

Pending BOE Approval

**Watertown Board of Education  
Regular Meeting Minutes**

**Meeting Date:** May 11, 2015  
**Meeting Time:** 7:30 p.m.  
**Meeting Place:** Lecture Hall, Watertown High School

**Members Present:** Ms. Leslie Crotty, Chairman  
Mr. Tom Lambert, Vice Chairman  
Mr. Ray Nardella, Secretary  
Mr. Victor Vicenzi  
Mr. Jim Gambardella  
Ms. Janelle Wilk  
Ms. Cathie Rinaldi  
Ms. Josephine Cavallo-Rosa  
Mr. Donato Orsini

**Members Absent:** None

**Others Present:** Dr. Bridget Carnemolla – Superintendent of Schools  
Ms. Emma Karpinski – Student Council Representative  
Ms. Jill Browne – Business Manager

**A. Convene Regular Meeting – 7:30 p.m.**

**B. Salute to the Flag**

**C. Roll Call – Ms. Davidson**

**D. Minutes**

Agenda Item: D.1  
Subject: Minutes of the April 27, 2015 Regular Board of  
Education Meeting

Motion Presented By: Mr. Nardella  
Motion Seconded By: Mr. Lambert

|                     |  |
|---------------------|--|
| Text of the Motion: | I move that the Board of Education approve the minutes from the April 27, 2015 Board of Education Regular Meeting. |
| Discussion:         | None   |
| Opposed:            | None   |
| Abstained:          | Mr. Nardella   |
| Vote:               | Motion Passes  |

**E. Report from Student Council Representative – Emma Karpinski**

At John Trumbull, Judy White received Teacher of the Year. The school celebrated with a parade in the halls and a reception afterwards. The Culminating Preschool Collaboration for the 2014-2015 school year took place, with over 40 people in attendance. They discussed their work from the past school year.

In Judson, the PTO sponsored a Mother’s Day sale for students to purchase gifts for their mothers. For Teacher Appreciation Week, Mrs. Scully hosted a breakfast for the staff and the PTO held a barbecue.

At Polk school, the PTO treated the staff to a catered luncheon for Teacher Appreciation Week. There were flowers and coffee along with a breakfast. Last Thursday, students from Science classes went on a field trip to release the trout they have been raising for an ongoing project.

In Swift, the Leo Club hosted a game of Bingo for senior citizens. On Saturday, ten Swift artists participated in the Quassy Chalk Art Competition. Artists from the Art a club also have been working on painting trash bins for the park and revealed them at the chalk art event.

And in the High School, Juniors signed a prom promise after attending the mock crash on May 1st. The administration went classroom to classroom serving staff coffee and pastries. The senior senior prom for senior citizens took place April 30th in the cafeteria. The school climate committee organized it. Members of the National Honor Society took part in the March of Dimes walk at Quassy last weekend.

**F. Award Recognition**

- a. The Watertown Board of Education wishes to congratulate the following Polk Elementary School Golden Bucket Winners for their excellent citizenship. These students exhibit the kindness that makes Polk School such a special place to be.

**March Recognitions**

**Grade 3**

Mikayla D’Uva

**April Recognitions**

**Grade 3**

Kevin Comerford

Katelyn Laferriere  
 Joshua Monette  
 Skylar Palmer  
 Giana Rodriguez

Drew McGarrity  
 Emerson Plowman  
 Vincent Li  
 Giselle Baranowski

#### Grade 4

Ashley D'Elia  
 Stephen LoRusso  
 Lanah Roger-Sovia  
 Emma Nugai  
 Lola Peluso

Colin Hurley  
 Mattingly Creter  
 Joshua Melillo  
 Zachary Genereux  
 Eri Spaho

#### Grade 5

Elizabeth Matozzo  
 Naya Dinis  
 Emma Geise  
 Isabella Bugaytsova  
 Johnathan Guo  
 Ipek Osmanoska

Ethan Neidt  
 Katherine Noga  
 Ava Finateri  
 Zinet Kica  
 Alyssa DeMarest  
 Ian Cronin

#### **Polk Elementary School – Special Area Winners: March & April 2015**

In the month of March & April, six (6) students were recognized for outstanding dedication in the disciplines of art, music, and physical education. These students are as follows:

##### March

Lilliana Spagnoletti – Art  
 Casey O'Toole – Music  
 Sophia Gugliotti – Physical Education

##### April

Ariah Rose – Art  
 Karina Deros – Music  
 Casey O'Toole – Physical Education

#### **b. Watertown Award Winners for the Scholar-Athlete Program**

The Scholar-Athlete Program recognizes two high school seniors annually – one boy and one girl from each high school whose academic and athletic careers have been exemplary, whose personal standards and achievements are a model to others, and who possess high levels of integrity, self-discipline and courage. This year, Ty Meka and Mary Szarkowicz, seniors at Watertown High School were both recognized at a Scholar-Athlete Awards Banquet on May 3, 2015, at the Aqua Turf in Plantsville.

