

Pending BOE Approval

**Watertown Board of Education  
Regular Meeting Minutes**

**Meeting Date:** August 24, 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. Victor Vicenzi  
Mr. Jim Gambardella  
Mr. Robert Makowski  
Ms. Cathie Rinaldi  
Mr. Donato Orsini  
Ms. Josephine Cavallo-Rosa

**Members Absent:** Ms. Janelle Wilk, Secretary

**Others Present:** Dr. Bridget Carnemolla – Superintendent of Schools  
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 June 22, 2015 Regular Board of Education Meeting

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

Text of the Motion: I move that the Board of Education approve the minutes from the June 22, 2015 Board of Education Regular Meeting.

Discussion: None

Opposed: None

Abstained: None

Vote: Motion Passes

Agenda Item: D.2

Subject: Minutes of the July 07, 2015 Special Board of Education Meeting

Motion Presented By: Mr. Vicenzi

Motion Seconded By: Mr. Makowski

Text of the Motion: I move that the Board of Education approve the minutes from the July 07, 2015 Board of Education Special Meeting.

Discussion: None

Opposed: None

Abstained: Mr. Lambert, Mr. Gambardella

Vote: Motion Passes

## **E. Superintendent's Recommendations and Report**

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

- A. Ms. Vittoria Albanese to the position of Psychologist at Swift Middle School, effective for the 2015-2016 school year, being hired on an annual contractual salary of \$47,222.00, Step 2, MA degree, per the Watertown Education Association Contract.
- B. Ms. Elise Archibald to the position of Mathematics Instructional Specialist, Grades K-6 for Watertown Public Schools, effective for the 2015-2016 school year, being hired on an annual contractual salary of \$83,821.00, Step 14, MA degree, per the Watertown Education Association Contract.
- C. Ms. Michelle Baim to the position of English Instructor for the Watertown Tuition Summer School Program at Watertown High School, effective for the 2015-2016 school

year, teaching two classes at a stipend of \$900.00 per class.

- D. Ms. Chryll Beliveau to the position of Director of Title I Summer School, effective for the 2015-2016 school year, being paid the contractual stipend of \$3,750.00.
- E. Ms. Leah Bellemare to the position of Registrar for the Watertown Tuition Summer School Program, effective for the 2015-2016 school year. Total hours are 14.50, at an hourly rate of \$27.00 per hour.
- F. Ms. Krisl Beres to the position of Mathematics Instructor for the Watertown Tuition Summer School Program at Watertown High School, effective for the 2015-2016 school year, being paid the contract stipend in the amount of \$1,800.00, per the WEA contract.
- G. Ms. Julianne Bombero to the position of Special Education Teacher at Swift Middle School, effective for the 2015-2016 school year, being hired on an annual contractual salary of \$44,670.00, Step 2, MA degree, per the Watertown Education Association Contract.
- H. Mr. Jeffrey Bonneau to the position of School Counselor at Watertown High School, effective for the 2015-2016 school year, being hired on an annual contractual salary of \$44,670.00, Step 2, MA degree, per the Watertown Education Association Contract.
- I. Ms. Amanda Bragg to the position of Math Coordinator at Swift Middle School, effective for the 2015-2016 school year, being paid the stipend amount of \$1,994.00, as represented in the WEA contract.
- J. Mr. Daniel Buchner to the position of Music Teacher at Swift Middle School, effective for the 2015-2016 school year, being hired on an annual contractual salary of \$44,854.00, Step 3, BA degree, per the Watertown Education Association Contract.
- K. Ms. Sylvia Carey to the position of Science Teacher at Watertown High School, effective for the 2015-2016 school year, being hired on an annual contractual salary of \$42,117.00, Step 2, BA degree, per the Watertown Education Association Contract.
- L. Mr. Paul Catuccio to the position of Social Studies Coordinator at Swift Middle School, effective for the 2015-2016 school year, being paid the stipend amount of \$1,994.00, as represented in the WEA contract.
- M. Ms. Rebecca Cheezic to the position of Third Grade Teacher at Polk Elementary School, effective for the 2015-2016 school year, being hired on an annual contractual salary of \$49,613.00, Step 4, MA degree, per the Watertown Education Association Contract.
- N. Mr. David Cheris to the position of Second Grade Teacher at John Trumbull Primary School, effective for the 2015-2016 school year, being hired on an annual contractual salary of \$65,924.00, Step 9, MA degree, per the Watertown Education Association Contract.

