

**WATERTOWN BOARD OF EDUCATION
REGULAR MEETING
MINUTES**

Meeting Date: December 10, 2012
Meeting Time: 7:30 P.M.
Meeting Place: Lecture Hall, Watertown High School

Members Present: Mr. Guy Buzzancco, Chairman
Mr. Tom Lambert, Vice Chairman
Mr. Eric Berthel, Secretary
Mr. Ray Nardella
Mr. Richard Beland
Ms. Mary Colangelo
Atty. Sean Butterly
Mr. David Guerrero

Absent: Ms. Susan McCabe

Others Present: Dr. Gail Gilmore, Superintendent
Mr. Pasquale Buccitelli, Business Manager
Mr. Adam Kuegler, Student Council Representative
Ms. Bridget Carnemolla, Principal, Watertown High School

A. Convene Regular Meeting - 7:30 PM

B. Salute to the Flag-Mr. Buzzancco

C. Watertown Public Schools' Mission Statement-Mr. Butterly

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.

Mr. Buzzancco-Thank you very much Mr. Butterly.

Mr. Butterly-Thank you Mr. Chairman.

Mr. Buzzancco-Well done. I would like to turn it over now to the Superintendent for something we look forward to doing each and every year celebrating the academic achievements of our CAPT scholars and also the outstanding achievement of our Superintendent Award winners. Dr.Gilmore please.

C. Award Recognition

Dr. Gilmore-Thank you Mr. Buzzannc and good evening Board of Education members and most importantly our wonderful CAPT scholars, we are so proud of you for achieving advanced level on every area and let me begin by talking to you about the importance of your achievement. On behalf of the Board of Education we want to thank you for your performance, doing exceptionally well in the 2012 CAPT, which is the Connecticut Academic Performance Test. You have achieved the advanced levels in mathematics, reading, writing and science subtests, and before we ask you to please join us at the podium with the Board Chair I would like to read a special announcement letter from the Commissioner of Education to each and every CAPT scholar this evening.

Congratulations, you performed exceptionally well on the 2012 Connecticut Academic Performance Test, achieving the higher standards on the mathematics, reading, writing and science subtests. It is my great pleasure to recognize your accomplishments and to celebrate what you have done along with your families and teachers. You have exceeded our highest expectations and I am delighted to share this accomplishment with our state leaders and the people of the State of Connecticut. We stand with pride and applaud your talent and hard work. The results from the CAPT are used for many things, most of importantly we used them to provide a window into the progress that Connecticut students are making toward the high standards of performance to which we all hold our students. In doing this however, we are also given an opportunity to observe students like you who soar high above those standards and exemplify excellence. Because the habits of excellence students are enduring I am quite certain that this will be the only one of many times that your efforts will earn you praises. I urge you to seek the path that your passions inspire you to follow and to continue to exceed expectations. A noteworthy social thinker of his time, Benjamin Franklin, observed that without continual growth and progress such words as improvement, achievement and success have no meaning, you have crossed the halfway mark of your high school career and have entered a time where in the decisions you make, fueled by your talent, hard work and continual growth will greatly determine who you are and what you will become. I stand with all of the people who have labored to support you with this point and wait with eager anticipation to see the greatness that becomes of your efforts. And this is from the Commissioner of Education, Stefan Pryor. So congratulations to each and every one of you and we will call your name and please do come up to the podium as Mr. Buzzannc presents you with this wonderful certificate from the Commissioner of Education.

The Board would like to recognize the following Watertown High School Students who performed exceptionally well on the 2012 Connecticut Academic Performance Test (CAPT), achieving the Advanced level on the mathematics, reading, writing, and science subtests. If the students could please come forward when their name is read, we would like to present the student with a letter of recognition from the Commissioner of Education, Stefan Pryor.

Drake Allegrini	Grade 11
Michelle Atallah	Grade 11
Kyle Brown	Grade 11
Jacob Holmes	Grade 11
Sarah Martineau	Grade 11
Nancy Nguyen	Grade 11

Dr. Gilmore-Nancy Nguyen was not able to be here this evening but would you please give her a nice round of applause. We are very proud of our CAPT scholars and we want to thank the parents of the families that support education and support your children each and every day and we would like to now continue with the Superintendents Awards and then we will take a few moments for photos, for photos to be taken at the end of the presentation.

