

WEST HAVEN BOARD OF EDUCATION

February 5, 2018

Regular Board Meeting

Board's Meeting Room

The Regular Meeting of the Board of Education was held on February 5, 2018 in the Board's Meeting Room on the second floor of City Hall, 355 Main Street, West Haven, Connecticut. The meeting was called to order by Rosemary Russo, Chairwoman of the Board of Education at 6:00 p.m. The meeting opened with a pledge to the flag.

Before moving into public session Chairwoman Russo wanted to take a few moments to remember Dr. Negri who passed away this weekend. Dr. Negri had a big impact on lots of our kids and lots of people in this room. She would like everyone to recognize this and take a moment of silence. Thank you.

BOARD MEMBERS

IN ATTENDANCE:

Rosemary Russo, Chairwoman
Robert Guthrie, Vice Chair
Susan Walker, Secretary/Treasurer
Lauren A. Aceto
Patrick Leigh
Patricia Libero
James W. Morrissey
Karen Pacelli
Rosa Richardson

BOARD MEMBERS ABSENT:

ADMINISTRATORS PRESENT: Neil Cavallaro, Superintendent of Schools
Anne Druzolowski, Assistant Superintendent
Matt Cavallaro, Director of Finance

CITY OFFICIALS PRESENT: Mayor Nancy R. Rossi

STUDENT REPRESENTATIVES

PRESENT:

Sumedha Chowdhury
David O'Brien
Julia Walker

B. Public Portion of Meeting

Chairwoman Russo if anyone would like to address the board this evening. Marilyn Halligan and Cheryl Kinman, Co-Presidents of the Paraprofessional Union, spoke and their reports follow at the end of the minutes. The board gave thanks. Chairwoman

Russo asked three times if anyone else would like to address the board. Rose Paolino also spoke; her report follows at the end of the minutes. There were no other speakers.

Chairwoman Russo said Neil we are going to switch things up a little bit. Superintendent Cavallaro said sure we will have David O'Brien go first and then call on Carrigan. David is our student rep and has play practice tonight so we will put the student rep reports first. David thanked the board.

C.1.b. Student Representatives' Report

The report will be found at the end of the minutes.

REPORTS

C.1.a. Administration/Status of Schools

Superintendent Cavallaro said Chairwoman Russo asked that we invite the teachers from Carrigan to be here tonight because the board wanted to recognize you for all you do for kids. The Donors Choose is something that you do on your own because you want your students to get the most out of their educational experience and you are getting them things that frankly they wouldn't have access to. On behalf of the board we want to thank you for all you do for us and congratulate you for being recognized on Good Morning America. Please keep up the good work we are very proud of you and very proud of the work that all of you at Carrigan are doing. We thank you for being here tonight.

Applause followed. Superintendent Cavallaro had Richard Weber, Principal at Carrigan, talk about the best kept secret in West Haven. Rich Weber said a few weeks ago when the Heisman Trophy Winner showed up at their school Rich thought this is a pretty great day it won't get any better than this. Shortly thereafter he received an email from the Vice President of DonorsChoose.org who asked to speak with him around the cusp of doing their One Millionth Project Funded. He responded to that email in 7 minutes. They spoke and the following day two young producers from Good Morning America called him and the ball started rolling. The only caveat was that Rich had to keep everything quiet and make up story after story to keep the secret. There were only about 10 people who knew the entire story. They needed to get all the students and the 20 teachers who were having their projects funded on stage and ready to go by 8:15 AM when we don't let the students inside until 8:05 and doors open at 8:10. How do you get 600 students into the auditorium at 8:15? Rich had an emergency staff meeting the day before and sort of set the stage and the next day he had 80% of the staff there by 7:00 AM and the remaining 20% by 7:30 AM to see them open their arms and get all the kids into the building, seated and ready to go was amazing and a credit to the staff and the people who routinely say what do you need me to do and do it whenever I ask. Anything that Rich has ever asked for during his seven years at Carrigan has been done. Especially if kids are going to be the recipients of the good will that is coming their way. The first moment the kids knew they were on Good Morning America was when TJ Holmes, the live anchor that day, turned to the staff and said the person I have been talking to is Michael Strahan and you guys are on Good Morning America. That was the first moment you actually heard Good Morning America. This was an outstanding display of everything that is good about what our teachers are willing to do for our students.