- O. Ms. Erin Clark to the position of .60 Art Teacher at Watertown High School, effective for the 2015-2016 school year, being hired at an annual contractual salary of \$26,802.00, Step 2, MA degree, per the Watertown Education Association Contract.
- P. Ms. Mary Beth Gallo to the position of Yellow Team Leader at Swift Middle School, effective for the 2015-2016 school year, being paid the stipend amount of \$1,994.00, as represented in the WEA contract.
- Q. Ms. Mary Beth Gallo to the position of English Co-Coordinator at Swift Middle School, effective for the 2015-2016 school year, being paid the stipend amount of \$997.00, as represented in the WEA contract.
- R. Ms. Catherine Gancher to the position of Special Education Teacher at Swift Middle School, effective for the 2015-2016 school year, being hired on an annual contractual salary of \$56,411.00, Step 7, MA degree, per the Watertown Education Association Contract.
- S. Ms. Diane Gaulzetti to the position of Webmaster at Swift Middle School, effective for the 2015-2016 school year, being paid the stipend amount of \$2,278.00, as represented in the WEA contract.
- T. Ms. Katelyn Gavagan to the position of Music Teacher at Judson and Polk Elementary Schools, effective for the 2015-2016 school year, being hired on an annual contractual salary of \$44,854.00, Step 3, BA degree, per the Watertown Education Association Contract.
- U. Mr. Kevin Gemmell to the position of Science Teacher at Swift Middle School, effective for the 2015-2016 school year, being hired on an annual contractual salary of \$44,670.00, Step 2, MA degree, per the Watertown Education Association Contract.
- V. Ms. Margaret Germain to the position of Red Team Leader at Swift Middle School, effective for the 2015-2016 school year, being paid the stipend amount of \$1,994.00, as represented in the WEA contract.
- W. Ms. Elisha Gesseck to the position of English Co-Coordinator at Swift Middle School, effective for the 2015-2016 school year, being paid the stipend amount of \$997.00, as represented in the WEA contract.
- X. Ms. Michelle Gorski to the position of Blue Team Leader at Swift Middle School, effective for the 2015-2016 school year, being paid the stipend of \$1,994.00, as represented in the WEA contract.
- Y. Ms. Janet Gueli to the position of Long Term Substitute, Second Grade Teacher at John Trumbull Primary School, effective August 24, 2015 through November 25, 2015, at the rate of \$75.00 per day for the first ten days, and then placed on the second step of the WEA Contract of \$42,117.00, prorated.