Congratulations to Watertown High School Students: Robert Ernst and Jillian Woodring for receiving the Superintendents award sponsored by the Connecticut Association of Public School Superintendents (CAPSS).

Robert Ernst is an exceptional Grade 11 student who has excelled in academics, athletics, and extensive community service. As a Variety football athlete, he has demonstrated that determination and perseverance are essential attributes in attaining his set goals. Robert has achieved the *Iron Man Award* as well as the *Pop Warner Scholar Athlete Award*, as a result of his passion and motivation for excellence. Robert knows the importance of giving back to his community and to those in need. He volunteers his time and care at Griffin Hospital. Robert also has maintained perfect school attendance since kindergarten. Academically, Robert continues to maintain high honors and is an exceptional student to be recognized for the Superintendent's Award.

Jillian Woodring is an outstanding Grade 12 student who possesses all the qualities of a visionary leader. Her compassion for others and her kind and considerate personality will take her far with her future goal of becoming a nurse. Jillian is always willing to help others and provides advocacy for those in need. One of Jillian's strengths is her gift of connecting with all she meets. She excels in her academics, and enjoys discussion and debating political and world issues. She is an exceptional student who deserves the high recognition of receiving the Superintendent's Award.

If the students could please come forward when their name is read, we would like to present the student with a certificate of recognition.

Mr. Buzzannc-I just wanted to add a few comments as well. First for the CAPT scholars, we were talking about you folks today, we put a call up to Hartford to the State Department of Education and we are just going to embarrass you just a little bit more, put a little bit more attention on you folks. Today I learned that each year over 40,000 10th graders in the state take the CAPT test every March. This past March it was almost 43,000 10th graders took the CAPT test, but 40,000 of them didn't do what you guys did. You guys scored the highest level of achievement, the advanced category, the advanced range of the CAPT score in all four content strands of the CAPT, math, science, reading and writing. Because of you CAPT scores you have probably already figured out the percentage but that is less than 8% of the 10th graders who took the CAPT in March achieved advanced level performance in all four content strands. That is an incredible achievement, and I am so sorry for the technical disruption there is no way does this diminished the importance of this aspect of our meeting tonight how important it is for us to have you hear to celebrate this achievement, because you did this achievement on your own. Every week we know the work, the outstanding work our teachers, our counselors and everyone in the district does but this achievement is what you did on your own, it is a reflection of your attitude, of your commitment and your effort and your performance that made that happen. We couldn't be prouder of you and we couldn't be more grateful to have you in our school district, congratulations. We think we have something in common with Jillian and with Robert that your academic achievements as outstanding as they are aren't your only achievements. You excel outside the classroom to, service, athletics ,commitment to helping others both now and in the future as a nurse, its proof that we don't just have great students in our schools we have great kids, we have great people, it's an honor to have you here tonight, congratulations to all of you. Thank you very much. At this time, if the Board doesn't object I will call for a 5 minute recess, we'll reconvene at 7:50 p.m., it will give you a chance to take some photographs, to talk for a little bit and relax and then if you would like to rejoin us at 7:50 p.m. your invited to but if you need to move on with your evening we certainly understand. Thank you we're adjourned.

Mr. Buzzannc-Thank you everyone I would like to call the meeting back to order at 7:52 p.m.

E. Report from Student Council Representative – Adam Kuegler

Mr. Kuegler-Thank you Mr. Chairman. First of all I would like to start off by saying Homecoming was very successful this year, we had no incidents of students having to leave and it was one of the most well attended in recent years, so that was great. Tomorrow we have the Blood Drive hosted by the National Honor Society and the Red Cross and it will run all day. The National Honor Society will