Superintendent Cavallaro asked Rich to talk a little about DonorsChoose for those that don't know. Rich had Donna Pitts and Mike Bartone talk about DonorsChoose. Donna said it is a website funded by donors all across America. Teachers write projects that they need things for their classroom whether its books, technology, supplies or whatever. Teachers write the projects and people donate and the projects are funded and fulfilled from DonorsChoose so the materials are sent directly to the schools. The teacher provides thank you packages, which include pictures of the students using the materials and the students write personalized thank you notes to the donor so that the donors really know the material is being used. Mike Bartone said one of the things he just did with his class is that Googles partnered with DonorsChoose and they did a coding activity and they are giving money to classrooms and also giving students some exposure to computer coding. Using social media is a good positive to get people to give money to those classrooms.

A further discussion took place. All the teachers who were present from Carrigan were asked to introduce themselves. Applause followed. Cupcakes and beverages were given to everyone and the board gave thanks. Chairwoman Rosemary Russo said she was able to come and see them do this live and then went back to her school and she couldn't stop talking about it; she had never seen anything so incredible as 20 teachers being recipients. You should be so proud and we are so thankful to each and every one of you for what you do for the kids because as you can see from public session finances are really tight and we could never do this. To have you take the extra time to do what you do for your students is so appreciated. Thank you very, very much. Board member Rosa Richardson said she is so proud to be here and have you working for us out there; you make me very proud thank you very much for all that you do for our kids. Board member Karen Pacelli said congratulations; being a teacher we know how hard it is to get the supplies you need and there is always that wish list. I'm glad that your wish list is starting to get filled. Mayor Rossi said she was fortunate enough to be invited and she did keep her word and kept her mouth shut because she didn't want to spoil anything. It was an amazing morning. As we all know West Haven may not have a lot of money but we certainly have the best teachers and staff that look after our children and teach them every single day. Mayor Rossi also was amazed how well the children followed the instructions. They showed them once and they did it and it was like magical. They followed the instructions and everything. Mayor Rossi said she knows they all give their all every single day and she thanks them very much and is very happy that DonorsChoose chose Carrigan. Thank you. Pat Libero, who was a former principal at Carrigan, said she feels it is part of the climate there. She doesn't know what it is about that building but people worked together and did things; we didn't have DonorsChoose but we worked hard together and she really feels there is something about the climate in that school and what happens with those kids is magical. Thank you for caring on the tradition. Her friends who had taught there are really happy and excited. Congratulations and keep up the good work. Bob Guthrie congratulated the teachers and said Mrs. Libero hit the point that beyond DonorsChoose it is a testament to the staff of what occurs, not only during the day on a daily basis, that people don't see and hear about, but this became very public but this is what occurs day in and day out. Thank you for coming here on a Monday night when there are a lot of other things that you could be doing with your family. Thank you. Principal Weber said we are a family that is what Carrigan is whether it is the students to the teacher, the

teachers to the cluster, the cluster to the principal; we are a family and that was echoed by any of the producers who had a chance to speak; it kind of runs in the blood at Carrigan. Sue Walker said as a former West Haven teacher and someone who was able to spend about 35 days at Carrigan substituting one year there is a special thing that you have over there and you do so many great activities like Mystery Night and all the various things you get together to do like that; I am so proud of you. Jim Morrissey also wanted to echo what everyone here said this evening. He knows that when Mr. Paolino retired there were big shoes to fill but he wanted to thank Mr. Weber the Principal, Ms. Limosani the Assistant Principal and the staff for doing a wonderful job over there. Jim knows you are very energetic and very concerned about our children. As a West Haven resident all his life he is so proud of the staff. We have a great group of teachers and you certainly showed that through DonorsChoose and all the great things you do. This board is extremely proud of each and every one of you. By coming out on a Monday evening it just shows the dedication that you have for our children and as a board member I can't thank you enough for all you do and he knows what you do. His daughter is a teacher and you always give it the extra; you are there before school starts and you stay late; it is just about dedication. He thanked everyone once again for all their hard work and is very proud of all of them. Thank you. Patrick Leigh said the fact that you reached national attention is outstanding; it speaks volumes to the dedication you have to our students and our community. Patrick is really proud to see all of you here because even though you hit your goal and milestone you still are moving to do more and more and more and that is awesome. Thank you. Lauren Aceto said congratulations to everyone. Mr. Weber was her English teacher in high school and he was an unforgettable teacher and she is sure he is an unforgettable principal so you guys are lucky. She is so proud of all of you. Thank you. Superintendent Cavallaro again thanked everyone for coming tonight and he thinks the board said it all. There is a lot of pride amongst yourselves and we are all very proud of you. Thank you so much. If you missed the link to Good Morning America let him know and he will get it to you. Superintendent Cavallaro said he knows how hard it is to come out at night and he appreciates all that they do. Thank you.

A short break took place.

Chairwoman Russo called the meeting back to order and said we will continue with the Superintendent's Report.

