

Pending BOE Approval

**Watertown Board of Education
Regular Meeting Minutes**

Meeting Date: November 23, 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
Ms. Josephine Cavallo-Rosa

Members Absent: Ms. Janelle Wilk, Secretary
Ms. Cheryl Albino
Karina Mancini – Student Council Representative

Others Present: Dr. Bridget Carnemolla – Superintendent of Schools
Jill Browne – Business Manager

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

B. Salute to the Flag

C. Roll Call – Ms. Davidson

D. Award Recognition

1. Teacher of the Year – 2015 – 2016

The Watertown Board of Education would like to recognize **Matthew Saccoman**, as the Watertown Public Schools 2015-2016 Teacher of the Year.

Mr. Saccoman has worked as a special education teacher in our district for eleven years, and is currently the S.H.A.P.E. (Self Help and Personal Enrichment) teacher at Watertown High School.

As is the case every year, the committee had a difficult time choosing just one teacher from a pool of very well-qualified nominees; ultimately, Mr. Saccoman was selected as a result of the intensive work that he accomplishes with both students on his caseload and those in his SHAPE classes. The members of the committee were most impressed by the student-focused, genuine nature of Matt's comments. He provided specific examples of students' successes in his classes; these examples demonstrated Matt's thoughtful instruction and individualized planning for each student. Committee members felt the culminating activity that Matt has designed for SHAPE, where students reflect upon and explain publicly their own life stories, shows his understanding that developing students' voices is indeed one of the most valuable outcomes of public education. Importantly, he exercises both humility and kindness in all of his interactions with students, fellow staff members, and families. The teacher of the year process serves as a celebration of the efforts of all of our faculty members, whose work is represented by the nominees and the eventual district winner. Please join me in honoring all of our nominees and Mr. Saccoman. He now moves forward to compete for the prestigious Connecticut Teacher of the Year title: I truly believe he has an excellent chance in bringing that honor home to Watertown Public Schools.

2. Teacher of the Year Recognition of Seven Nominees

The Watertown Board of Education would also like to congratulate and recognize the other seven nominees, nominated for the 2015-2016 teacher of the year pool:

Rebecca Borbas	Music Teacher	Judson, Polk, & Swift Schools
Patricia Chipko	3 rd Grade Teacher	Judson School
Elisha Gesseck	Language Arts Teacher	Swift Middle School
Colleen Haberern	Mathematics Teacher	Swift Middle School
Dorothy Rinaldi	4 th Grade Teacher	Polk Elementary School
Janet Sweetland	Science Teacher	Swift Middle School
Alyssa Wallace	Language Arts Teacher	Swift Middle School

3. Swift Middle School Recognitions

The Watertown Board of Education would like to recognize seventh grade student, **Chelsea Betts**, who was recently honored for all of her hard work over the past summer. Chelsea completed ALL badges in **the Newsela Summer Reading Challenge**, an accomplishment that only **45** students in the United States achieved. (Over 100,000 students competed!). Newsela is an on-line program that publishes daily news articles at five reading levels to engage students in high-interest topics. During the school year, Newsela is available for all students at Swift and is accessed through both Language Arts and Social Studies classes.

4. Swift Middle School-Verizon Challenge

We would also like to recognize the following eighth grade students below for their participation in the Verizon Challenge: These six eighth graders are volunteering their time to compete in the **Verizon Challenge** with the help of Technology Education Teacher, Joe Kuziak. The students are developing a plan for an app as part of this national contest. They have polled their peers and decided to create a plan for an app that can be used to track healthy choices. The next step is to develop a promotional package and send it off to

Verizon. When a final app is chosen, engineers from the **Massachusetts Institute of Technology (MIT)** work with the winners and actually develop the app for general use.

Joseph Esposito
Jessica Liano
Priscilla Nascimento

Hannah Jack
Cailin McGuire
Joseph Noga

5. Connecticut Association of Public School Superintendents (CAPSS)

Congratulations to the following students for receiving the Superintendent's award sponsored by the Connecticut Association of Public School Superintendents (CAPSS). This award is given annually to four deserving students in Watertown for leadership, academic progress, and accomplishments. The students and the Superintendent attended the Litchfield County Superintendents' Association student award dinner on November 18, 2015. The following students received this prestigious award at the Cornucopia Banquet House in Torrington.