- Z. Ms. Chelsie Guerrero to the position of Mathematics Teacher at Watertown High School, effective for the 2015-2016 school year, being hired on an annual contractual salary of \$42,117.00, Step 2, BA degree, per the Watertown Education Association Contract.
- AA. Ms. Renee Harris to the position of Special Education Teacher at Watertown High School, effective for the 2015-2016 school year, being hired on an annual contractual salary of \$42,117.00, Step 2, BA degree, per the Watertown Education Association Contract.
- BB. Ms. Alison Hasenbein to the position of Science Teacher at Watertown High School effective for the 2015-2016 school year, being hired on an annual contractual salary of \$44,670.00, Step 2, MA degree, per the Watertown Education Association Contract.
- CC. Ms. Elizabeth Hosking to the position of Third Grade Teacher at Judson Elementary School, effective for the 2015-2016 school year, being hired on an annual contractual salary of \$51,651.00, Step 5, MA degree, per the Watertown Education Association Contract.
- DD. Ms. Kateri Kenney to the position of Science Teacher at Watertown High School, effective for the 2015-2016 school year, being hired on an annual contractual salary of \$80,795.00, Step 13, MA degree, per the Watertown Education Association Contract.
- EE. Ms. Dawn LaChapelle to the position of Pre-Kindergarten Special Education Teacher at John Trumbull Primary School, effective for the 2015-2016 school year, being hired on an annual contractual salary of \$64,565.00, Step 10, MA degree, per the Watertown Education Association Contract.
- FF. Ms. Alysia LaMay to the position of Special Education Teacher at Judson Elementary School, effective for the 2015-2016 school year, being hired on an annual contractual salary of \$47,573.00, Step 3, MA degree, per the Watertown Education Association Contract.
- GG. Ms. Elizabeth Loughlin to the position of Social Studies Instructor for the Watertown Tuition Summer School program at Watertown High School, effective for the 2015-2016 school year, being paid the stipend amount of \$1,800.00, as represented in the WEA contract.
- HH. Ms. Lori Lampron to the position of Clerk for the Watertown Tuition Summer School program at Watertown High School, effective for the 2015-2016 school year, working a total of forty-nine hours at the hourly rate of \$20.00.
- II. Ms. Jennifer Mancl to the position of First Grade Teacher at John Trumbull Primary School, effective for the 2015-2016 school year, being hired on an annual contractual salary of \$44,670.00, Step 2, MA degree, per the Watertown Education Association Contract.
- JJ. Ms. Kylee McIntosh to the position of Special Education Teacher at Judson Elementary

School for the 2015-2016 school year, being hired on an annual contractual salary of \$44,670.00, Step 2, MA degree, per the Watertown Education Association Contract.

- KK. Ms. Danielle Muir to the position of Green Team Leader at Swift Middle School, effective for the 2015-2016 school year, being paid the stipend amount of \$1,994.00, as represented in the WEA contract.
- LL. Ms. Cynthia Murphy to the position of After-School Monitor at Swift Middle School, effective for the 2015-2016 school year, being paid the stipend amount of \$4,015.00, as represented in the WEA contract.
- MM. Ms. Susan Petrok to the position of Special Education Teacher at Swift Middle School, effective for the 2015-2016 school year, being hired on an annual contractual salary of \$47,573.00, Step 3, MA degree, per the Watertown Education Association Contract.
- NN. Ms. Paula Puma to the position of Special Education Teacher at Watertown High School, effective, May 18, 2015, being hired on an annual contractual salary of \$49,613.00, (prorated), Step 4, MA degree, per the Watertown Education Association Contract.
- OO. Ms. Megan Robinson to the position of School Counselor at Swift Middle School, effective for the 2015-2016 school year, being hired on an annual contractual salary of \$44,670.00, Step 2, MA degree, per the Watertown Education Association Contract.
- PP. Mr. Gamaliel Rosa to the position of Spanish Instructor for the Watertown Tuition Summer School program at Watertown High School, effective for the 2015-2016 school year, being paid the stipend amount of \$1,800.00, as represented in the WEA contract.
- QQ. Ms. Samantha Ruscillo to the position of Speech and 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 Watertown Education Association Contract.
- RR. Mr. Jonathan Sales to the position of Eighth Grade Science Teacher at Swift Middle School for the 2015-2016 school year, being hired on an annual contractual salary of \$42,117.00, Step 2, BA degree, per the Watertown Education Association Contract.
- SS. Mr. Jonathan Sales to the position of Science Instructor for the Watertown Tuition Summer School Program at Watertown High School, effective for the 2015-2016 school year, being paid a stipend in the amount of \$1,800.00.
- TT. Mr. Michael Simpson to the position of In-School Suspension Facilitator at Swift Middle School, effective for the 2015-2016 school year, being paid an annual salary of \$25,000.00, at 138.10 per day, seven hours daily.
- UU. Ms. Kathleen Sklanka to the position of Crimson Team Leader at Swift Middle School, effective for the 2015-2016 school year, being paid a stipend amount of \$1,994.00, as represented in the WEA contract.