be working setting up and working throughout the day, ushering students to and from classes and handing out snacks to the people that donate blood and students 17 and over will also be donating blood, people from the public are also welcome tomorrow, it's all day. In place of the Safe Halloween that needed to be postponed due to the weather we will be having a Gingerbread Jam, were going to call it, at John Trumbull Primary School on December 19th at 4:30 p.m. It's open to the first 200 kids that sign up and students, the kids and their parents can sign up by calling Watertown High School. Mid-term exams will begin next week, starting on Tuesday, and Link Crew will be hosting cocoa and cramming to help students prepare for mid-terms on Monday after school. The World Language Honor Society will be going Holiday Caroling at the Senior Center on December 19th and also CARE Club is doing gift wrapping in exchange for donations and all the materials for that were donated by the Watertown High School faculty. The school play was very well attended, it was Peter Pan, and it went on last weekend and the Strings and Choral Concert will be this Thursday at 7:00 p.m. Also the video production students, this is kind of exciting, are working on a video as a recruiting tool for 8th grade students and this is from Mrs. Carnemolla looking at the data of how many students we lose between the 8th and 9th grade years and the video will be presented to 8th grade students around the town including St. John's and St. Mary Magdalens school. We are also will be making use of the technology in the school by doing a video production of the announcements each day and that will air both on the TV in the lobby and also in the cafeteria and this fits in with the video production curriculum and it makes use of the great Mac and Apple equipment that we have here in the Lecture Hall. Those announcements will also be linked to Twitter an You Tube and also in addition to that information will also be starting to send out the newspaper again which the publishing students work very hard on and that will be sent out along with other materials that need to be sent out each month by the school so extra postage won't be required. And finally just for athletics, Indoor Track competed in its first developmental meet this past Saturday, December 8th, under the new coaches, Dave Constant and Rich Brown, and their doing a great job with the team, they make a great team of coaches to help us out. Girls Basketball is off to a 2-0 start in the first two games of the season and Boys Basketball, Hockey and Swimming start this week. The Parent Meeting was very well attended and received for viewing the policies and meeting the new Athletic Director, Mr. Medic and the trainer, Jen Grant, and lastly the Girls Swimming Banquet was Thursday night and the Football awards took place before the Board of Ed meeting tonight and Mr. Medic and Mrs. Carnemolla were at both of those events.

Mr. Buzzancco-Adam terrific report thank you so much for that thorough and very informative report. We would like to move on to our first Public Participation of the evening.

F. Public Participation-(Please state name, address and topic of discussion)-None

Is there anyone who wishes to address the Board; is there anyone who wishes to address the Board? We will close our first round of Public Participation and move onto Committee Reports.

G. Committee Reports:

Curriculum and Instruction Committee, Mr. Eric Berthel, Chair-No
Policy and Labor Committee, Mr. Eric Berthel, Chair-No
Budget and Finance Committee, Mr. Tom Lambert, Chair-Yes

Mr. Lambert-Yes Mr. Chairman tonight we had our Budget meeting and we reviewed the time lines and financial issues related to the 2013-2014 school year.

Facilities/PBC/Operations Committee, Mr. Tom Lambert, Chair-Yes

Mr. Lambert-Yes Mr. Buzzancco facility related we formed a committee that will meet once a week, in order to address the concerns for the Polk School play scape issue, surface issue, and we will be reporting to the Facilities Committee with findings as we need.

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

Mr. Nardella-Thank you Mr. Chairman, we had our Parent Advisory Council Meeting last Thursday, I believe it was, and I did attend as well as, well as you were there, and two other Board members as well as Dr. Gilmore and administration and that just gave us the opportunity to come first hand with parents in the community, to see what their needs are and go from there, so that was successful.

Mr. Buzzannco-Thank you very much Mr. Nardella.

H. Communications – Secretary-None

I. Minutes

- 1. Board of Education Meeting-November 26, 2012**
- 2. Special Board of Education Meeting-December 3, 2012**

Agenda Item Number:	I.1.
	Subject: Minutes- Board of Education Regular Meeting, November 26, 2012.
	We will take no action on the Board of Education Meeting Minutes of November 26, 2012 pending submission of corrections.

Agenda Item Number:	I.2.
Subject:	Minutes
Motion Presented by:	Mr. Berthel
Motion Seconded by:	Ms.Colangelo
Text of Motion:	To approve the minutes of the Special Board of Education Meeeting, December 3, 2012.
Discussion:	None
Opposed:	None
Abstained:	2-Atty. Butterly, Mr. Guerrero
Vote:	Motion passes.