Watertown High School

Lauren Giampietro is an ambitious young lady, involved in many different activities while taking challenging classes. In the classroom, Lauren challenges herself with high-level classes in all subject areas. Her good grades and work ethic have earned her spots in National Honor Society, Tri-M Music Honor Society, and World Language Honor Society. She is also involved with many other after school activities. For these reasons and many more, we felt that Lauren was deserving of the Litchfield County Scholarship Award.

Mark Guirguis is a kind young man, who strives to be a Nuclear Chemical Engineer. Outside of the classroom, Mark is involved in the National Honor Society as well as on the boys' soccer team. Beyond school and sports, Mark has volunteered hundreds of hours of his own time to help at his church. He enjoys helping others and making their lives a better place. Mark's charisma and will to help others are the reasons we choose him for the Litchfield County Scholarship Award.

Swift Middle School

Kyle Grenier is a current eighth grade student at Swift Middle School. Kyle is involved in many school-based clubs including Peer Leaders. Kyle will join the World Language Club this year and will also be a team captain for the Swift Relay for Life Team event in early June. He also plays in the band and is on the cross-country team. He is a strong student, who earns honors every marking period.

Priscilla Nascimento is a current eighth grade student at Swift Middle School. She is involved in a myriad of activities including newspaper club, art club, student council and the Principal's Advisory Board. Priscilla also performs with the band, chorus, and celebration choir and outside of school performs for a local theatre troupe as well. She also keeps busy playing soccer, tennis and taking karate lessons (an apprentice black belt!). Priscilla has volunteered in the community and is an excellent student.

E. Minutes

Agenda Item:

E.1

Subject:	Minutes of the November 9, 2015 Regular Board of Education Meeting
Motion Presented By:	Mr. Lambert
Motion Seconded By:	Ms. Rinaldi
Text of the Motion:	Madame Chair, I move that the board approve of the minutes of the November 9, 2015 regular meeting of the Board of Education as submitted.
Discussion:	None
Opposed:	None
Abstained:	Ms. Rosa
Vote:	Motion Passes

F. Report from Student Council Representative – Karina Mancini

A note that Ms. Mancini was not present today, but sent her report in and was read by the Superintendent. They all wished her well, as she is at her soccer banquet, the last of her career at Watertown High School.

At John Trumbull, first graders in math class are using addition to help them with subtraction, and writing number sentences. In writing, students are writing how-to books by brainstorming a list of topics and using pictures to show each step.

At Judson Senator Kane and State Representative Berthel met with all 4th and 5th grade classes this week. They talked about their work at the state capital and involved students in a discussion about legislation. A PTO meeting was also held this week and the fall fundraiser was distributed, which raised over five thousand dollars.

At Polk, 4th grade parents were invited to classrooms for American Education Week. They participated in learning tasks with their children, such as math games being taught in the new “Investigations” program. Also, the Rotary club delivered their donation of dictionaries to the 3rd grade students.

At Swift, a formal ceremony was held for the seventy-two students who were inducted into the National Junior Honor Society. Students earned this honor by achieving high honors and receiving a final grade above a 90 for at least three consecutive trimesters. Also, last Saturday, students from both Swift and Watertown High School met to review the results of the “Developmental Assets” survey. This survey examined how our schools, families and the community affected student’s safety and growth. At this meeting, they discussed plans to share the findings with the community.

At Watertown High School, The Open House held last Monday was a great success, with over 200 people visiting the school. They were able to see the various activities offered at Watertown High School, and tour the campus. Also, our director of guidance attended an Advanced Placement Coordinators workshop on Monday to look at appropriate recruitment to students into Advanced Placement courses..