**Ty Meka** is a senior at Watertown High School, his enthusiastic approach to academics has resulted in great success for Ty over the years. His ability to balance the rigors of his academic course load and the responsibilities of his extracurricular activities is a testament to Ty's determination and maturity. He is a tremendous student athlete who can balance his schoolwork and practice. As an athlete, Ty has created an atmosphere among his team and his school where his teammates not only look up to him, but they respect him.

**Mary Szarkowicz** is a senior at Watertown High School, she is a hard worker and is determined to do well academically. In addition to taking five advanced placement classes this year, Mary is working with a teacher in her free time on AP World History material. She has achieved honors status all four years of high school and has been very successful in the honors cohort program, putting her at the top of her class. Mary's future plans include pursuing a degree in political science or international relations and then pursuing a graduate degree in law. Mary has embodied success as she has turned obstacles in her athletic career to success in her platform of a student athlete.

c. **School Nurses' Day-May 6, 2015**

Governor Dannel P. Malloy declared May 6, 2015 as School Nurses' Day. The Board of Education would like to thank the school nurses for all their outstanding efforts, and dedicated services to the students and staff in the Watertown Public and Parochial Schools. The Board wishes to recognize the following School Nurses:

- Diane Andrew                      Judson Elementary School
- Linda Burmeister                Watertown High School
- Carol Crean                        Polk Elementary School
- Lynn Kelly                         John Trumbull Primary School
- Dorothy Stransky                John Trumbull Primary School
- Ann Terzigni                       Swift Middle School
- Susan Mucciacciaro            St. Mary Magdalen School
- Mary Sklanka                     St. John the Evangelist School

- d. The Watertown Board of Education would like to recognize and thank the District Custodians, Maintenance Workers and the Department of Public Works (DPW) Town Workers, as well as Ray Ceniccola, Facilities Manager, for all their hard work and dedication to the district.

**Custodians and Maintenance Workers**

|                                   |                                    |
|-----------------------------------|------------------------------------|
| James Bellerive – WHS Custodian   | Mario Mancini – SMS Custodian      |
| Guilford Boutote – JTPS Custodian | John Marburger – WHS Custodian     |
| Bernard Bounfiglio – Maintenance  | Henry McGough – Judson Custodian   |
| Rodney Clark – SMS Custodian      | Roman Nalysnyk – Judson Custodian  |
| Michael Cole – WHS Custodian      | Daniel Nelson – WHS Custodian      |
| Donald Cyr – Judson Custodian     | Ronald Nordby – WHS Custodian      |
| Mark Dean – JTPS Custodian        | Kevin Palmer – WHS Custodian       |
| Wayne DeMarest – SMS Custodian    | Richard Palmer – WHS Custodian     |
| Robert Demeske – JTPS Custodian   | John Pennella – WHS Custodian      |
| Eric Dippelhofer – JTPS Custodian | Scott Pietro – SMS Custodian       |
| John Dobkins – JTPS Custodian     | Salvatore Rinaldi – Polk Custodian |
| Norman Elkins – SMS Custodian     | Christopher Ritter – WHS Custodian |
| Domenic Falcone – JTPS Custodian  | Thomas Romano - Maintenance        |
| Rebecca Fettig – Polk Custodian   | Naser Selimovski – SMS Custodian   |
| Jeffrey Hughes – Maintenance      | Steven St. Mary – Maintenance      |
| David Kennedy – SMS Custodian     | Edward Stack – Maintenance         |

|                                 |                                 |
|---------------------------------|---------------------------------|
| Craig Lamphier – Polk Custodian | Josef Stetka – Judson Custodian |
| Gary LeMay – JTPS Custodian     | Scott Sturges – SMS Custodian   |
| Michael Makara – WHS Custodian  | David Tartaglia – Maintenance   |

- e. Mr. Roy Cavanaugh, Director of Public Works, will accept this award on behalf of all the Department of Public Works (DPW), Town Workers, listed below: The Watertown Board of Education would like to thank you all for your hard work and dedicated services

|                   |                    |
|-------------------|--------------------|
| Ray Aubin         | Paul LaFauci       |
| William Batterton | Gerald Leach       |
| Ian Birtwistle    | Ray Marks          |
| Keith Borkowski   | Chris Masayda      |
| John Buono        | Allen Miller       |
| Matthew Daly      | Anthony Montagano  |
| Antonio Dinis     | Mario Mucciacciaro |
| Marc Divito       | Timothy Niver      |
| Andrea Gelinas    | Giovanni Pennella  |
| Robert Graham     | James Pestey       |
| Robert Grandpre   | Jeremy Plourde     |
| Michael Hinkley   | Steven Sklanka     |
| William Hirleman  | Calvin Tanner      |
| Aaron Hurley      | Luigi Velardi      |
| Anthony Iosa      | Robert Vichioli    |
|                   | James Withington   |