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

Dr. Gilmore-Thank you Mr. Buzzannco and good evening once again Board of Education members and of course to our community. We would like to begin by thanking the many coaches that completed a very successful fall season with our student athletes and we certainly want to welcome our coaches for the winter season in tonight's agenda. We truly appreciate your hard work coaches and your commitment to our students and we look forward to another wonderful and successful season. At our next Board meeting we will honor Coach Lisa Mariano, Girls Varsity Soccer Coach, for her

recognition as the Coach of the Year and our students are very fortunate to have such exceptional coaches in Watertown.

1. Appointments-(Information Only)

- a. Mr. Richard Brown to the position of Assistant Boys and Girls Varsity Track Coach at Watertown High School for the 2012-2013 school year at the contractual stipend of \$1,817.00 payable at the end of the season.
- b. Mr. Kevin Danaher to the position of Co-Head Boys Swimming Coach at Watertown High School for the 2012-2013 school year at the contractual stipend of \$2,730.00 payable at the end of the season.
- c. Mr. Jason Hurdle to the position of Assistant Boys Varsity Basketball Coach at Watertown High School for the 2012-2013 school year at the contractual stipend of \$2,801.00 payable at the end of the season.
- d. Ms. Gale Lawson to the position of long-term substitute Grade 4 Teacher at Polk School, effective December 17, 2012, through the end of the 2012-2013 school year, at the rate of \$75.00 per day for the first ten days, and on the eleventh day, being placed on the first step of the Memorandum of Agreement between the WEA and the Watertown Board of Education of \$41,700.00 prorated.
- e. Mr. Edward Lopes to the position of Girls Varsity Basketball Coach at Watertown High School for the 2012-2013 school year at the contractual stipend of \$4,483.00 payable at the end of the season.
- f. Mr. Michael Magas to the position of Co-Head Boys Swimming Coach at Watertown High School for the 2012-2013 school year at the contractual stipend of \$2,730.00 payable at the end of the season.
- g. Mr. George Palomba to the position of Assistant Girls Varsity Basketball Coach at Watertown High School for the 2012-2013 school year at the contractual stipend of \$2,942.00 payable at the end of the season.
- h. Mr. Edward Sakl to the position of Boys Varsity Basketball Coach at Watertown High School for the 2012-2013 school year at the contractual stipend of \$4,483.00 payable at the end of the season.
- i. Mr. Gary Smith to the position of Boys & Girls Diving Coach at Watertown High School for the 2012-2013 school year at the contractual stipend of \$2,730.00 payable at the end of the season.
- j. Mr. Brian Stanley to the position of Assistant Girls Varsity Basketball Coach at Watertown High School for the 2012-2013 school year at the contractual stipend of \$2,942.00 payable at the end of the season.

- k. Mr. Luigi Velardi to the position of Boys Freshman Basketball Coach at Watertown High School for the 2012-2013 school year at the contractual stipend of \$2,801.00 payable at the end of the season.
- l. Mr. Victor Vicenzi to the position of Hockey Coach at Watertown High School for the 2012-2013 school year at the contractual stipend of \$4,483.00 payable at the end of the season.

2. Presentation-(Information Only)

Instructional Best Practice

Dr. Gilmore-Tonight I am very pleased to introduce to you the Watertown High School Principal, Principal Carnemolla, and she will present an overview of a pilot program that offers web based learning opportunities for our students which is called Plato a virtual learning opportunity. Mrs. Carnemolla please.

Instructional Best Practice

WHS Principal Bridget Carnemolla presented an overview of the proposed Pathways pilot program at WHS. Pathways, as the name implies, will serve students through a variety of virtual “paths” using web-based Plato Virtual Learning. Students in need of credit recovery and remediation for courses currently underway as well as students looking to enrich their course load with courses not offered onsite at WHS will have their needs served through the Pathways program. Presenters will review research that has led up to this proposed program, how the program fits in with League of Innovative Schools initiatives, SRBI federal mandates, NEASC expectations, etc.

Mrs. Carnemolla-Thank you Dr. Gilmore. Firstly I would like to thank a couple of folks that helped me to put the pilot together in general for the presentation tonight, one is Jenna Larkin our Guidance Coordinator who could not be with us tonight and the other is Ms. Nicole Knot our Library Media Specialist who is with us tonight and thankfully so for the help to the technical difficulties that we had back there.