Superintendent Cavallaro said this Thursday, February 8th is a meeting of the MARB at 10:00 AM. The actual spot has not yet been chosen. Mayor Rossi thinks it will be at the Woodland but she will reach out to them. It is definitely 10:00 AM someplace in Hartford in that general area. Superintendent Cavallaro will pass the information along upon receipt. We also sent information to all of our bargaining unit heads and leaders so that they are aware. His understanding is that they will take up the board's proposed budget as they will with the Winkle Contract. The Mayor and I just found out that the Winkle Bus Contract isn't subject to their approval however it is subject to comment prior to going to the City Council. They don't have the ultimate authority like we thought they did but they are reviewing the information provided to them over the last week or two and we are hoping we can get that through. The price we are paying is less substantial than some of our neighboring towns.

The school calendar that you are being asked to approve is coming off the common calendar; the one that ACES recommended. Pat Libero told Neil that most of the towns have agreed to this for now.

Superintendent Cavallaro introduced Jim Twitchell from Hygenics who oversaw the abatement of the G Wing; which is no longer there. Jim Twitchell thanked the board for having him at the meeting. The G Wing Project is complete and was finished on January 25th. The clearances have passed and the abatement of the interior of the building was done. They finished the roofing on the 29th in the evening and currently there are three waste containers on site on the Gilbane side behind the fences which are waiting for pickup. Aggressive clearance came back with no asbestos detected which is very good news and the monitoring we did every day in the building all came back under the state guidelines for each of the days and on Saturday the 26th we ran background samples for the upcoming phases both with A through F and all those samples came back below detection and no asbestos. There will be a few more samples at different times as we get closer to each phase. The project as it stands is 99% complete. Questions were asked by board members and responded to by Mr. Twitchell.

Pat Libero said she has been by the high school when it was wrapped like bread but went by today and it was just amazing to see it gone. It is cool because it means we are making progress so she is really happy for that. Pat said it is just an amazing process that you went through thank you. Mr. Twitchell said there are two parts and abatement preparation takes forever and when it is over you just marvel that within a day or two it is over; you are finished and they quickly dispose and remove and try to get themselves off site. Patrick Leigh asked where they fell within their timeline. They fell within the mark for interior and needed three extra days for the roof. We knew we were going to work weekends and nights to get that roof done and that was one of the requirements from the state so we had to do that at night and during weekends. Patrick said there was no jeopardy with the overall timeline. No we were in direct communication with the state. Neil said he felt it was important that he send emails to the board that Steve Dahlem sent which was a summary of the project and how well and thorough he thought the project went. Neil though Jim and his company and AAIS and Gilbane did a great job of keeping us informed throughout the project and we in turn were able to keep the board and public informed as well. Karen Pacelli asked about the waste containers on site and asked if they are completely contained. Yes, they are sealed, labeled and locked behind the construction fence with no access. OK. He expects the temporary ID # tomorrow and then they can come and get them. Patrick thanked him stating that this is a scary profession with hazardous material. To make sure our school is clean and the well-being of our children is at the foremost is important so thank you. Jim Morrissey said there has been a lot of talk about asbestos and things of that nature in the past and he knows Mr. Twitchell has said this but just to repeat it again you are very confident that there are no problems down the road with asbestos; you got it all and it is all cleaned up and there was due diligence with the testing. Yes the greatest news is that with each phase as we are done you have no remaining asbestos to deal with ever again in the building which is the ultimate goal for your building. If you leave asbestos there is always a chance for something to go wrong whether it be accidental disturbance by an individual or mother

nature. By remediating everything you eliminate that chance. It was a challenging project and weather definitely played an event especially the blizzard but that was a long day of guys staying on site and sleeping in hotels to stay close and make sure everything stayed OK. Jim Morrissey said the people who worked on the site with the asbestos were all qualified and certified to handle that and as a board member I trust your judgement and think you did a wonderful job and thank you for getting it done in a proper manner. Thank you for looking out for our staff and the safety of our children. Thank you. The board gave thanks.

Superintendent Cavallaro said when we last met the project team the board members and I had concerns with some of the space issues based on the latest projected enrollment figures. Since that time a meeting of the project team was called and Jim Morrissey and Bob Guthrie attended along with our state delegation Mike DiMassa, Dorinda Borer and Senator Gayle Slossberg and we expressed our concerns. Neil thanked all three legislators who attended that meeting because as soon as that meeting was done they advocated for us with the Department of Administrative Services and we believe it paid dividends. We attended a meeting with the Department of Administrative Services to go over revised plans which add space back to the project. They did make it clear that they don't want any more revisions and they don't want to see any price increases as a result. All in all the project team did an excellent job of explaining our dilemma and presenting them with possible solutions as did Ken Carney from the building committee.