G. Superintendent's Recommendations and Report

1. Appointments (Information Only)

- a) Mr. Keith Borkowski, to the position of Varsity Softball Coach, Step 4 for Watertown High School, to be paid the contractual stipend of \$4,238.00, paid at the end of the season.
- b) Mr. Keith Borkowski, to the position of Boys Basketball Coach, Step 4, for Swift Middle School, to be paid the contractual stipend of \$2,485.00, paid at the end of the season.
- c) Mr. Richard Brown, to the position of Indoor Track Assistant Coach, Step 3 for Watertown High School, to be paid the contractual stipend of \$2,338.00, paid at the end of the season.
- d) Mr. Remo Ceniccola reappointed to the position of Facilities Manager, at an annual salary of \$61,654.00.
- e) Ms. Sherry Cosmos, to the position of Cheerleading Head Coach, Step 4 for Watertown High School, to be paid the contractual stipend of \$3,508.00, paid at the end of the season.
- f) Mr. Edwin Esson, to the position of Boys Junior Varsity Lacrosse Coach, Step 0 for Watertown High School, to be paid the contractual stipend of \$1,895.00, paid at the end of the season.
- g) Mr. Joseph Giannelli, to the position of Girls Basketball Coach, Step 4, for Swift Middle School, to be paid the contractual stipend of \$2,485.00, paid at the end of the season.
- h) Mr. Angelo Gizzi, to the position of Boys Junior Varsity Basketball Coach, Step 1 for Watertown High School, to be paid the contractual stipend of \$2,629.00, paid at the end of the season.
- i) Mr. Jason Hurdle, to the position of Girls Varsity Basketball Coach, Step 4, for Watertown High School, to be paid the contractual stipend of \$4,676.00, paid at the end of the season.
- j) Ms. Kate Julian, to the position of Boys Swim Coach, Step 0, for Watertown High School, to be paid the contractual stipend of \$3,114.00, paid at the end of the season.
- k) Mr. Michael Kenny, to the position of Boys Varsity Lacrosse Coach, Step 1 for Watertown High School, to be paid the contractual stipend of \$3,069.00, paid at the end of the season.

- l) Ms. Sarah Macary, to the position of Girls Varsity Lacrosse Coach, Step 1 for Watertown High School, to be paid the contractual stipend of \$3,069.00, paid at the end of the season.
- m) Mr. Timothy Malootian, to the position of Girls Tennis Head Coach, Step 4 for Watertown High School, to be paid the contractual stipend of \$2,629.00, paid at the end of the season.
- n) Mr. Eric Miller, to the position of Boys Tennis Head Coach, Step 4 for Watertown High School, to be paid the contractual stipend of \$2,629.00, paid at the end of the season.
- o) Ms. Jenna Nixon, to the position of Cheerleading Coach, Step 0 for Swift Middle School, to be paid the contractual stipend of \$1,895.00, paid at the end of the season.
- p) Mr. George Palomba, to the position of Assistant Varsity Softball Coach, Step 4 for Watertown High School, to be paid the contractual stipend of \$2,922.00, paid at the end of the season.
- q) Mr. George Palomba, to the position of Freshman Girls Basketball Coach, Step 4 for Watertown High School, to be paid the contractual stipend of \$3,069.00, paid at the end of the season.
- r) Mr. Stephen Paternoster, to the position of Indoor Track Head Coach, Step 4 for Watertown High School, to be paid the contractual stipend of \$3,069.00, paid at the end of the season.
- s) Mr. Stephen Paternoster, to the position of Boys Track Head Coach, Step 4 for Watertown High School, to be paid the contractual stipend of \$3,652.00, paid at the end of the season.
- t) Mr. Corrado Perugini, to the position of Ice Hockey Assistant Coach, Step 2 for Watertown High School, to be paid the contractual stipend of \$2,772.00, paid at the end of the season.
- u) Ms. Brianna Pitino, to the position of Girls Track Head Coach, Step 2 for Watertown High School, to be paid the contractual stipend of \$3,363.00, paid at the end of the season.
- v) Mr. Jeremy Plourde, to the position of Freshman Baseball Coach, Step 2 for Watertown High School, to be paid the contractual stipend of \$2,629.00, paid at the end of the season.
- w) Mr. Edward Saki III, to the position of Boys Varsity Basketball Coach, Step 4 for Watertown High School, to be paid the contractual stipend of \$4,676.00, paid at the end of the season.
- x) Ms. Maria Santana, to the position of Long-Term Substitute Spanish Teacher for Watertown High School; beginning Tuesday, November 17, 2015 through the end of the school year June 2016, paid at the rate of \$75.00 per day for the first ten (10) days and Step 2 of the WEA contract starting on the 11th day.
- y) Mr. Russell Sheeler, to the position of Freshman Boys Basketball Coach, Step 0 for Watertown High School, to be paid the contractual stipend of \$2,485.00, paid at the end of the season.

