, does that impact our paraprofessional reductions and or budget for the upcoming year since we have a resignation. Will that save a paraprofessional job?

**Dr. Gilmore-**My understanding of that Mr. Guerrero is that that is a person that is working with one of our special needs students so that would, that particular position would need to remain as is so we would need to have someone for that particular child for Special Education.

**Mr. Guerrero-**Okay so that position wasn't part of the cuts, it wouldn't impact our head count going

forward.

**Dr. Gilmore-No**

**Mr. Guerrero-Okay, thank you.**

**Mr. Buzzannco-Dr. Gilmore** I just feel it is important to echo and reinforce what Mr. Berthel shared tonight, it certainly is unfortunate to use this word that just at our last Board of Ed meeting we voted to convert vacation days to regular school days in the event of additional snow days and of course on March 19<sup>th</sup> that is exactly what we had, and then tonight we are considering converting that regular school day of April 19<sup>th</sup> back to a vacation day and of course taking no more regular days out of that week. To me it suggests that a more intentional, more thorough planning and preparation effort could have been made, ahead of recommending to the Board that we first change the calendar back on March 11<sup>th</sup>. So I just want to reinforce what Eric said and hope that this is a learning experience that we can move forward from. Any other comments in you report this evening Dr. Gilmore.

**Dr. Gilmore-No, thank you;** that concludes my report for this evening.

**K. Report from the Chairman –Mr. Buzzannco**

**Mr. Buzzannco-Again** I would like to pick up on what Adam said and what Dr. Gilmore said because I believe this really does deserve very special attention and recognition. Over the weekend Watertown High School musical theatre's group mounted its production of Fiddler on the Roof and frankly it was magnificent. I know other Board members were able to attend as well, I went Saturday, Mary went Friday, David you were there Saturday, I think Mr. Butterly was under the weather but he sent his wife, Saturday night I believe, I don't know if anyone else got to swing by but it was well worth your time. Fiddler is not any easy musical to produce by any means, the music is challenging, the script is very demanding as are the technical and production requirements of this particular work, but the performers and the production staff were more than up to the task and they did a spectacular job. It was my first time attending a high school musical here at Watertown High, so just as Adam said he is not a critic, Dr. Gilmore said she is not a critic, I am neither a critic nor an expert but Assistant Principal Dan Tartarelli is and I looked at a statement that he made on our website where he stated his quote was "this play is hands down the best student performance that I have seen in 15 plus years of working in schools" and I don't think he was exaggerating. We not only have incredibly talented students at Watertown High, we have students with spirit and total commitment who give their absolute all up on stage, in the pit, and behind the scenes to create a production that is just going to be hard to top. This production used the talents of dozens and dozens of staff and students, but permit me again to echo what Mr. Tartarelli said when he wrote that "Ted Rogozinski is a star in the making" he absolutely is, and that Danielle Fusco vocals was absolutely amazing. Frankly, it moved me to tears Saturday night and when they sang, (clapping) I'll bask in that (inaudible laughing) when Olivia Moadell fiddled, or when the clarinet player whose name I couldn't divine from the program when he played that extended solo I closed my eyes and you could swear you were on Broadway. And they were guided and supported by a team of adult volunteers who simply just had to put their lives on hold, through rehearsals and production and during the production itself. So to producer Joanne Chenkus and her team, the whole Board offers its deepest thanks and to Val Petrillo and the Watertown High School Musical Theatre Boosters Association thank you for being our student's angels. And to the dozen of local businesses who supported this production, through donations of time, in-kind donations, purchasing an ad in the program we thank you for your generous support and commitment to our children. To our parents of our students in this production we can't thank them enough for supporting our children, encouraging them, giving them this opportunity, driving what must add up to hundreds of miles between their home and the school for this production so that they could participate in Fiddler we thank them, and lastly to the over 2,000 parents, school staff and community members who all attended the performance this past weekend we thank you, we say bravo to you all.



There is another production of sorts in the works that I want to tell you about. We will shortly be debuting a new feature in our campus portal system; you may know it as Infinite Campus. This new feature would allow parents and guardians to receive email alerts in addition to phone calls when we need to send parents and guardians important and emergency communications. In the coming weeks our parents and guardians will receive a letter in the mail with instructions for creating a household level user name and password that will let them see information for each of their children who attend all of our schools. That new user name and password also lets parents add and change contact information, which is impossible right now and it will also allow them to add and change email addresses. In this age of Smart Phones I think that is important, because now parents will get emergency notifications no matter where they are. We hope all parents and guardians will take advantage of this helpful new feature.