A little bit of history, when I arrived in the summer there was already some discussion around implementing some digital learning, mostly as a source of credit recovery for students who are behind credits and with the loss of the Alternative Program here at the high school this was one of the conversations that was happening to replace that, Ms. Knot and Ms. Larkin were very involved in that conversation so they provided me with some sense of History, and Dr. Collin was involved in that search also. At the time it was still going back and forth between two programs one being Connecticut Virtual Learning, CVL, and the other being Plato and as I arrived the shift had gone towards Plato and I sat with Nicole and Jenna early on and went through all the materials and so on and concurred that Plato as a platform was to be the better one and I will explain some of why that is as we go through.

But from the time that I came on board until now, it’s really morphed a little bit, so we are getting away simply from calling it the Plato Program and we thought it was fitting enough to give it its own name as a program here at the high school and that is where the Pathways comes in. What we are

hoping for in our Pathways Program is that we provide students at all ends of the spectrum with supplemental instruction, like credit recovery, and with enrichment also. And just a little bit of

background about why we have a need for this, besides the obvious, the disintegration of the Alternative Program. We have an 83% graduation rate right now, that's okay but certainly not what it needs to be by any stretch, of course we would like to be at 100% of our schools students if we can. We have about 15.5% of our student body responsible for committing serious disciplinary offenses, 16.8% of students qualifying for truancy and 9.5% of our students who are identified as talented and gifted, but we have no talented and gifted program. So in the big picture with this is that we have students certainly on both ends of the spectrum that have a need and we are hoping that this is part of the answer to that need. So a little bit about why we want to move in this Pathways direction instead of calling it Plato. We are not looking to implement a completely web based program, this is not to be something students can log into like the University of Phoenix and there are at home or whenever and they can log on and get credits. What I started to look for after looking at that data, and this is what I mean about morphed after I started getting acclimated and seeing where we were, is what I call hybrid program. We are looking to use the Plato as a platform, the courses that are within it, and to build on that with our own instructors, with our own curriculum and that is actually one of the reasons that we chose Plato over Connecticut Virtual Learning, we can modify the courses that are in Plato to meet our Watertown standards. We can make changes so that they have assessments that are common assessments that we use here at the high school for example. If there is a particular unit that our English 9th grade is doing that's not part of an English 9 curriculum on line and the one that they give us we can put it in. We have a lot more ability to make changes and that was an important selling point for me and for me as I brought it to my faculty to discuss because I wanted to make sure that we had a program with some fidelity to our program as a district and high school. And so we are able to play with this, we have something to start with; we don't have to build the entire thing on line, which is a tremendous amount of work for teachers to build the entire course on line. They give us something to work with and then we can take it from there and make it our own. So what we are hoping to do, that is the reason why we are calling it a Pilot, obviously it was something that was not here before now, we would like to just before we start investing a lot of resources and time into it start this spring small. We are hoping that we start in January and that we purchase some sites, and you will see there are a lot of specifics in the proposal that I handed out, that I don't want go through and have you hear them and read them and see them but we are hoping to buy a limited number of site licenses for the program. We have some individuals in the building that are interested in helping us get this off the ground, some of our own teachers. We have buy in from the majority if not all of the faculty to help get it off the ground also because of some of the leg work that I have already done. I brought in the consultant from Plato who explained to them how it worked, what they could do to the program, what the program could be used for. I had the Plato rep, much to his dismay I think, set up a user name and a password for every single faculty member here, although we have not even paid for any of this software yet, so that they could mill around in it and check it out and see what it had to offer and so we already have some discussion in our content areas about what it looks like, what they like about it, what they might think might needs to be changed and we department chairs working on that to and it fits in as well with our overall focus to change to standard based assessments, standard based reading, developing, standard based competencies in all of courses and so forth this will be a part of that process and that

discussion whether or not we make sure that, make sure that all of our students who might be involved this in program will meet the same standards that the rest of our students due in the classroom which is why it is really instrumental that this, in my opinion, that it is hybrid and I do have the faculty as a part of the proceeding. So though Plato itself is completely web based it is the longest operating on line learning community. We are able to provide what they refer to as real time remediation and what we