- z) Mr. Brian Stanley, to the position of Girls Junior Varsity Basketball Coach, Step 4 for Watertown High School, to be paid the contractual stipend of \$3,069.00, paid at the end of the season.
- aa) Mr. Michael Theriault, to the position of Girls Junior Varsity Lacrosse Coach, Step 3 for Watertown High School, to be paid the contractual stipend of \$2,338.00, paid at the end of the season.
- bb) Mr. Jerry Valentino, to the position of Varsity Baseball Coach, Step 4 for Watertown High School, to be paid the contractual stipend of \$4,238.00, paid at the end of the season.
- cc) Mr. Victor Vincenzi, to the position of Ice Hockey Head Coach, Step 4 for Watertown High School, to be paid the contractual stipend of \$4,676.00, paid at the end of the season.
- dd) Mr. Robert Warren, to the position of Junior Varsity Baseball Coach, Step 2 for Watertown High School, to be paid the contractual stipend of \$2,629.00, paid at the end of the season.
- ee) Ms. Miranda Weidemier, to the position of Cheerleading Assistant Coach, Step 4 for Watertown High School, to be paid the contractual stipend of \$2,485.00, paid at the end of the season.
- ff) Mr. Jan Wivestad, to the position of Golf Head Coach, Step 1 for Watertown High School, to be paid the contractual stipend of \$2,043.00, paid at the end of the season.
- gg) Mr. Mark Zaborowski, to the position of Girls Tennis Assistant Coach, Step 4 for Watertown High School, to be paid the contractual stipend of \$2,194.00, paid at the end of the season.
- hh) Ms. Jessalyn Laffey, to the position of Paraprofessional, Category 2 at Watertown High School, effective, November 9, 2015, at the contractual rate of \$14.01 hourly, Step 1, 30 hours per week

2. Superintendent's Report

The Superintendent read Ms. Mancini's report then followed with her own.

A reminder that this Wednesday is a half day of school for all of our five schools. We will then be closed on Thursday and Friday for the Thanksgiving Holiday. That is all of the schools and the Central Office. If you have any business to do, you need to do it by Wednesday at 1:00 p.m.

I will need to bring up for action a very last minute request for an overnight field trip for the Robotics Team. It came in this afternoon. I wanted to be able to allow them to attend this, if I could, as this is an overnight field trip in the beginning of December and there is no board meeting before this time. It is to Camp Mataucha in Watertown from a Friday through a Saturday. We have a chaperone from Swift Middle School and several members of our community that volunteer with the Robotics team that will be chaperoning as well. This is a team building activity. It is what is called a "lock-in" and is used to promote positive

relationships between new and existing Robotics team members and they like to do this before they begin competition.

Ms. Crotty – Q – I just want to clarify, even though it was received today, the nurse, the school principal, and the Director of Curriculum have all approved of this? **A** - That is correct. It was sent to her today, she approved it today and then sent it to me.

3. Grant-Informational Item:

The 2015-2016 Federal Consolidated Grant has been completed and submitted to the State Department of Education for approval. The total amount of the Consolidated Grant is \$320,750. This total includes \$12,379 for the town's parochial schools. The grant is composed of:

- a. Title I, Part A - Improving Basic Programs Operated by Local Educational Agencies - \$222,238
- b. Title II, Part A - Teacher and Principal Training and Recruiting Fund - \$98,512.

The grant monies will be applied toward district initiatives in the improvement of instruction and student learning, with a specific emphasis on academic interventions for struggling learners.

Janet Parlato, Ed.D. wrote the grant.