Lastly, I need to say a word about March Madness, of course it's known around here as CMT and CAPT testing time, Adam mentioned it earlier as well. These tests are controversial, if you don't believe me just ask Mr. Butterly, they have their benefits, they have their short comings, but one thing is certain that our teachers and administrators did a terrific job managing this process. Here at the high school again under Mr. Tartarelli's leadership the tests were better organized and students and parents were better informed of the process than ever. In the lower grades our staff made sure our children felt supported and that the whole experience was as positive as possible. We thank all of you for your commitment in helping our children succeed and feel good about themselves. That concludes our report for this evening.

**L. Action Items-Adoption of Items to be Approved by Consent**

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**Agenda Item Number:**

**L.1.**

**Subject:**

**Consideration of the Approval of the Proposed 2013-2014 School Year Calendar: Second Reading and approval.**

**The Proposed 2013-2014 school year calendar was presented to the Board for the first reading on March 11, 2013. The calendar is presented to the full Board for the second reading and approval tonight.**

**Discussion:**

**Mr. Berthel-Mr. Chairman I would like to, I would like to make and amended motion for this discussion.**

**Mr. Buzzannco- There has been no motion made so you can just make yours; there is no need for an amended motion.**

**MOTION:**

**Mr. Berthel-So I would like to move that the Board approve Wednesday, August 28<sup>th</sup> as the first day of school for Watertown Public School students for the 2013-2014 Academic year, and I will further move that the Board direct the Superintendent to submit a revised published 2013-2014 school year calendar to the Board on or before April 8<sup>th</sup> for its approval based on the parameters that I would like to outline during this meeting this evening.**

**Mr. Buzzannco-Thank you Mr. Berthel is there a second?**

**SECOND:**

**Mr. Beland-Second.**

**DISCUSSION:**

Mr. Berthel-Mr. Chairman the first proposed calendar for 2013-2014 was presented to the Board on February 13<sup>th</sup>. Tonight we are looking at the 5<sup>th</sup> version of this calendar and unfortunately it is still far from correct. I will detail the errors and concerns in a moment but we cannot keep proofreading the Superintendent's calendars. Our parents and staff have been waiting for a month and a half to know when the schools will open this fall. I think they have waited long enough. They all have plans and arrangements to make, they deserve to know when our schools will open and they deserve an accurate complete simple and clear calendar. Tonight we as a Board can set that first day of school and we can charge our Superintendent with producing the kind of calendar our parents and staff deserve. There are ten issues that identify after some review of this calendar that was submitted to us this evening. And I would like to go through them if I may.

Mr. Buzzannco-Please.

Mr. Berthel-

1. In the center column of the calendar the first day of school is shown as September 28<sup>th</sup>, elsewhere in the calendar it is shown as August 28<sup>th</sup>. I believe August 28<sup>th</sup> is the correct date.
2. The calendar uses the terms one half, one over two (1/2), and ED to indicate a half day. We should not have to have two different terms to indicate the same thing.
3. The calendar uses the term ELEM ED, or LM ED to mean an early dismissal day for Parent Teacher Conferences at our K-5 schools. John Trumbull is not an elementary school it is a primary school, that's I believe what the P stands for in JTPS. Trumbull parents may look at LM ED and think it does not apply to them.
4. And while I am on this one I have to ask what seems to be an obvious question, this is the first time I have seen a calendar that proposes half days for only certain schools not for all of them. If our school buses are picking up primary and elementary school students at 1:25 p.m. on an early dismissal day, I don't see how it's possible that they can be at Watertown High School by 2:00 p.m. and Swift Middle School by 2:30 p.m. to pick up students leaving there after their regular school day. Without a document a plan that conveys how First Student will accomplish this, what the addition cost might be to accomplish that I cannot support the calendar as presented this evening.
5. I have to say that I don't feel the Board has been sufficiently briefed on the rationale for having early dismissal days on Parent Teacher Conference days. When this question was raised at our last meeting they mentioned something about accommodating parents who are available earlier in the day and after work at night. But I do not feel that that need was sufficiently demonstrated to justify taking away instructional time for our students and forcing the vast majority of our parents to rearrange their schedules for two extra half days for each school their children might attend.
6. The text at the bottom in the middle section of the calendar that indicates that evening conferences are held on early dismissal days, elsewhere in the calendar this does not appear to be the case, it is not clear.