Michael LoSasso from Antinozzi Associates said there are three key components relative to the increase. There is additional space added back to the cafeteria which affords the school to adjust their lunch waves so they are not forced to have lunch start before 10:00 AM which requires a waiver for the school district to acquire every year. This plan increased the cafeteria by 2,000 square feet and also introduces a 1,100 square foot culinary arts classroom. The maximum occupancy for the cafeteria at one time is 533 students. Patrick Leigh said you are only netting 900 square feet added because you are taking away 1,100. Right it is currently just under 7,000 square feet so it is getting closer to the 8,000. Rosa Richardson thought the goal was 9,000. There have been many goals and this is the latest plan of review. The culinary arts could be in any number of locations within the cafeteria and we are still in the process of designing that. One of the key aspects of the culinary program was to set up restaurant style service so we could serve to the faculty in restaurant scenario. The state pointed out that this is very similar to how other technical schools organize these spaces and this is a very favorable relocation. Patrick Leigh said instead of utilizing it in that space; why not drop it in this empty space. Mr. LoSasso said there are a lot of things at play here and there is no reason we can't do that but it adds additional square footage and we are trying to work within certain limits in order to control cost. Gilbane has been working in lock step with our developments making suggestions to save cost and in evaluating the different schemes proposed. Patrick asked what's our max add without adding funding to the project. It is challenging to say because certain additions cost more than others. Mr. LoSasso said if we were to salvage some of the existing building that would technically cost slightly less because we could save the structure and rebuild it rather than if we rebuilt fully new. A lengthy discussion took place. Patrick asked if we know where we started from to where we are

on that budget line item. Not off the top of his head but we will reintroduce a portion of that savings back that is appropriate for the outfit of the building. OK. Chairwoman Russo asked the difference in space in that area that is bubbled which used to be the three classrooms. Mr. LoSasso said he was just going to get to that it is the next point. At the onset of design there were two culinary classrooms one geared towards commercial patrons and the other more home based cooking. They were divided by a freezer and pantry and sampling offering. The program has changed at the school they no longer have 2 culinary arts teachers. If they do replace one that person would probably only be half time culinary arts and the other half would be dedicated to the family consumer science program. Now we can consolidate the two classrooms into a single classroom that is more commercial cooking based and relocate it to the new space which is optimal for the type of program that we expect to provide. Neil said Mike is correct about this and we did confirm this with Dana who does the master schedule at the high school. Chairwoman Russo said you are going to have one less culinary teacher. Neil said there is only one now. Chairwoman Russo said you are going to get a half time. Neil said correct the certification is the same so we could use them in different areas of technology education yes and what Dana is saying is as long as I have at least a half time in culinary I could also utilize her in other areas. Chairwoman Russo asked if this would decrease the student's choice. No Dana will talk about this. Dana said we currently have one culinary teacher who teaches six sections of three periods of those lower level classes and a double period of the regular. The most she can see adding assuming our numbers skyrocket which they haven't would be another half time culinary teacher. That person would be a full time teacher half in culinary and half in the area of family consumer arts such as fashion, fabrics, or early childhood education. We have never been anywhere in the realm of needing two full time teachers; the numbers don't require two full time teachers. Staffing is fine enough with one. Rosa Richardson said when you talk about furniture and fixtures is the cafeteria going to be like institutionalized or are we going to make it a little more relaxed. The intent is to make it more relaxed.

Chairwoman Russo wanted to reassure herself about the shops; auto, metal and wood. They are all here was the response. Rosemary stated and they are the same size as what we approved when we approved this in April. Yes. They haven't been made smaller? The square footage has always been for those three shops a total of 4,500 square feet. 2,000 was allocated to the auto shops and 1,500 for the balance which is wood and the metal and there are also classrooms in the outer shop and storage shared between the wood and metal. There have been no changes. OK thank you.

Bob Guthrie had a couple of questions and he didn't know if this should go to Mr. Carney or someone else. When we met a couple of weeks ago were told there was going to be no change in educational spec required. What changed in the last two weeks? Mr. Carney said no programming was changed but it turns out that your specs are very, very detailed and well written and with that kind of detail it actually spells out the number of classrooms and the size of the cafeteria and that with this plan doesn't match so the educational specs have to be updated from a square footage standpoint and the number of classrooms. One of the conditions was that they want the educational specs to mirror what we are actually building. Bob then asked if this is now being approved by the BOE