H. Facilities Update

Mr. Lambert – We will be reviewing a possible change to lease here and I will turn it over to Ms. Browne to explain that.

Ms. Browne – Because we were hopeful that the unit we were talking about at our last meeting would be at no capital expenditure to us, we have not put this out to competitive bid. Now, we have received the initial estimate and bid from Tecogen. Although the electricity consumption at JTPS will be reduced by the Co-Gen unit, it will not be reduced enough for the company to recoup enough energy to be resold to install it at zero cost. What they are estimating now is \$6600 annually at a cost to us, which will be offset by \$1300 a year, which is the cost of a service contract, as they will fully maintain the unit. There is also an offset to our electricity bill. Tecogen has not finished with their analysis, so we are unable to give you more formal dollar amounts on the savings. After the ten year period, we fully own the unit with an option to continue the relationship with Tecogen. Paying, in effect, \$66,000 for the generator over the course of ten years.

In any case, we feel that we will need to lease a generator, temporarily, as we put one in place over the next two months. When the temperature drops and with the possibility of power outages, we want to make sure that the heating systems continue to work in all situations. Tecogen has offered to bring us a generator to lease while they build this new unit for us. They have also offered to absorb some of that cost. They can have that unit here for lease in a matter of days.

We did not put the generator out to competitive bid, but we did call around to two other companies for replacement units and the pricing was quoted to be about \$65,000 without a

service contract or reduction in energy costs. Time is of the essence, but we want to make sure we have the full analysis complete before we offer a recommendation to the board. We do believe it would be in our best interest to go ahead and least the unit to save us exposure to the elements, power outages, burst pipes, etc.

Mr. Lambert – Just to review, from our last meeting, this Co-Gen unit runs on natural gas, and produces electricity and heat? **A** – Yes. **Q** – Of which we will use both? **A** – Yes. **Q** – So we pay for the natural gas for what it costs to run the unit, but the electricity is where they absorb most of the cost?

Mr. Ceniccola – Let me see if I can clarify. They pay for the natural gas. Tecogen does. We then purchase the electricity from them generated at a reduced rate. **Q** – The unit is of no cost to us but the generator is approx.. \$66,000 for now, with more information to follow? **A** – Yes.

Ms. Crotty – So what is proposed tonight, before a final decision, is that we go ahead and lease one in the interim until we have all of the information to make a proper decision?

Dr. Carnemolla – Yes, but with clarification as we are talking about two different units. The Co-Gen unit we are looking to put in the boiler is of no cost, so our plan is to move ahead with that. However, the backup generator, the Tecogen unit, we would like to table for the time being. We are still looking to lease from the same company because we found that the leasing cost is about the same of any company. The difference between those we called is that Tecogen has one ready to go and bring to us with in a few days. If we lease theirs, which we are proposing to do, and move forward and take that Tecogen unit, they will absorb some and possibly all of the cost of that lease to get us to go with that unit. So it would make sense to go with them.

Ms. Crotty – So they would install it and that would be built into the \$2500 lease? And then they would service it within that price, it is not additional? **A** – Yes.

Mr. Lambert – What is done with the old unit? **A** – It will be sold for scrap. We don't know what we may receive for the scrap, but to some degree will also offset the money. Another component is the lighting upgrade. If we move forward with that, it may influence the size of the generator we put in place. There are many factors to choose from, it is just what we choose to do based on the analysis.

Dr. Carnemolla – This is not on the agenda, but I wanted to put this out there. I can't talk about it tonight as it's not on the agenda, but I did send the proposals on the lighting to all of the board members and I would like to ask that we review that at the next board meeting.

I. Public Participation

None

J. Report from the Board Chair

No report tonight.

K. 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

L. Communications – Secretary

None

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

Agenda Item: M.1
Subject: Consideration of the Approval of the Acceptance of Gifts

Motion Presented By: Ms. Rosa
Motion Seconded By: Mr. Makowski

Text of the Motion: Madam Chair, I move that the board approve of these generous donations as presented and that letters of thanks be sent to the donors.