7.     Certain collective bargaining agreements in the district grant paid days off for Washington's Birthday and Lincoln's Birthday that is why those terms are used in our school calendar. In the proposed calendar Dr. Gilmore you have replaced those terms with winter vacation. I believe this is a needless potential source of confusion and disagreement with our union members.
8.     Our current calendar uses a dash for days off of school. The new calendar uses arbitrary and in some cases inexplicable acronyms for days off. Calling a protocol day a PTD is one such example, there are 9 others; I truly would like to see us continue the current simple format of using a dash for a day off with an exclamation in the adjacent section.
9.     In the calendar the term spring recess is used, in the text at the bottom of the calendar the term April vacation is used, again we need to be consistent. In the past we used spring recess. I would suggest that we please stick with that.
10.    Others may not have a problem with this but I don't see the benefit of a printed calendar that uses colors, I think we should respect the fact that not all of our parents and guardians have colored ink printers and that colored ink is expensive. If a calendar has to use color shading to indicate days off as the proposed calendar does for multi day recesses, in my opinion it is not a well-designed calendar. Again uses of dashes and a monochrome calendar as we have done in the past has sufficed to indicate days off. These errors and concerns are to me so significant that I simply don't believe that we can approve this calendar tonight but we can schedule and approve the day school begins this fall and I believe that we should do that tonight while giving the Superintendent the opportunity to produce a 6<sup>th</sup> and hopefully final version of the published calendar for 2013-2014. Thank you.

Mr. Buzzannco-Thank you Mr. Berthel. Any other discussion on the calendar? David.

Mr. Guerrero-I am known for being a pretty vocal Board of Ed member, as many of you know, but honestly tonight I feel a little uncomfortable, with what's going on. I'm confused, I just don't understand why these things aren't discussed during private meetings with the Board of Ed. We have regular meetings with the Chairman and Vice Chairman where these need to be discussed. And again to waste our time tonight going through dashes and colors and printers, it's just amazing to me. I don't know what the motive is but I am very embarrassed that this has to be discussed in public at a Board of Ed meeting.

Mr. Buzzannco-Thank you for your comment I will address that and maybe Mr. Berthel would like to amplify his own comments. We have almost 4,000 moms and dads and guardians in this district. They have come to rely on this Board of Education through the Superintendent to provide them with an accurate, clear, easy to follow calendar. The calendar in the past has been somewhat of a formality for this Board to approve. We go through our first reading, two weeks later we go through a second reading and then we vote to approve it. Process to approve this calendar this year began on February 13<sup>th</sup>, with a version that has gotten increasingly

complex in more error prone in that time. Our parents should no longer, and guardians should no longer have to wait for this calendar to be presented in a clear, accurate and understandable format before they find out when the first day of school is. Parents have child care arrangements, vacation arrangements to make; staff needs to do the same. So as I hear Mr. Berthel's comments tonight I think they are well taken that we can take action on the first day of school for this year and give the Superintendent the opportunity to clean up the mistakes we see in this calendar before its published on the website and distributed to students, I also urge you not to assume that the only work on this calendar, Mr. Guerrero, has taken place at this meeting. Mr. Butterly.

Mr. Butterly-Mr. Chairman, a couple of questions, to the Superintendent. Under the one that we have in front of us tonight Superintendent Gilmore is the 28<sup>th</sup> in parentheses that is slated the first day of school or is it the 29<sup>th</sup>. What is presently the one we see in front of us, the 28<sup>th</sup> is in brackets?

Dr. Gilmore-That is the first day of school the 28<sup>th</sup>. That is correct.

Mr. Butterly-And the brackets are just, there is no significance to the brackets, that is when the students are coming in or is that like the opening day with the staff and the Superintendent, what does that mean.

Dr. Gilmore-The first day of school, that is correct.

Mr. Butterly-So by taking the parentheses out that's the correction on that part.