and then going to the Building Committee or is it just to the BOE. The BOE will approve the new educational specs which will encompass this new space and the Building Committee would have to approve the final price. Bob Guthrie said there are no changes authorized by the state. Patrick Leigh said so this is the end all be all. Mr. Carney said this is the best deal for the city that we could possibly get with the amount of funds that are available. Lauren Aceto said it says here 20 to 25 students per classroom. She is wondering what the CAP is for different subjects on classes and how that would affect the 200 students. Superintendent Cavallaro said the contractual number of students we can put in a classroom is 30...Lauren interjected for all subjects. Superintendent Cavallaro said for all subjects however we do use standards for things like the shop classes and try to keep them around 20. Dana said shop classes are 22 and chemistry 24. OK. Bob Guthrie said to Mr. Carney there is definitely no changes that are going to be coming to the shops when it goes back to the Building Committee. Mr. Carney replied that we wouldn't have the authority to do that in the building committee. This is all about adding space and classes with the money and people we have not about shops; we didn't touch them; didn't discuss them. Karen Pacelli said there is no more additional cost to the taxpayer with this. This is all within the budget. Mr. Carney said the finances don't change we are fortunate enough the way the bidding came in to introduce extra space but it doesn't change the one hundred thirty million dollar budget. A further discussion took place.

Rosa Richardson wanted to thank Mr. LoSasso from Antinozzi because she appreciates the time and energy you had to put into this in order to properly educate our kids. Those eight extra classrooms are going to make a huge difference and she appreciates that. Mr. LoSasso thinks you need to thank Neil because he was the voice of reason through the entire process.

Jim Morrissey asked that they inform the board how the bid process was coming along and how many have come back in. Amar Shamas the Project Executive for Gilbane said they did go out to bid and received the bids and have five more packages that are due on the 14th. Generally speaking the majority of the project is in and we have completed a significant amount of scope reviews with the bidders to verify and confirm their bid. We should be wrapping everything up in the next two weeks as far as all the bidding and the results from the bidding. From there we actually start assembling the GMP Guaranteed Maximum Price for the Project and that is due into the city by the end of the month. Jim Morrissey said so we haven't received all the bids yet then. We only have five more small packages due on the 14th. All the majors are in. Patrick Leigh said and that is where we saw substantial savings? We can't say for sure but think we are somewhere around five million under budget and about 3 ½ of that would go towards this plan. A further discussion continued.

Jim Morrissey said to Neil at the last meeting you said we would have three lunch waves; is that correct. Neil said you could service the entire school with three lunch waves. There are no plans to change the schedule right now. The only thing we had to agree to was that we would not start lunch prior to 10:00 AM nor would we ask for a waiver. If we start at 10:37 AM it gives us five periods to actually feed the entire student

population. Rosa said which is about 300 per lunch wave which is very doable. Dana said very doable and it doesn't have to be that many because so many of the teachers opt for no lunch but to have a modified schedule and right now we have nearly 200 teachers who opt out of lunch for a modified schedule. Jim's concern is that you have so many kids in the cafeteria and thinks there might be problems with so many kids in one setting like that. Superintendent Cavallaro said he spoke to Pam today and her concern mirrors yours. It is not so much the number of kids in the cafeteria it is getting them to the cafeteria through the corridor that was her issue. Jim feels that he just wanted to bring this up because when problems happen it is either on the bus Neil said during less structured time. We understand and it makes a lot of sense. Chairman Russo said not to be redundant but just to drive it home the shops stay and everything we voted on in April. Mr. Carney said nothing has changed. Rosemary said just the addition of these classrooms. Correct and if you guys pass the educational specs those changes will become part of your specs and that is what we have to build to. Chairman Russo thanked everyone.

Dr. Druzolowski said they have tried to stay the course with what they have been doing with the Alliance Grant state money over the past five years. Over 2/3rds of this dollar provides staff salaries for literacy coaches, math coaches, literacy resources and our Early Childhood Coordinator. Those dollars also pay for professional learning in the district as well as software and for someone who intervenes with attendance issues. We are pretty heavy with the salaries on it and haven't changed that and nothing has been added; it is what it is. Neil said we aren't expecting an increase we expect the budget to remain the same.

C.1.c. Board

James Morrissey attended the benefit at the rink for Pam Gardner last week. Jim thanked the people who organized the hockey game and thinks they raised about \$10,000.00 which was great. Our thoughts and prayers go out to Pam. Jim saw her there and wished her well. He also went back to the rink this past Saturday where the 1951 state hockey team was honored with a nice ceremony. Pam Gardner was also there and we think about her and her family all the time. She is a strong woman and a fighter and we pray for her and her family and hope she beats this terrible disease. Jim also went to the hockey game and unfortunately West Haven lost 4 – 1. The kids played hard and it was a nice event.