## G. Superintendent's Recommendations and Report

### 1. Appointments (Information Only)

- a) Ms. Samantha Ruscillo to the position of Speech & Language Pathologist at John Trumbull Primary School, effective for the 2015-2016 school year, being hired on an annual contractual salary of \$65,924.00, Step 8, MA degree, per the WEA contract.
- b) Mr. Vito Taccardi to the position of Long-Term Substitute Teacher at Swift Middle School, effective May 7, 2015 through the end of the 2014-2015 school year at the rate of \$100.00 per day for the first ten days and then placed on the second step of the WEA contract of \$42,117.00, prorated.

### 2. Resignations (Information Only)

- a) Mr. Eric Frenette, from the position of Guidance Counselor at Watertown High School, effective June 30, 2015 for the purpose of retirement.

- b) Ms. Karen Mrowka from the position of Secretary 1, Grade II, at Watertown High School, effective, June 1, 2015 for the purpose of retirement.
- c) Ms. Jamie Neurath, from the position of Biology Teacher, at Watertown High School, effective June 30, 2015, for the purpose of retirement.
- d) Ms. Kelsey Sewell from the position of 5<sup>th</sup> Grade Teacher at Polk Elementary School effective, June 30, 2015 for personal reasons.

### **3. Superintendent's Report**

This week, I had two full day school visits, at Swift and at John Trumbull. I was also out for a couple of other reasons in the schools this week. I was a part of the breakfast at John Trumbull for our paraprofessional of the year, Karen Sturgess. It was a great time and having her colleagues recognize her was wonderful. Likewise, in the year of Judy White, last week I was a part of a fantastic morning at John Trumbull where they have a long standing tradition when the teacher of the year is from that school. They have a parade where all of the students come out and also where the teacher of the year must wear a tiara. However, the best part was when Mrs. White's class started chanting, "M-r-s. White, M-r-s. White," and the whole school caught on and chanted together. Again, congrats to Judy White. Also, last week, the Gold Circle of Sports was held and a number of our students were recognized. Many board members attended as well and it was a fantastic night. It was amazing to be there where our late board chair, Mr. Guy Buzzannco was given the memorial award and his wife was there to accept that award. I want to thank the Gold Circle for that and also for the scholarships for our students.

### **4. Presentation – Instructional Best Practice**

**Dr. Carnemolla** – There was a subcommittee meeting tonight where we went over this packet and now we will do it again for the whole board. As we did in subcommittee, I would like to call Ms. Parlato on speaker phone as she could not be here this evening. (Ms. Parlato was dialed in via phone conference).

As most of you know, there was a statute that required us to adopt an educator evaluation and support program. We, as a local district, create educator evaluation plans, which we submit and hope to get approved by the board of education, and then submit to the state for their approval as well. The rationale behind this is that no school level factor matters more to students' success than high quality teachers and effective leaders. The plan address the need to: clearly define excellent practice, give accurate, useful information about educators' strengths and development and provide opportunities for professional learning, growth, and recognition. The statute also states that the plan must be put together by a committee. Our committee is very well represented by 18 members from across the schools, including teachers and

administrators. Throughout the year, there have been meetings of the committee to review and revise the plan. I want to take a moment and thank the committee and Ms. Parlato. There have been several voluntary meetings after school and a lot of time invested in this and I really want to thank them for their hard work. There were also discussions with the teachers and unions bargaining units as part of the committee process as well as the Watertown Education Association. With approval from the board tonight, we will submit the plan to the state, wait for suggested revisions and then resubmit for final approval. Then it will be submitted to all teachers and administrators. The teacher ratings are as follows: 50% is observation of teacher performance and practice, 40% is student growth and development, 5% each for the whole school learning indicator and then parent engagement. The administrator rating is exactly the same as the ratings break out. (A power point plays to show all of these.)