Mr. Buzzannco-The correction on that part would be either leave them in or take them out but if you notice in the center of the calendar, the center column says the first day of school is September 28<sup>th</sup>, with brackets around that date that was the first of the corrections that were noted this evening by Mr. Berthel.

Mr. Butterly-I just have a couple more quick ones Mr. Chairman. Isn't it true that sometimes the elementary and the secondary due have differences, like in my school a lot of times we have half days Professional Development for the Hamden High School whereas we might not have simultaneous training going on in our elementary. Is that also correct in Watertown?

Mr. Buzzannco-Our past practice has been to have a protocol day or teaching day, or in-service day for the entire district. So I believe Mr. Berthel asked for, and I don't speak for you, was the understanding of how we would handle the logistics of doing a partial early dismissal.

Mr. Butterly-What I was just asking to the Superintendent though, maybe she can explain is some of the days it says you know, high school, elementary. Is there different special training days at the different levels?

Dr. Gilmore-Yes, first of all the elementary ED that is for the elementary staff to be dismissed half day in order to meet the needs

of our parents because we know the importance of partnership with our parents, so that is the afternoon at the elementary levels, and then Swift Middle School would be the following day as you can see on the calendar, November 14<sup>th</sup> and then the following week Mr. Butterly on November 20<sup>th</sup> is the high school. So we are providing three different days because we know parents have children in different schools, were providing that opportunity for every parent as opposed to something that we have never had in Watertown before and now with the new contract we also have the night calendars which is critically important. It's about partnership with parents and providing the opportunity not only evenings but also during the afternoon and the reason the committee placed it this way was to meet more of the parents needs in the afternoon.

**Mr. Butterly-So a committee came up with this, was with the union and the administration, of like who was this committee?**

**Dr. Gilmore-Actually we did pass this calendar out to WAA and WEA for their input and they provided that input so this is in collaboration with many individuals and the administration.**

**Mr. Buttery-I just have one general comment Mr. Chairman. I obviously want the parents, students, faculty and us Board members to have an accurate portrayal of what our calendar is, and in the fairness to everybody in this state we've had some unusual things happen by way of hurricanes, blizzards things that, you know I think my system had 14 days this year, 14 in Hamden, so I think Watertown is doing a good thing trying to project a short winter recess, whether you call it WV winter whatever you call it and then have an April break I see the, I see the intent and I don't see any subterfuge. Secondly, I just want to say that like in our system they had to keep our February break they thought because there were too many people that were committed to vacations so they had to say, we would have so many substitutes in there, because they already told us at the end of the year after the hurricane, don't count on an April break. So we are now going from in Hamden right up until about the same day that Watertown is going to without any further breaks, so I think it's good that we can have a little bit of a spring recess this year and next year we are projecting to make sure we have a spring recess, spring vacation, whatever we are going to call it and a shorter time in February.**

**Mr. Buzzannco-Actually Mr. Butterly there has been no change over the past 3 to 4 years, Friday and Monday break in February and a weeklong break in April so we are being consistent there. Prior to the construction being completed of our 3 schools, construction an issue we did have a longer break in February as well.**

**Mr. Butterly-Well as I say I just want to echo one thing, the point David made at, I don't see in this whole process, I would like to have it cleaned up etc. and I know it's going to be on for April 8<sup>th</sup> now and that is terrific but I do think this is not quite as contentious as maybe one would think, it gets very confusing doing these things and I can see where some of this is a very tough juggling act so I just would say on the district side that I think their making good faith effort and in the end if we get something good April 8<sup>th</sup> that everyone understands then that is commendable. Thanks Mr. Chairman.**

**Mr. Buzzannco-Thank you Mr. Butterly. Are there any other comments or discussion this evening?**

**Ms. Colangelo-Mr. Chairman.**

**Mr. Buzzannco-Please Ms. Colangelo**

**Ms. Colangelo-I just want to ask the question that Mr. Berthel raised. Has the transportation issue been worked out? He brought up a good point about transportation for those half days off.**

**Dr. Gilmore-Yes it has been. It was reviewed; Mr. Buccitelli contacted the transportation company prior to placing this on the calendar.**

**Ms. Colangelo-Okay.**

**Mr. Buzzannco-Is there any further discussion? Because the motion did not appear in your agenda and I am going to read the motion again.**