are talking about here at the high school as targeted intervention, so if we start thinking about SRBI and RTI this is where we call the middle of the spectrum, we have one end of the spectrum where the gifted and talented kids that we are hoping surface by giving them some enriched opportunities with Plato and the Pathways program and on the opposite end we have students who need credit recovery and right in the middle we have students who need targeted intervention. Just for example the 10th, actually the 9th grade student who no matter how many different ways the math teacher has tried to explain slope just isn't getting it, that is a student for the Pathways lab who can now come and try it in another way, get on line work with the interventionist that we have in the lab and see if that is what helps make that click for that student. Students who have been absent a lot who have a lot of work to make up, one of the things that we are hoping is that again this gets away from the idea of okay here is the packet, take the packet home do the packet. Same thing at the opposite ends of the independent studies, are plan is to still maintain are procedures for implementing independent studies, student has to have an advisor on the faculty, has to have a plan of what they'll study and so on but we can now also supplement that with the curriculum that we have through Plato. So we wanted to kind of make this something where you could see specifically the kind of students, so these are all real situations that we have changed a little bit about so that we don't give away confidentiality of who some of these students are because we are a small town and a small community and some of them may be more obvious to people than others so we have changed enough so that we are not talking about individuals but here are some of the reasons why we would do it. One scenario, this is a very large scenario here. Students who did not do well in the past but now are doing well and need to recover credits lost from previous years and for the example we used is student named John, 2nd year freshman, he earned no credit last year 0, so his first freshman year a very exceptional situation at home made it nearly impossible for John to focus on school. This is the reality of the situation for a lot of our students unfortunately. Now he has come back there has been changes made, schools intervened, Social Services intervened, situation at home has changed, John is back 2nd year freshmen year and doing beautifully, passing everything getting good grades, schedule packed full of classes and yet even if he moves forward in that way he is still short an entire year of credits, which right now in his 2nd freshmen year may not be as difficult for him as a student, but as time moves on what you see is the motivation level of the student drop as their peers start to graduate and they are left behind. So just a way to keep a student like that on track. Now this is an involved one and unfortunately this is why we had an Alternative Program, why most districts need to have something outside of the box, unfortunately this situation at Watertown High is far too many students but they are here. So will look at Kyle, current 18 year old, 12th grade student who has already been here for five years and has 8.75 credits, at typical senior has at least 17 credits at this stage, so this is year five and we have 8.75. The past five years Kyle and his siblings have dealt with the death of a parent, significant issues with drugs and alcohol abuse at home, missed a 100 days, actually it was a 100 plus days of school in one school year, unrepeated interventions from many folks including us here at the school and a change in guardianship. Kyle is back this year against all odds another example of doing great picking up the pieces and moving on, but would at the current rate, as many credits as we could put into a school day, would need about 4 more years here, so at least, so we would be graduating a 22 or 23 year old student.

This is the opposite end students who want to enrich their course load and explore current courses that we currently do not offer these are typical independent study students. Tanya motivated Honor Student who has ambitious goals, one of them is to, was to get AP calculus by her senior year, she

followed the prescribed path, she only be able to get to Pre-calc, so she took it upon herself to schedule a meeting with me and get permission to borrow a Pre-calc text book over the summer and teach herself the content, amazing kid. In the fall Tanya was able to test out of Pre-calc and fulfill her goal of AP calculus by senior year. Tanya though is interested in studying other areas of math and science that we have very few electives in and that frankly she has no time in her schedule as you can see. So this would be a program for someone like Tanya as well.

The other scenarios things like I brought up, students who need intervention in specific courses at this time in order to pass, so back to the slope example student. Students who don't historically perform well in traditional class settings but have responded to smaller groups and interventions, that is a lot of our students, whether or not they are identified as special education students or not in particular when you come across a student who has run whole the whole way through in school with say the 10th grade student and has never really learned some crucial building block in school they are now the student, go back to the first five, they are now the student acting out in class, getting put out of class all the time, making a ruckus and not doing well because they missed out on something that they truly need remediating in and that we don't have the real capability to do with one teacher in a classroom with 25 students. This is an opportunity for them to get that remediation. Again students who want to move on to courses that we can't get into their schedule and also this is going back to, as Adam brought up, a focus on trying to get more of our students who go to school the entire way through Watertown Public Schools to remain here with us at Watertown High and we are hoping this is also something that may potentially attract students who otherwise leave public school to attend Holy Cross, Sacred Heart so on where they may get some of their offerings that they can't fit into their schedule here.