- VV. Ms. Kelly Spargo to the position of Social Worker for the Watertown School District, effective for the 2015-2016 school year, being hired on an annual contractual salary of \$50,291.00, Step 3, MA degree, per the Watertown Education Association Contract.
- WW. Ms. Janet Sweetland to the position of Science Coordinator at Swift Middle School, effective for the 2015-2016 school year, being paid the stipend amount of \$1,994.00, as represented in the WEA contract.
- XX. Mr. Nicholas Tirozzi to the position of Fifth Grade Teacher at Polk Elementary School, effective for the 2015-2016 school year, being hired on an annual contractual salary of \$42,117.00, Step 2, BA degree, per the Watertown Education Association Contract.
- YY. Ms. Gretchen Uryase to the position of System Wide Art Coordinator, for Watertown School District, effective for the 2015-2016 school year, being paid the stipend amount of \$2,812.00, as represented in the WEA contract.
- ZZ. Ms. Alyssa Wallace to the position of Evergreen Team Leader at Swift Middle School, effective for the 2015-2016 school year, being paid the stipend of \$1,994.00, as represented in the WEA contract.
- AAA. Ms. Kelly Zimmerman to the position of Special Education Teacher at Polk Elementary School, effective for the 2015-2016 school year, being hired on an annual contractual salary of \$44,670.00, Step 2, MA degree, per the Watertown Education Association Contract.

## **2. Transfers (Information Only)**

- A. Ms. June DiLella transferred from the position of Special Education Teacher at Watertown High School, to Sixth Grade Special Education Teacher at Swift Middle School, effective for the 2015-2016 school year.
- B. Ms. Elizabeth Fridinger transferred from the position of Seventh Grade Science Teacher at Swift Middle School, to Science Teacher at Watertown High School, effective for the 2015-2016 school year.
- C. Ms. Megan Robinson transferred from the position of In-School Suspension Officer at Swift Middle School, to School Counselor at Swift Middle School, effective for the 2015-2016 school year.
- D. Ms. Jessica Sandor transferred from the position of Special Education Teacher at John Trumbull School, to Special Education Teacher at Judson Elementary School, effective for the 2015-2016 school year.
- E. Ms. Diana Wohlhieter transferred from the position of Eighth Grade Science Teacher at Swift Middle School, to Seventh Grade Science Teacher at Swift Middle School, effective for the 2015-2016 school year.

- F. Mr. Mark Zaborowski transferred from the position of English Teacher at Watertown High School, to Eighth Grade English Teacher at Swift Middle School, effective for the 2015-2016 school year.

**3. Resignations – (Information Only)**

- a. Mr. Brenton Corrado resigned from the position of Network Coordinator for Watertown Public Schools, effective Friday, July 31, 2015, to pursue a position in another district.
- b. Dr. James Louey from the position of Chemistry Teacher at Watertown High School, effective August 13, 2015, for personal reasons.
- c. Ms. Kaitlyn Mauri resigned from the position of Paraprofessional from Watertown High School, effective Friday, June 19, 2015, for personal reasons.
- d. Ms. Sammi Sullo resigned from the position of Paraprofessional from Watertown High School, effective Friday, June 19, 2015, for personal reasons.

**4. Grant – Informational Item**

The District Technology Upgrades to Support Transition to the New Standards 2015-2016 grant application has been completed and submitted to the State Department of Education for approval. The total amount of this grant is \$62,282.00, which is the maximum amount for which we can apply.

The grant monies will be used to purchase new computers to replace the oldest computers in the Grades 3-8 computer labs, as well as Chromebooks to be divided among all of the schools. The Chromebooks are intended to enhance inquiry-based lessons and to reduce the test administration windows in each building.

The grant was written by Janet Parlato.