**The motion is: That the Board approve Wednesday, August 28<sup>th</sup> as the first day of school for Watertown public school students for the 2013-2014 academic year and further move that the Board direct the Superintendent to submit a revised published 2013-2014 school year calendar to the Board on or before April 8<sup>th</sup> for its approval based on the parameters outlined in the meeting by the Board during the March 25, 2013 Board meeting.**

**Hearing no further discussion I will call for a vote.**

**In Favor:**

**Mr. Buzzannco, Mr. Lambert, Mr. Berthel, Mr Beland, Mr. Nardella,  
Mr. Butterly, Ms. McCabe, Ms. Colangelo**

**Opposed:**

**None**

**Abstained:**

**1-Mr. Guerrera**

**Vote:**

**Motion passes.**

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**Agenda Item Number:**

**L.2.**

**Subject:**

**Consideration of the Approval of Changes to the 2012-2013 School Year Calendar**

**To make up the nine days lost during the 2012-2013 school year because of inclement weather.**

**Motion Presented by:**

**Mr. Berthel**

**Motion Seconded by:**

**Ms. Nardella**

**Text of Motion:**

**It is recommended that the Board approve:**

- a) Friday, April 19, 2013 as an April Recess day for students and staff.**
- b) That no April, 2013, Recess Days be used as regular teaching**

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**days to recover days lost during the 2012-2013 school year.**

- c) That the last day of instruction will be a half-day on Wednesday, June 26, 2013.**

**Discussion:** **None**

**In Favor: Mr. Buzzannco, Mr. Lambert, Mr. Berthel, Mr Beland, Mr. Nardella,  
Mr. Butterly, Ms. McCabe, Ms. Colangelo**

**Opposed:** **None**

**Abstained:** **1-Mr. Guerrero**

**Vote:** **Motion passes.**

**Agenda Item Number:** L.3.a

**Subject:** **Consideration of the Approval of Acceptance of Gifts.**

- a. Bushka Lumber & Millwork donated \$50.00 to Watertown High School, Café Delights.**

**Motion Presented by: Mr. Nardella**

**Motion Seconded by:** **Mr. Lambert**

**Text of Motion:** That the Board gratefully accept the generous donation from Bushka Lumber & Millwork who donated \$50.00 to Watertown High School, Café Delights.

**Discussion:** **None**

**Opposed:** **None**

**Abstained:** **None**

**Vote:** **Motion passes unanimously.**

**Agenda Item Number:** L.3.b

**Subject:** Consideration of the Approval of Acceptance of Gifts.

- a. **Ms. Linda Bartholomew would like to donate a wooden chair and paint for the musical production at Watertown High School, with an approximate cost of \$80.00**

**Motion Presented by: Mr. Nardella**

**Motion Seconded by:** **Ms. Colangelo**

**Text of Motion:** That the Board accept the generation donation of a wooden chair and paint for the musical production at Watertown High School, with an approximate cost of \$80.00 from Ms. Linda Bartholomew.

**Discussion:** **None**

**Opposed:** **None**

**Abstained:** **None**

**Vote:** Motion passes unanimously.

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**Agenda Item Number:** L.3.c  
**Subject:** Consideration of the Approval of Acceptance of Gifts.

- b. Ms. Linda Burmeister would like to donate three wooden chairs for a musical production at Watertown High School, with an approximate cost of \$25.00 each.

**Motion Presented by:** Mr. Nardella  
**Motion Seconded by:** Ms. Colangelo  
**Text of Motion:** That the Board gratefully accept the generous donation three wooden chairs for a musical production at Watertown High School, with an approximate cost of \$25.00 each from Ms. Linda Burmeister.

**Discussion:** None

**Opposed:** None

**Abstained:** None

**Vote:** Motion passes unanimously.

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**Agenda Item Number:** L.3.d  
**Subject:** Consideration of the Approval of Acceptance of Gifts.

Ms. Monica Nolan donated office and school supplies to Swift Middle School, with an approximate cost of \$400.00

**Motion Presented by:** Mr. Nardella  
**Motion Seconded by:** Ms. Colangelo  
**Text of Motion:** That the Board gratefully accept the generous donation of office and school supplies to Swift Middle School, with an approximate cost of \$400.00 from Ms. Monica Nolan.