Patrick Leigh said he was not able to make the Carrigan School announcement but couldn't be prouder that out of the entire nation we were chosen to be on the air and our teachers had that great gift come to them; it was just a really cool experience.

Karen Pacelli didn't get to watch the Carrigan Band yet she recorded it but hasn't had a chance to watch it. It is an honor just to know that the kids want to be a part of it still exists.

Pat Libero agrees with Jim that the night for Pam at the rink was incredible. Pat was glad she was able to make it because she was in the hospital that week and was receiving fluids that day and we were unsure she was going to be able to make it. She was able to

make it and she is doing better and gets her cat scan next week and hopefully things will work out. Pat is really proud of Carrigan and the good news. She is really disappointed about the para situation so she would like some update on the paras. She knows we have cut paras and just wants to make sure we keep the climate happy if we can. She would like more information on that to make sure we are doing the right thing for the kids and making sure the IEP's are met. We just want to make sure that things are done; not that she doesn't think they are but if people have concerns she thinks we need to address it. She would appreciate an update on this thank you.

Rosa Richardson said in response to that just so you know she has reached out to Mr. Lucibello and is scheduling a meeting with Mr. Weber and you are more than welcome to join us at that meeting. Pat agreed and asked Rosa to let her know. Rosa said she is Chair of Pupil Services so she is on that daunting task. Rosemary said if that meeting is not taking place during school hours she would be interested in attending also.

Sue Walker also was concerned and this was the first she has heard of it and feels badly for people who take jobs expecting the job that they get and then being told that they are forced to do something else that they never wanted to do. To be a para especially with Special Ed is a tough job but then a medical para is a whole different kind of situation. She is worried that these students are not getting their IEP's met. She knows that paras are in the classroom to read to those students, retest those students who need to have that done or to take them out of the classroom when their testing is done because that is what there IEP requires. She is concerned that this will not be done. Rosa interjected that she is confident that we will be able to work on reasonable resolutions and she has the utmost of confidence in Mr. Lucibello; he is not going to let our kids suffer. She has had several conversations with him in the last couple of weeks and we have issues but we are not going to let a child go unnoticed or not taken care of and Rosa can say that with confidence.

Chairwoman Russo said to piggyback on what was said the Pam Gardner event was very nice and thought that Pam looked really good. It was good to see her. She agrees with what was discussed about the paras and does want more information on it. Rosa humorously said but you have to give me time to get my research done. Absolutely but Rosemary wanted to assure the paras that we are listening to them and we have to keep in mind that they have lost many paras in the last couple of years and we haven't replaced them and this is something we need to look at and work on. Chairwoman Russo again would also like to congratulate the Carrigan teachers and staff and to recognize all the teachers in West Haven. It is great what happened to Carrigan but she knows there are a lot of teachers in West Haven that do Good Fund Me and Donor Pages and buy your own stuff and do whatever they have to do for our kids; don't think it is not noticed it is very much noticed and we appreciate everything that you do. Thank you. Jim Morrissey asked Rosa to also let him know when the meeting date is set so he can also attend. Rosa said we have to be careful quorum wise. Jim knows and understands that. Superintendent Cavallaro said he thinks it is important that you listen to the paras but it is also important that everybody takes a few minutes and either pick up a phone and call a principal and talk about the dilemmas in trying to staff a building during the day. Neil appreciates

what Sue said that people do take jobs and there are certain jobs they want and don't want but as the employer and the BOE is the employer we need the employees to do the jobs that we need them to do. The principal needs to set the priorities so that he can operate his building every day and that has been a challenge. We all will agree that there are less paras but there are also less administrators and teachers in this school district. Superintendent Cavallaro doesn't believe that we are not meeting IEP's but unfortunately you have to prioritize and we need the employees to do the jobs that we need them to do. There was a meeting with the union last week and the union agreed that we have the right as the employer to set the priorities and set the jobs; that is management's rights. There are attendance issues we need to look at. Neil would concur with all of you that we need a lot more paras in this school district however we also need to make sure that the buildings are being run with the available personnel that we have on a daily basis. When Rich gets to work during the day and finds out the four or five paras are out he has to do what he can to make sure the learning labs are covered and the one on one's are covered. Neil is asking everyone to keep in mind the big picture. Rosemary understands the big picture but also thinks that if paras are out it has been a bad season with absenteeism but she doesn't think that is what they were saying to us that is was a matter of just coverage; these were permanent positions. This is something Rose will look into and she understands what Neil is saying as the boss but he also understands what they are saying. It is good we are going to look into it. Neil appreciates this but wants everyone to kind of get the whole picture. Neil said we do want more paras and teachers and have lost a lot of positions over the last few years. He gives the administration credit for managing with the loss of all the positions; we are doing the best we can. Rosemary said we want to support you because to have to juggle your staff every day is an impossible feat. Last week her school had 20 people out with a stomach bug but if it is a continual problem and understaffed that is something we want to look at. It is not that we are not supporting you or Mr. Weber because she knows you have to do what you have to do for the kids. She just wants to investigate this more. Superintendent Cavallaro just wants people to look at this from a different perspective. Rosa said she will stay neutral. Laughter took place.