Just to know where we were in the big scheme of things, and this happened before, this is one of the backgrounds before I came for being an Alternative Program we surveyed 23 other districts and what we basically found is that every program has at least one of the components, besides from the academic piece, when your putting in an Alternative Program. School to career transition, counseling, mental health, substance abuse something, in other words getting away from showing up and doing the packet and going home at alternative school. Typically an alternative program can teach you student ratio never exceeds 1:12 and that is also for the national alternative education association guidelines. Sixty percent were entirely either entirely web based or used virtual learning as a major component so we are not exactly following the prescribed path again in doing this as a hybrid system because in many places its only online and what I've seen in the research and personal experience and coming from a school where we had on line component for students to makeup, to recover credits, it's usually not successful, it's usually a waste of money whether it's the Boards money or the towns money or the students money because typically if you weren't able to get the context by being in a class, and sometimes by being in the same class twice, have to repeat a class in the second year, you are not going to get it by sitting alone in front of a computer screen, so you need the secondary adult teaching component of making the hybrid program really what we are interested in doing. It's also in line with the Best Practice of Alternative Education as I just brought up and of course our district philosophy were hoping the SRBI needs, this goes along with our League of Innovative Schools work that emphasizes having multiple Pathways to success and graduation and our Mission Statement that we would meet the diverse needs of each student. And I am sure that you have questions for me, if you don't know I am sure you will later.

Dr. Gilmore-We could open it up to the Board of Education members do you have questions for Mrs. Carnemolla?

Ms. Susan Petrok, Paraprofessional at Polk Elementary School is requesting an unpaid leave of absence under the Article IX A of the paraprofessional contract commencing January 11, 2013 through April 19, 2013.

It is recommended that the Board approve the unpaid leave of absence, under the Article IX A of the paraprofessional contract commencing January 11, 2013 through April 19, 2013,

2. Consideration of the Approval of Family Medical Leave

Ms. Lisa Ciampi, Chemistry Teacher at Watertown High School is requesting a leave of absence under the Family Medical Leave Act commencing on October 31, 2012 with days to be used on an as needed basis with the use of accumulated sick time.

It is recommended that the board approve the Family Medical Leave of absence under the Family Medical Leave Act commencing October 31, 2012 with days to be used on an as needed basis with the use of accumulated sick time.

3. Consideration of Revision of Policy 1-49, Public Participation Meeting Guidelines Second Reading and Approval

At its meeting on Monday, November 26, 2012, the Policy and Labor Committee reviewed Policy 1-49, Public Participation Meeting guidelines, and presents it to the full Board for the second reading and approval to be effective December 11, 2012.

It is recommended that the Board approve the Revision of Policy 1-49, Public Participation Meeting Guidelines.

4. Consideration of the Approval of Acceptance of Gifts

Ingersoll Automotive has selected Watertown High School as a recipient for a donation of 15 new Toshiba Laptop Computers.

It is recommended that the Board accept this generous donation and a letter of thanks to be sent to the donor.

L. Action Items – Adoption of Items to be Approved by Consent

1. Consideration of the Approval of Unpaid Leave of Absence

Agenda Item Number:
Subject:

L.1.
Consideration of the Approval of Unpaid Leave of Absence

Motion Presented by:
Motion Seconded by:
Text of Motion:

Mr. Lambert
Mr. Nardella
Ms. Susan Petrok, Paraprofessional at Polk Elementary School is requesting an unpaid leave of absence under the Article IX A of the paraprofessional contract commencing January 11, 2013 through April 19, 2013.

It is recommended that the Board approve the unpaid leave of absence, under the Article IX A of the paraprofessional contract commencing January 11, 2013 through April 19, 2013,

Discussion: None
Opposed: None
Abstained: None
Vote: Motion passes unanimously.

2.Consideration of the Approval of Family Medical Leave

Agenda Item Number: L.2.
Subject: **Consideration of the Approval of Family Medical Leave**

Motion Presented by: Mr. Lambert
Motion Seconded by: Mr. Berthel
Text of Motion:

Ms. Lisa Ciampi, Chemistry Teacher at Watertown High School is requesting a leave of absence under the Family Medical Leave Act commencing on October 31, 2012 with days to be used on an as needed basis with the use of accumulated sick time.