Discussion: It is with great pleasure that I get to sit here and talk about the great donation we receive here in Watertown. Tonight we are approving three additional donations. The first is from Ms. Maryanne Black who donated an upright piano to the Watertown High School music program with an estimated value of \$700. The Rotary club had donated 20 Samsung Chromebooks and a charging case to Judson Elementary school with an estimated value of \$4500. The Watertown Education Foundation donated 30 Hewlett Packard Chromebooks and a portable cart for Polk Elementary school to use in all classrooms. The estimated value on those is \$9306. It is recommended that we approve of these and I ask for a motion to approve of all three of these generous donations.

Opposed: None
Abstained: None
Vote: Motion Passes

Agenda Item:	M.2
Subject:	Consideration of the Approval of a Field Trip for Watertown High School's Robotic Team
Motion Presented By:	Mr. Gambardella
Motion Seconded By:	Ms. Rosa
Text of the Motion:	Madam Chair, I move that the Board of Education approve of an overnight field trip for Team 237, our First Robotics Team, from Friday, December 4 th , 2015 to Saturday, December 5 th , 2015 at Camp Mataucha in Watertown.
Discussion:	None
Opposed:	None
Abstained:	None
Vote:	Motion Passes

N. Future Agenda Items and Board Members' Comments

Ms. Rinaldi – Shared that she attended the open house at Watertown High school and was very well attended and very well put together. The tours were great as was the experiences shared by the students.

Dr. Carnemolla – I would like to take a moment and thank some specific people from the Rotary Club because they worked closely with me and were the people behind the grant. They are Charlie Stauffacher and Cheryl Jerasek. They both worked closely and contacted me over the summer and we went back and forth to get this grant for the schools. It is a Rotary inter district grant, so they submitted information to Rotary International in order to bring the funds here to give to Judson. It is quite a bit of work to write those grants so I wanted to thank them. Also, on behalf of the Watertown Education Foundation, I have thank Sue Atkins. She explained that this fund existed. To be clear, there are two funds that exist. There is the Watertown Education fund and there is the Watertown Enrichment fund. One has been very well funded and one had just a bit of money left and that was this fund. We looked for a way to spend the money so there were not two funds running currently, but to do so on something that was meaningful. WE finally decided to equal the donation at Polk that Judson received, in part, because the money we hoped to get from the state was cut from the grant for technology. We are still looking for more ways to bring this into our schools, but without the money from the state.

O. Public Participation

None

P. Executive Session

Agenda Item:	P.1
Subject:	To Move into Executive Session for the Purpose of Discussing a Proposed Agreement Concerning Substitute Teacher's Conditions of Employment
Motion Presented By:	Mr. Vicenzi
Motion Seconded By:	Mr. Makowski
Text of the Motion:	Madam Chair, I move that the Board move into Executive Session for the purpose of a discussion regarding a proposed agreement concerning substitute teacher's conditions of employment. Attending the executive session are Josephine Rosa, Jim Gambardella, Tom Lambert, Leslie Crotty, Dr. Carnemolla, Cathie Rinaldi, Rob Makowski, Jill Browne, and myself, Vic Vicenzi.
Discussion:	None
Opposed:	None
Abstained:	None
Vote:	Motion Passes

Q. Regular Session

Agenda Item:	Q.1
Subject:	Possible Action Regarding Substitute Teacher's Conditions of Employment
Motion Presented By:	Mr. Lambert
Motion Seconded By:	Ms. Rosa
Text of the Motion:	Madam Chair, I move that the Board approve of the proposed agreement as it relates to the Substitute Teacher's conditions of employment, based on the

terms discussed by the Board in executive session on November 23rd, 2015 and moved further that the Superintendent be authorized to finalize and execute the agreement on behalf of the Board.

Discussion: None
Opposed: None
Abstained: None
Vote: Motion Passes

R. Adjournment

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

Motion Presented By: Mr. Vicenzi
Motion Seconded By: Ms. Rinaldi

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

Discussion: None

Opposed: None
Abstained: None
Vote: Motion Passes

The meeting adjourned at 8:45 p.m.

Respectfully Submitted,

Mindi Davidson
Recording Secretary

Janelle Wilk
Secretary of the Board