**Discussion:** None

**Opposed:** None

**Abstained:** None

**Vote:** Motion passes unanimously.

Mr. Buzzannco- I would like to comment that these 4 donations make up the core support that our school relies on from an area business, from two individuals Item B & C, Ms. Bartholmeo and Ms. Burmeister are actually employees of the district here at the high school and from a parent who is with us this evening Ms. Monica Nolan and we thank you for your donation.

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**M. Future Agenda Items and Board Members' Comments**

**Mr. Buzzannco-**Do any Board members have a comment or a proposed Agenda Item?

**Mr. Butterly-**Mr. Chairman I just have a quick comment just supplementing yours, my wife did attend and I want to just comment on the Fiddler on the Roof production and I just want to comment on one



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young man that she taught at John Trumbull Primary School and who she was just so impressed with. Brian Grimm, like the lead in the play just had a serious significant loss as our town did when former Watertown policeman, Frank D'Amico, his grandfather died very recently and those of us that knew Frank as a local cop, he was the quintessential local cop, and just a wonderful man who later on was a worked with John Connelly's office as an investigator and did a terrific job also in the court system. A big loss for our town and if you're a Yankee fan you couldn't have had a better fan than Frank D'Amico and a wonderful guy to talk to at any Dunkin Donuts gathering. So when Brian Grimm took the stage the other night my wife was just so proud of him and she knows it was a tribute to his grandfather who was looking down fondly were sure and secondly I did use the talent of the Suessical Musical Week (?) Julia Stevenson and I drafted her shamelessly to come to my grandsons house where she read the Cat in the Hat and sang one of the songs, and she wanted nothing, I gave her a little stipend nothing big, but anyway what a wonderful job she did. Dinah was thrilled to be recognized as a dancer from the Oklahoma production because everybody got to stand up if they were in a Watertown High play and my lovely wife was, then Dinah Mills, and finally I wish I could have been there but I wasn't feeling well but when she came back she just was, just glowing about what a wonderful school we have and how great our kids did. Thank you Mr. Chairman.

**Mr. Buzzannco**-She got that right, thank you very much Mr. Butterly. Do any other members have comments or proposed Agenda items?

**Ms. Colangelo**-Well I to want to give kudos to the high school students and staff and everybody in town who participated in that play, it was just remarkable, it was just wonderful. I really enjoyed it.

**Mr. Buzzannco** -Magnificent. Thank you Ms. Colangelo.

**Ms. Colangelo**—I have another comment, in October and again in December I pointed out that these mikes are not working properly and I want to know what the status is of replacing them?

**Mr. Buzzannco-**Would you like to address this this evening, Dr. Gilmore.

**Dr. Gilmore-**We certainly will absolutely look into that and make sure that these are working properly.

**Ms. Colangelo-**Well I heard over the weekend again that somebody was watching the TV and it fades in and out and they can't hear the voices. Are we doing anything about replacing them, it's been like six months since I brought it up initially.

**Dr. Gilmore-**Thank you we will look into that immediately. Thank you.

**Dr. Buzzannco**-Thank you Ms. Colangelo. Do any other Board members have comments or proposed Agenda items? Hearing none we will close and move onto our final Public Participation for this evening. Does anyone wish to address the Board? Yes, Fran.

**N. Public Participation-(Please state name, address and topic of discussion)**

**Ms. Palmer**-Fran Palmer, 220 Middlebury Road, Watertown. I just have a budget process question.

Will there be another joint meeting with the Town Council to further discuss the budget and what is the next step in the budget process? And the dates on that.

**Mr. Buzzannco-**Would you like to address that Mr. Buccitelli or Dr. Gilmore?

**Mr. Buccitelli-**Yah I believe that the Town Council, the next step for them to adopt their budget and from there there's a budget hearing which is a combined meeting with the Board of Ed and the town and I believe that is April 11<sup>th</sup>. From that point I believe it goes to referendum.

**Mr. Buzzannco-**After the public hearing the Town Council has the opportunity to either affirm our

budget or give us an alternate number, and then the budget would be set and put to referendum. So I will use that opportunity, Fran thank you to encourage parents that did not hear that the hearing date had been set for April 11 that is a wonderful opportunity for parents, community members to come out and be heard relative to the proposed budget. Does anyone wish to address the Board this evening? Yes Jane.