D.1. Approval of Minutes

D.1.a. West Haven Board of Education Regular Board Meeting held in the Board of Education Meeting Room, City Hall, 355 Main Street, West Haven, CT on Tuesday, January 16, 2018 at 6:00 PM.

Chairwoman Russo asked for a motion to approve the Regular Meeting minutes D.1.a.

Patrick Leigh made the motion to approve the minutes

Karen Pacelli seconded the motion

Discussion: Pat Libero and Rosa Richardson abstained as they were not present for this meeting.

All other board members present were in favor

Minutes are approved

D.1.b. West Haven Board of Education as a Whole for Finance was held in the Board of Education Meeting Room, City Hall, 355 Main Street, West Haven, CT on Monday, January 29, 2018 at 6:00 PM.

Chairwoman Russo asked for a motion to approve the minutes D.1.b.

Patrick Leigh made the motion to approve the minutes

Jim Morrissey seconded the motion

Discussion: Pat Libero and Rosa Richardson abstained as they were not able to attend this meeting.

All other board members present were in favor

Minutes are approved

D.2. Resignations: (Certified)

18-05 Joseph Pisano, Junior Varsity Baseball Coach

Effective: January 24, 2018

Reason: Personal

Chairwoman Russo asked for a motion to approve item #18-05

Rosa Richardson made the motion

Pat Libero seconded the motion

Discussion:

All board members were in favor

Item 18-05 is approved

D.3. New Hire: (Certified)

D.4. New Business

18-06 The West Haven Board of Education approval of the 2017 – 18 Consolidated Alliance and Priority School District Application

Rosa Richardson made the motion

Karen Pacelli seconded the motion

Discussion: Rosa Richardson said thank you for these grants.

All board members were in agreement.

Item #18-06 is approved

18-07 The West Haven Board of Education approves the 2018 – 19 School Calendar

Bob Guthrie made the motion

Rosa Richardson seconded the motion

Discussion: Patrick Leigh said the only topic we were discussing is the February vacation and why it could be pertinent due to sickness and illness and why it may be important somewhere along the lines to reinstitute it and if we were to reinstitute this how

do we reinstitute it. Rosemary Russo said technically if you reinstitute it you would only be adding three days to the calendar. Superintendent Cavallaro said you would be adding three days to the calendar but you can.....Patrick Leigh interjected like I was bringing up before you can do a Thursday, Friday and then you have Saturday, Sunday, Monday Holiday, so really you are only adding two days. Superintendent Cavallaro said while you are not bound to the ACES Calendar it is important that we do follow the regional calendar as best we can. It is certainly something we can address and Pat Libero who sits on the ACES Board will bring this to the board at ACES. This is certainly something that we could adjust maybe for the following year. Karen Pacelli said that is something that our district does because we don't start the same date you do. They do say so long as you are within that three days I believe. Superintendent Cavallaro said you can certainly add that into the calendar regardless of ACES but he would prefer to at least bring it to them first as we had talked about for 2018 – 2019.

All board members were in agreement.

Item #18-07 is approved

18-08 The West Haven Board of Education approval of the Revised Educational Specifications for the WHHS Project

Move to Approve

Rosa Richardson made the motion

Karen Pacelli seconded the motion

Discussion: Patrick Leigh is just glad that they were able to fit so many classrooms without really touching the budget at all that we had; they found eight classrooms.

Chairwoman Russo said she is glad the shops are where they are.

All board members were in agreement.

Item #18-08 is approved

F. Informational

Chairwoman Russo asked for a motion to adjourn

Rosa Richardson made the motion

Karen Pacelli seconded the motion

All board members were in favor

The meeting adjourned at 7:45 PM

Respectfully submitted,

Marylou Amendola

Board Secretary

The Student Rep Report follows on the next page.