It is recommended that the board approve the Family Medical Leave of absence under the Family Medical Leave Act commencing October 31, 2012 with days to be used on an as needed basis with the use of accumulated sick time.

Discussion: Ms. Colangelo-Excuse me Mr. Chairman, normally with a Leave of Absence we add to the motion a doctor's note to return.

Mr. Buzzannco-Is the intention for there to be a note to return?

Dr. Gilmore-Yes that is correct.

Mr. Buzzannco-Is that sufficient?

Ms. Colangelo-Yes.

Mr. Buzzannco-Okay, so motion to approve. Are there any abstentions.

Ms. Colangelo-This is not for here I am told.

Mr. Nardella-I don't want to breach any confidentialities I am almost positive I think I know this individual and I don't think this is for her, I think it is for one of her family members and I stand to be corrected on that.

Ms. Colangelo-She is taking a Family Medical Leave, for a family member. Alright then a doctor's note does not apply.

Opposed: None
Abstained: None

Vote: Motion passes unanimously.

Agenda Item Number: L.3.
Subject: Consideration of Revision of Policy 1-49, Public Participation Meeting Guidelines Second Reading and Approval

Motion Presented by: Mr. Berthel
Motion Seconded by: Mr. Lambert
Text of Motion: At its meeting on Monday, November 26, 2012, the Policy and Labor Committee reviewed Policy 1-49, Public Participation Meeting guidelines, and presents it to the full Board for the second reading and approval to be effective December 11, 2012.

It is recommended that the Board approve the Revision of Policy 1-49, Public Participation Meeting Guidelines.

Discussion: None
Opposed: None
Abstained: None
Vote: Motion passes unanimously.

Agenda Item Number: L.4.
Subject: Consideration of the Approval of Acceptance of Gifts

Motion Presented by: Mr. Nardella
Motion Seconded by: Mr. Beland
Text: Ingersoll Automotive has selected Watertown High School as a recipient for a donation of 15 new Toshiba Laptop Computers.

It is recommended that the Board accept this generous donation and a letter of thanks to be sent to the donor.

Discussion: None
Opposed: None
Abstained: None
Vote: Motion passes unanimously.

M. Future Agenda Items and Board Members' Comments

Mr. Butterly-Just that I would like to say, that you mentioned the staff, I would like the entire Board and the Superintendent's office to have a wonderful holiday season, and I hope that everyone get a lot of rest and comes back next year ready to get going, but taking the time to spend with our families.

Mr. Buzzannco-Thank you Mr. Butterly. Any other comments this evening. Hearing none we will move on to our second Public Participation for this evening.

N. Public Participation –(Please state name, address and topic of discussion)-None

Is there anyone who wishes to address the Board; is there anyone who wishes to address the Board?
Hearing none we will close our second Public Participation for this evening and move onto Item O
Executive Session.

O. Executive Session to discuss the following:

1) Personnel-Superintendent's Mid-Year Evaluation

Agenda: O.1.

Motion Presented by: Mr. Berthel
Motion Seconded by: Mr. Beland

Mr. Berthel-Mr. Chairman I move that the Board of Education go into Executive Session for discussion of a personnel matter, the evaluation of the Superintendent. Individuals invited to participate in this Executive Session will be Dr. Gilmore, Superintendent, Board of Education members, Mr. Beland, Atty. Butterly, Mr. Buzzannco, Ms. Colangelo, Mr. Guerrero, Mr. Lambert, Mr. Nardella and myself.

Discussion: None
Opposed: None
Abstained: None
Vote: Motion passed unanimously.

The Board entered into Executive Session at 8:26 P.M.

Agenda Item P: Regular Session

The reconvened the regular session at 10:25 P.M.

Agenda Item Q: Adjournment

Subject: Adjournment

Motion Presented by: Mr. Berthel
Motion Seconded by: Mr. Butterly

Text of Motion: That the meeting be adjourned at 10:25 p.m.

Discussion: None
Opposed: None
Abstained: None
Vote: Unanimous

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Meeting adjourned at 10:25 p.m.

Respectfully submitted by:

Eric Berthel
Board Secretary

Carolyn Stopper
Minutes Secretary