**5. Superintendent's Report**

We are busily preparing for a nether school year. As you know, the teachers returned today and the students will return on Thursday. We had a successful professional development day today and have another scheduled for tomorrow. Convocation will be on the third day, Wednesday morning, as you all know. We change this because we're trying to make the opening flow a little better by having the teachers be able to come back, do their training, meetings that they may need to have, so that by the time they have come to us on Wednesday the convocation, they are ready to kick off the year. As you may know, it's very hard



to sit through those meetings while you're worried about any classroom ready, going through your lists, and wanting to meet your students. So we change the schedule on purpose to allow people the time and for the building leadership to greet all of any people, for as you can see, we have hired on many new people. In the meantime, I unfortunately, did not make it too many buildings today because I spent most of the day in meetings at Munson House with different people including parents about busing issues and so on. This is the time year were people are concerned about bus stops, the timing, and so on. We are also doing with some last-minute facility issues including the machine that we used the lines out of the schools which had a malfunction of the clutch, that put us behind a little bit on doing line painting, but we are not worried about that, we will get back out there and it is my hope that we will have that finished by Thursday morning. We will update the board on all that and more at our next facilities meeting. We do have a lot of projects in the works, some that are near completion, and some that are further down the road.

I would like to draw your attention to just how many people we did hire this year; we will welcome 28 new faculty and staff members at convocation. We are very happy, we had great applicant pools to choose from, and we are really felt we chose the best and brightest. We really had our pick of really great people for all of the positions that we hired for. One exception to that is a speech pathologist, that we have not been able to secure a full-time position for. That will require us to continue to contract out services in that area, but as you know one of my goals is to reduce the areas that we do contract out, for budgetary reasons. But at this point I do have to provide the services for students that need it, so we will be going into the school year contracting the service out. That was accounted for in the budget, so we should not be over as we knew that was a possibility that position would not be filled. Even with the many special education positions we had open, which is another field with a shortage, we were able to fill these positions with some people fresh out of school and also with some people from nearby districts. It was refreshing to be able to do that, within reason. From a budgetary standpoint, we were able to do it because we hired some people out of school and others with more experience, so I am happy about that.

You see that we did apply again for the technology grant, you will remember at a previous board meeting we had submitted the grant, the board approved it, as I had earmarked money in the budget for it being reimbursed for technology, but then the state pulled the grants from all districts. We had to wait until they put the criteria back in, then reapply, Dr. Parlato again did the grant for us, and this time as you can see, it is quite a bit less. \$62,282 is the maximum to which we can apply, where the original amount we apply for was over \$300,000. And all of that is because they change the funding. That is the maximum under the new grant criteria that we can apply for. Again, we did see this coming, we had conversations about it and that is part of the reason why we have already been looking back and trying to figure out how we can move forward with some of the technology needs without this grant money. That is something we are working on and will get back to you about. That number is hoping that they fund us entirely with the amount that was requested. We will also be talking a little bit about our teacher evaluation

plans this evening, Dr. Parlato is here with me to assist and discuss that and when we approved the original plan in June we submitted it to the state we found out that there needed to be some revisions. Dr. Parlato will take it from here.

#### **6. Presentation – (Information Only)**

**Dr. Parlato** - This is really a technical change, it is not a complete overhaul of our plan by any stretch of the imagination. Just so we are on the same page, a little bit of background, the first slide here explains all teachers in our district in the state and up with a summative or final rating. In our district, you get a 4, 3, 2, or 1, and those are the categories we use. You will hear me use the words summative score or final rating throughout this presentation and they really do mean the same thing. What it really means is at the end of the school year, a teacher will receive that final score on a printout with some explanation from the administrator about their strengths and their areas of growth. The next slide shows how you calculate the final rating, so all of these percentages that are listed below will go into the calculation of that rating. So classroom observations that take place within the teachers room are 40% of the final score, the efforts that teachers make in terms of parent engagement are 10% of the final score, student learning objectives which is progress on assessments, is 45% of the final score, and then there is a whole school learning indicator, which is the progress of the entire school on a number of assessments, and that is 5% of the final score. All of that total up will equal what the final score of the teacher is in those of the percentages that are in the state guidelines. The steps in the process are as follows: our professional and growth committee, which is something that is statutorily required, looks at the teacher evaluation plan, make suggestions for what it should look like, and that was the plan we presented to the board on May 11. That plan was approved. When we sent to the state Department of Education, they declined our request for waiver, because we had asked to change the percentages. The percentages that you see in front of you are the percentages of the state suggests, or as we found out, requires. We wanted to change those so that there was more emphasis put on classroom observations and the state declined that waiver. They stated that they would not allow us to change the percentages, they wanted us to go back to the drawing board and figure out how we can make the percentages work as stated in the state guidelines. The professional growth and development committee met today and we talked about a way that we can put more emphasis on classroom observation and yet still fulfill the state guidelines. So that is what we have here for you tonight, in terms of the committee's agreement that we can make that change and presented for your approval tonight. Board members have this next slide in front of them, but the yellow boxes are where the areas of change are. The teacher receives a 4, the highest score and student development, and they receive a 4 on observations and parent engagement, than they are rated exceeding; they get a 4. The box to the right of that is where we are having a change. So the teacher gets a 3 and classroom observations and parent engagement and they get a 4 in student outcomes, we are proposing that they are rated a 3, meeting expectations. And if you think of it mathematically, a 3 and a 4 make a  $3\frac{1}{2}$  average, and where the state's matrix rounds that up