**Ms. Blakeman**-Thank you again. Jane Blakeman, Woolson Street, Watertown. Mr. Guerrero thank you for bringing that up about the resignation because I meant to ask that, and Dr. Gilmore you mentioned that the student that she worked with the paraprofessional that is retiring, not retiring I'm sorry that is stepping down is moving out of state and we wish her well. She is not a one on one, so she is a Category 2, so why she would not be in the 5 eliminated I don't understand and I have been told by several paras at the middle school that there are 2 paraprofessionals who students have been, I don't know if they have been out placed or they are on a long term absence that don't have specific students that are working and also I have been instructed that, I am sorry informed that at Judson School there is a paraprofessional that is working beyond her hours because to meet the needs of a student. So here we are still going to cut 5 positions and yet one that is stepping down is not a one on one so I guess I am still confused as to the fact that we are still hanging onto people but yet were increasing hours because we are still not meeting the needs, and yet we are still going to lose 5. Thank you Mr. Guerrero.

**Mr. Buzzannco**-Thank you Jane. Does anyone else wish to address the Board this evening? Yes Monica.

**Ms. Nolan**-Hi Monica Nolan, 84 Crestview Drive in Watertown. Sorry I think I have Mr. Butterly's cold, my question is for the Board, I know we are proposing staff reductions, did we consider early retirement, offering early retirement at all for someone who has been here 20, 30, 40 plus years if they took an early retirement package perhaps we could keep some of the other positions and even perhaps maybe hire 1 or 2 if we had that number exceeded, you know the amount of their salaries exceeded what we needed to cut. Thank you.

**Mr. Buzzannco**-Thank you Monica. Does anyone wish to address the Board this evening? Does anyone else wish to address the Board? Hearing none we will close our final Public Participation for the evening. We move onto a possible Executive Session so I would like to ask the members who gathered here tonight from the public to excuse themselves while the Board goes into Executive Session. Will come back to the Regular Session following that.

**The Board meeting recessed at 8:27 PM**

**O. Executive Session-8:27 p.m.**

**MOTION PRESENT BY: Mr. Berthel that the Board go into Executive Session for discussion concerning the performance and evaluation of the Superintendent to include all Board members present.**

**SECONDED BY: Ms. Colangelo**

**DISCUSSION: Mr. Guerrero and Mr. Butterly voiced opposition and requested clarification on the topic for executive session.**

**VOTE: Motion passed unanimously.**

**Board went into executive session at 8:45 PM and came out at 8:52 PM**

**P. Regular Session**

**Discussion and possible action on Superintendent's employment contract.**

**Mr. Buzzannco-**We will move onto Item P discussion and possible action on Superintendents' employment contract.

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<b>Agenda Item Number:</b>	<b>P.</b>
<b>Subject:</b>	<b><u>Discussion of Superintendent's employment contract.</u></b>
<b>Motion Presented by:</b>	<b>Mr. Berthel</b>
<b>Motion Seconded by:</b>	<b>Mr. Lambert</b>
<b>Text of Motion:</b>	<b>Yes Mr. Chairman I move that the Board approve the amendment to the Superintendents contract to modify Section 10, Evaluation, such that the Board will now evaluate the Superintendent within 90 days prior to the expiration of each year during the term of the agreement.</b>
<b>Discussion:</b>	<b>None</b>
<b>Opposed:</b>	<b>None</b>
<b>Abstained:</b>	<b>None</b>
<b>Vote:</b>	<b>Motion passes unanimously.</b>

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**Q. Adjournment**

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<b>Agenda:</b>	<b>Q.</b>
<b>Subject:</b>	<b>Adjournment</b>
<b>Motion Presented by:</b>	<b>Mr. Berthel</b>
<b>Motion Seconded by:</b>	<b>Mr. Nardella</b>
<b>Text of Motion:</b>	<b>That the meeting adjourn at 8:54 p.m.</b>
<b>Discussion:</b>	<b>None</b>
<b>Opposed:</b>	<b>None</b>
<b>Abstained:</b>	<b>None</b>
<b>Vote:</b>	<b>Motion passes unanimously.</b>

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**Meeting adjourned at 8:54 p.m.**

Respectfully submitted by:

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Eric Berthel  
Board Secretary

Carolyn Stopper  
Minutes Secretary