Board of Education Meeting

February 5, 2018

Student Rep Report

1. The Unified Basketball Team played Lyman Hall on Friday and came away with a 33-27 win. Congratulations!
2. The Boys' Hockey team donated to and recognized Mrs. Gardner at their game on Saturday, February 3rd.
3. There is a half day Wednesday for students—teachers will be staying for a full day of professional development
4. The Robotics competition is February 10th
5. The ROV competition is February 23rd
6. Children's Theatre presents "The Adventures of Rose Red, Snow White's Less Famous Sister" this Saturday, February 10th, at 10:00 AM and 11:30 AM. Kids 12 and under are free. Everyone else is \$5
7. Evening of Jazz is April 25th
8. Band spring Concert is April 12th
9. Band Senior Concert is May 31st
10. The WHHSTW Spring Musical, "The 25th annual Putnam County Spelling Bee" is March 23rd and 24th
11. All Juniors will be taking the SAT School Day Test on Wednesday, March 21st

February 5, 2018

As the Co-Presidents of the paraprofessional union we are speaking to you tonight because at this time last week, board members stated they felt strongly that there was a need for more para support in our schools. Tonight we are asking for your help to follow your sentiments.

It's previously been stated that we've lost 14 positions over the past two years none of which have been replaced. As you know, paras are needed to service special education students but we must remember that there is also the need for paras to work in inclusion classrooms. Especially today with the implementation of Common Core we all know that today's classrooms are not a one size fits all learning environment. In any given classroom there are many different academic levels of students where an inclusion para is needed to assist these students with re-direction to stay on task or to work at a slower pace in small groups which will help them to grasp the lessons. This ultimately increases their success as opposed to them becoming frustrated, feeling lost or failing all of which can lead to negative behavior being exhibited in the classroom.

As has been stated at previous meetings, the special education needs have increased; but we don't increase our support by having additional medical paraprofessionals.

To meet this immediate need for medical paras, at one school this past week inclusion paras were given the option to become a medical para to remain in their respective schools or to be transferred out to another school. We all agree this certainly meets the immediate need to service those special ed students but does nothing to correct the shortage of medical paras in the district. Therefore, this subsequently affects special education services district wide. While at the same time all this movement does not address that the services paras provided to those inclusion students will now be reduced.

In closing, we'd like to state that our paraprofessionals are very dedicated individuals who continue to help all students be successful life- long learners!

From: Cheryl Kinman
Sent: Tuesday, February 6, 5:22 PM
Subject:
To: pat libero

Good evening Mr. cavallaro and board of ed members. My name is Cheryl Kinman and I am a paraprofessional at Carrigan school. I've been an inclusion para there for 20 years. Recently we were told that there was no need in the building for us and we would be displaced. We had two days to make a decision to become a medical para or be moved out of the building. I would have thought with the amount of years I have been at this school that my seniority would have protected me from this but that didn't happen. Currently we are down three medical paras for long term. We are also short(Dianna Sharon Chris pat Patty) 5 paras that were never replaced in the building. That is 8 positions in all. While I understand that the self contained labs must be filled, you must understand that there are iep's that must be met. Carrigan currently has approximately 900 students with 9 inclusion teachers. There are more inclusion kids now than there were back when I first started. We've come before you and expressed our concerns with these positions not being filled yet nothing was added to the budget to replace these positions. Now here we are changing peoples jobs because someone didn't do what they should have done. Why didn't we hire subs? We have people out and their salary is already allocated into the budget this year and last year and these people are out without pay. Where is that money being used? I consider myself to be a good employee and will do anything to help out anywhere but being forced to take a job that I didn't bid on just doesn't seem to be fair.. In 20 years I never bid into a medical position because I didn't want to. When you have a love for something you do you stick with it. A few years back my son was diagnosed with a brain tumor. I missed two days of work while I relied on everyone else to take him to treatments. Why? Because I also had a job to do and kids that relied on me everyday. I took that very seriously while my family just thought I was in denial. I knew what I was doing as absentee has been an ongoing issue at our school. So while I may have put my job first because I knew the needs of the inclusion kids were high in numbers why wouldn't you put the needs of the inclusion kids in the same category as the self contained kids. They all require our help and our support. I know that trying to fill these positions daily can be frustrating for Mr Weber but if you filled these positions when we asked you to over and over we wouldn't be standing in front of you tonight. I'm begging you to look at the school as a whole. While there are always amazing things happening at Carrigan there is also a need for all of our special ed students. They deserve the very best because we have one of the best schools to offer it to them. Thank You...

Sent from my iPhone

Rose Paolino, School Counseling Department Head at WHHS, said this is our annual kick off for school counseling week. Every year the first full week in February is school counseling week. We would like to show a token of our appreciation, all the school counselors in the district, for the support from administration, board members and mayor so in front of everyone is a tote that says you are an essential piece which is the way we truly feel about the support that we receive from you year after year. Thank you. The board and Superintendent Cavallaro thanked Rose.