to a 4, we are suggesting that if you get a three and classroom observations you should be rounded down to meeting and not exceeding. That will demonstrate our commitment to knowing you need to improve your classroom practice and we are going to put more weight an emphasis on that score. If you look at the one below that, if the teacher gets a 3 in student growth and development and they get a 3 in teacher observations, those two threes will make a meeting expectations. So where you see the change in the yellow boxes is where we are putting more emphasis on the classroom observations going forward. The reason we decided to do that is because a lot of work has been done by our administrators in figuring out and working with the observation process and coming to consistent places in terms of how we observe classes throughout the district and what we are looking for in terms of the teaching rubric. While we are working on our body of assessments, and testing throughout our district, which is an area in which we are still growing, where a very good shape in terms of classroom observations. So in order to create a fair plan for teachers, we decided to put more weight on the teacher observations. It really creates an equitable system for teachers in determining that summative rating.

**Dr. Carnemolla** – That was the same when the original plan was done, we wanted to change the percentages to get to the same goal, but we wanted the observations to count for more towards the summative rating. A very large committee of our teachers, who worked all year with Dr. Parlato, were on board with that. We then turned into the state, to then find out we couldn't do it, and that was troublesome to all of us. Basically we had to come back to achieve the same thing in a different way.

**Dr. Parlato** – This is what became after 25 to 30 conversations with the state this summer. They sent us model plans and many things to look at and then last week, sent me a change the matrix and how they wanted it to look.

**Dr. Carnemolla** – Last week we had to step out of the administrator retreat and get on the phone with the State Department again to finally find out we had to get this done. This is why it happened so quickly now; we were in a good place to start the year and wanted to stay that way with all of our teachers knowing and understanding the plan. So, as of tonight, we have not presented the updated plan to the teachers, because we need to have board approval to move forward and the committee that Janet was with today.

**Dr. Parlato** – I would just like to point out our growth and developmental committee is really one of the most collaborative groups that exists in our district, and in talking to my colleagues across the state, they do not have the great time that I do with my group, because we work it out and we're honest and we talk about a fair system. That is an acknowledgment of the work that the committee did, it was fantastic work.

**Ms. Crotty** – Thinking back to May, we present this plan, we unanimously approved it, and we left that meeting with a very clear understanding of what you are doing and why it was

being done. I am thankful that you seem to have found a way to accomplish it and meet the guidelines the same time. How long do you think the turnaround time would be, should we approve this tonight, for the state to give you their approval? **A.** It will be sent and tomorrow morning, upon approval tonight and we should hear within four days.

**Mr. Makowski** - I am a firm believer that you are only good as the information you're given or have at hand and I am just curious how we are not on the same page as the state is saying one thing... Does the state not have guidelines to follow? If you could just share a little bit about that. (Noted, Mr. Makowski was not part of the original process back in May.) **A.** We applied for a waiver to their guidelines. So there is a set of guidelines that they put forward in the percentages that should be included in the plan, so because we asked for a waiver, they can either approve the waiver or decline the waiver. So they do have guidelines in place, but because we saw a variance to those guidelines, I can either be declined or approved. And ours was declined. So then, we worked within the guidelines they gave us after that.