In category one, what makes up the teachers rating of performance and practice is classroom observations and reviews of practice. To measure this, we use the common core of teaching rubric for all teachers and the common core of service delivery rubric for non-teachers. For example, a speech pathologist or a school social worker, who have a different environment to be evaluated on, so they would use the service delivery rubric. There are formal observations where the evaluators are in the classroom for at least 30 minutes. In the review of practice, the teacher and administrator will review a portfolio of the teachers work twice per year. There are also informal observations which are an observation or a meeting that would last about 15 minutes. Breaking out the number of observations that are required, first and second year teachers (novice) teachers (not necessarily Watertown) require at least three formal observations where at least two include a pre and post conference. They also have reviews of practice, once at mid-year and then at the end of year. Teachers beyond their second year will have at least one formal in class observation which also includes the pre and post conferences. Two reviews of practice are the same, with one informal observation with feedback. The 5% category for the Parent Feedback survey is where the teacher and evaluator identify one parent engagement goal. The questions were touched upon and then goals and action steps are created. 40% if the rating is student growth and development. These are based on one of the district and school learning goals. For the 2015 – 2016 school year, smarter balanced testing is not impacting the teachers' rating. The assessments are created at the school level. The final 5% of the rating is the whole school learning indicators. The measurement is being calculated by averaging the student learning score of each teacher.

One final rating score is given and it is based upon the indicators. The categories were placed up for all to see. The numbers correspond to the numbers for the rubrics. They are state standardized rubrics. This is calibrating all of the rubrics to have all schools and administrators to be fair and use the same process so that it is the same across the board.

We hope that this is approved by the state with very little changes, if any at all, and we should see the final approval back in the summer. If there are any other changes, the board will be notified.

Mr. Lambert asked once the plan is approved, what is the time line of final state approval? We should know by the end of June we should have something back. We estimate about four weeks. Mr. Gambardella asked if there was a procedure in place for a teacher that wants to protest their ratings? There is, but we hope that no teacher is ever surprised by their evaluations with all of the conferences they have throughout the year. But, if they do, yes there is a process for them. We, at this point, have not ever had to do that. Ms. Crotty noted that our whole mission is to improve practice. She also noted she would be surprised if a teacher didn't know what rating they might receive with all of those observations. Conversations are had at several levels and there are many ways to implement BEST teaching ways in the classroom to improve what may needed to be improved upon. This also provides the professional growth that is needed.

#### **H. Public Participation**

**None**

#### **I. Report from the Board Chair**

Tonight, I would like to thank the Members of the BOE and the community who have been working very hard to raise awareness about the importance of voting in the Referendum. While many towns around us passed or failed their budgets by just a handful of votes, we are working diligently to raise the percentage of residents in our district who vote. Although it is not the job of the Board of Education to single-handedly increase voter turn-out in Watertown & Oakville, it is a responsibility we take quite seriously. We take it seriously not only because we are officials elected to serve in the best interest of the students and thereby the town, but because we know it is fiscally responsible and we refuse to bring Watertown and Oakville backward. We refuse to sit back and let the silence determine our fate. We have a team of PTO parents in the front lines, garnering the support of many of our residents, friends, neighbors, family members, and local businesses and they refuse to give up. There are those who hope for a referendum failure because they cannot afford increases, and to those I say don't think that cuts are better for our own pocketbooks when it is our bank account that will suffer in the long run.

Watertown and Oakville cannot afford to be penny wise and dollar foolish. And I say Watertown and Oakville because there are two vibrant communities within us, and they each deserve to live in a town that cares for their children and grandchildren, and develops it's students into employable residents who want to raise families of their own here someday. We won't give up- we ARE referendum ready and I look forward to thanking the residents at the polls tomorrow.



**J. Committee Reports**

**Curriculum and Instruction Committee, Mr. Ray Nardella, Chair – Yes**

**Mr. Nardella** – Noted that the committee met this evening and thanked Dr. Carnemolla for her presentation.

**Policy and Labor Committee – Ms. Leslie Crotty, (Acting Chair) – No**

**Budget and Finance Committee – Mr. Tom Lambert, Chair – No**

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

**Governance and Community Engagement Committee, Mr. Ray Nardella, Chair-No**

**K. Communications – Secretary**

None

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

|                      |   |
|----------------------|---|
| Agenda Item:         | L.1   |
| Subject:             | Consideration to Approve the 2015-2016 Teacher Evaluation Plan for Watertown Public Schools                       |
| Motion Presented By: | Mr. Lambert   |
| Motion Seconded By:  | Mr. Nardella  |
| Text of the Motion:  | Madame Chair, I move that the board approve of the 2015-2016 Teacher Evaluation Plan for Watertown Public Schools |
| Discussion:          | None  |
| Opposed:             | None  |
| Abstained:           | None  |
| Vote:                | Motion Passes   |

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

None

**N. Public Participation**

None

**O. Adjournment**

Agenda Item: O.1  
Subject: To Adjourn the Meeting

Motion Presented By: Mr. Nardella  
Motion Seconded By: Mr. Lambert

Text of the Motion: Madam Chair, I move that we move that we adjourn the meeting

Discussion: None

Opposed: None

Abstained: None

Vote: Motion Passes

The meeting adjourned at 8:55 p.m.

Respectfully Submitted,

Mindi Davidson  
Recording Secretary

Ray Nardella  
Secretary of the Board