**Dr. Carnemolla** - To take that one step further, we knew that going in. The committee knew going in we would most likely require a waiver. However, we really believed we would be given the waiver due to the justification we submitted. Having the consensus of our union, and the consensus of the entire panel of teachers and administrators that we worked with him across the district, we thought will be fine. We thought this was really improving our practice and everyone was on board. As it turned out, this is one of those things we learned after 25 to 30 phone calls, you are not getting around the percentages. We are accomplishing exactly the same mission, to changing the matrix, to create the emphasis on classroom observations.

**Mr. Lambert** – Once we get this approved and it was in the action, what is your confidence level over the next few years they won't change it again? **A.** I think they will keep the guidelines relatively stable; the real factor will be how they count the smarter balanced assessment test scores and there. For the 15-16 school year, the smarter balanced assessments do not count towards the teacher score. We will have to use our own Watertown assessments or other standardized reading assessments that exist out in the world. That smarter balanced assessment may change the picture a little bit, depending on how it impacts teacher scores across the state, and in the 29 states that use the smarter balanced assessments. Citing the guidelines will remain stable, but I think the use of smarter balanced and the teacher scores may change.

**Dr. Carnemolla** - One more point of clarity, by resubmitting this, we were told we don't need a waiver. We are your resubmitting this without a waiver as they will allow us to do this. So all we were doing, pending board approval, is turning in the plan exactly the same except with the matrix revised. We have been assured to our conversations, that it will be approved because it doesn't need a waiver. I would also like to think Janet for all of her hard work and all of the teachers who came back in today, their first day back, and met after school for this

committee meeting, so they could look at this plan and be able to bring it to the board this evening. That was tremendous on their part, again, showing up on day one and being told have by the way we have a problem please, help us fix it. Thank you for that.

I would also like to thank the bus company, Michelle, specifically for all of her help and work she did with the district in trying to revise some of the bus routes. I will go out on a limb and say they may not be perfect still, in the sense that we are trying to provide the best service that we can so that we can, in part to encourage more families to utilize the buses to reduce some of the traffic at our schools, but that is our goal in this district and we are working on revising those bus routes and to some degree, honestly, we are only good as some of the information that we get. So when parents call board members, and they bring information to me, or the call me directly or one of the administrators and information is relayed to me, I encourage people if there are serious issues, and some of these are serious issues for example, a small child being picked up on Route 6, we would like to get around those. We are working with the information as we get it, same thing as last year, there are times where Ms. Browne and I are getting a car and driving around and through neighborhoods trying to figure out the bus stop that can't be made here or the bus stop can actually turn around in a cul-de-sac, etc. and we will go that far to make sure it all works. I want to thank the bus company as they had been fantastic in working with us to change some of these issues. Likewise I want to thank all of the administrators, some of which are here tonight, and point out that there is a very good reason why two of them are not here, as we have kindergarten orientation going on at John Trumbull tonight. As you know, we have to do everything there in waves because of the size of the school, so at 2:45 this afternoon they started coming through, our brand-new little four and five-year-olds with their parents and that went very well. The administrators did an incredible amount of work this summer and then had day one of the retreat in June, had to full days last week, and in between all that along with the work they had to prepare along with the work they had to do after the fact, in between all that they so that the buildings ready to go. They hired people, a lot of people, and sat through five or six different interviews for every single one of these open positions. There is a tremendous amount of work and that alone for these administrators on top of the many other changes and systems we have implemented, from putting time clocks in to security upgrades, they had been the people on the front lines in the buildings without always having the secretaries and the teachers. So I want to publicly thank them, and all of you that are here and those that are not, because of your efforts we are ready to go on the first day.

#### **F. Public Participation**

None

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

I would like to share a couple of updates with the community in regards to some of the board member activity. Each year we have board members who are liaisons to all of our schools in the district and I want to announce who the liaisons are for the upcoming school year, as some have changed. For John Trumbull primary school the representatives will be both me and Janelle Wilk, one or both of us will be covering those PTO meetings. Mr. Makowski will now be covering Polk school and Mr. Vicenzi who will be continuing to cover Judson school. Cathie Rinaldi will be covering both Swift and Watertown high school. Other board members will cover when one cannot make the meeting. All of us are looking forward to another great year, being there at the PTO meetings and to ensure that any questions that may come up can be addressed either then or later, and so that we can also let you know what is going on at the board meetings should they not be able to watch us online or be here. In addition to these changes, we have a few others to mention. As we moved to agenda item H, we have a committee reports. We are thankful to Mrs. Cathie Rinaldi for taking on the chairmanship of Curriculum and Instruction, Mr. Vicenzi, who is now the chairman of Policy and Labor, Mr. Lambert has agreed to again be the chair of Budget and Finance and also as the Facilities chair, and Mr. Makowski who is now the new representative for Governance and Community Engagement. I would like to thank all of our board members for taking those tasks. I would also like to mention that board members have been busy this summer in negotiations with different unions for contracts that have come up for renewable. Mr. Orsini, myself, and Mr. Lambert just starting teacher negotiations, so we are thankful to Mr. Orsini and Mr. Lambert for that commitment. And to the rest of you who have been on committees the summer as well, I appreciate your time and commitment both to the employees and the district.

#### **H. Committee Reports**

**Curriculum and Instruction Committee, Ms. Cathie Rinaldi, Chair – No**

**Policy and Labor Committee – Mr. Victor Vicenzi, 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. Robert Makowski, Chair-No**

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#### **I. Communications – Secretary**

**No report**

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

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

#### **K. Future Agenda Items and Board Members' Comments**

**Mr. Vicenzi** – As you know, I am concerned about students from other towns getting into her school systems. Maybe we could have a report at our next meeting as to how many we had helped out of the system last year? And see if we can find out how they're getting in, what else can we do to make sure they're not even getting in. Last year, I know, there were several people that tried and once they were told the requirements we did not hear from them again. But they are still getting in, so maybe you could just give me a little bit of information on how many we asked to leave the system last year.

**Dr. Carnemolla** - to comment, I think you'll see is not that they necessarily still coming in, but rather it's a vice versa that we technically handle. It's more that I did live in town, and I don't anymore. Nine times out of 10, those are the types of investigations that we end of conducting. It is much harder, yet not impossible, but quite harder for them to come in and register here as a student if you do not live in this town. But often, unfortunately, we do have some information to the contrary where a student lived here, but then no longer does. We are still looking into them and we have a couple of open at this time, which I cannot talk about at this time but I have no problem bringing the information I can talk about at the next meeting.

**Mr. Orsini** - On the item talking about the grant money, for the computer systems, is there a possibility of looking at other alternatives, I know that we have community services in town,

different clubs that maybe offer or are willing to offer, maybe we can ask them for grant monies, as I know that's kind of critical and it is a substantial difference between the \$260,000 and now we are down to 60,000.

**Dr. Carnemolla** - We are looking into different avenues, including some of the local clubs and the Watertown Foundation and so on. Hopefully I am able to bring back an update and information about that, but again part of the good news there, is that we did put that money into the budget to reimburse our portion of the grant so that money is still there. So at least between the \$62,000 and the money we had earmarked in the budget, we are still moving forward. Nonetheless, it's a huge difference so we are looking at other ways.

#### **L. Public Participation**

**None**

#### **M. Adjourn**

Agenda Item:	M.1
Subject:	To Adjourn the Meeting
Motion Presented By:	Mr. Lambert
Motion Seconded By:	Mr. Vicenzi
Text of the Motion:	Madame Chair, I move that we adjourn.
Discussion:	None
Opposed:	None
Abstained:	None
Vote:	Motion Passes

The meeting adjourned at 8:06 p.m.

Respectfully Submitted,

Mindi Davidson  
Recording Secretary

Janelle Wilk



Secretary of the Board