

**WEST HAVEN BOARD OF EDUCATION**  
**Regular Board Meeting Minutes**  
**Board's Meeting Room**

A Regular Meeting of the Board of Education was held on July 22, 2019 in the Board's Meeting Room on the second floor of City Hall, 355 Main Street, West Haven, CT. 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.

**BOARD MEMBERS**

**IN ATTENDANCE:**

Rosemary Russo Chairwoman  
Susan Walker, Secretary/Treasurer  
Patrick Leigh  
Patricia Libero  
James W. Morrissey  
Karen Pacelli  
Rosa Richardson

**BOARD MEMBERS ABSENT:**

Robert Guthrie, Vice Chair  
Lauren Aceto

**ADMINISTRATORS PRESENT:**

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

**CITY OFFICIALS PRESENT:**

Mayor Nancy Rossi

**STUDENT REPRESENTATIVES**

**PRESENT:**

**B. Public Portion of Meeting**

Chairwoman Russo welcomed everyone to the meeting and thanked everyone for coming. Chairwoman Russo asked if anyone would like to address the board. Dana Paredes, 54 Barbara Lane, West Haven, CT addressed the board. Our annual Westies on Wheels Event will be on August 13, 2019 beginning at 4:00 PM until supplies run out which is usually around 5:30 All board members are invited to attend. This year stops will be Meadowbrook, Glade Street, Savin Rock Conference Center and either Forest School or the Allingtown Library depending on the parking situation. Rosemary Russo asked how did they do with getting supplies? Dana said they had a good year and they started fundraising for this event the day after the last event ended and we should do pretty well. The board gave thanks. Charwoman Russo asked three times if anyone else

would like to approach the board. There were no other speakers. Public Session closed at 6:09 pm.

## **REPORTS**

### **C.1.a. Administration/Status of Schools**

Superintendent Cavallaro said the main item tonight under administrative reports is the presentation on the school based health center. John Dixon from Bridges is not here yet so we will run through a couple of other things before the presentation. As you can see from tonight's agenda our administrative team and personnel office did an outstanding job of recruiting and hiring this summer. We are pretty set right now with only one or two openings remaining. We are in really good shape as of July for opening school next year. During the next board meeting we will have a final report. Jeff Grande updated Neil and the board via email on the computer implementation. The good news is regarding the Chromebook Deployment Project is they expect to be completed by mid-August so by the beginning of the school year all of the computers that we purchased and are part of the program that we implemented will be ready to go on day 1 and if that should change we will keep you updated.

Superintendent Cavallaro and Ken Carney spoke today and the contract for the Bailey roof was signed today and there is a completion date of around August 15<sup>th</sup>. There was a holdup with a bidder who didn't agree with the process and that is what took so long for the contract to be signed. Neil said a tour of the high school has been arranged for August 1<sup>st</sup> at 2:00 PM with Ken Carney for anyone who wants to view the school.

Jon Capone attended the board meeting and gave an update on the timeline of things that will be happening as far as the move for the next couple of weeks. The move process really started back in April with the teachers being notified about the move and having them start to pack. Dana put the roadmap together for everybody of where they are and where they are going. The teachers were extremely cooperative in getting all the boxes and materials they needed to pack. The day after graduation we were in at 7:00 AM that morning to begin the 1<sup>st</sup> move in what we are calling old to old. These are the teachers who were in the old building and will stay in the old building. This was anticipated to take 4 days and they finished in 2 ½ days and everybody in the first move was done. Meyers Moving had plenty of help and showed up the first day with 25 movers who really worked. We met with Gilbane last week and the second move will start with the main office, guidance, Dana's office, the secretaries etc. will take place on August 1<sup>st</sup> and 2<sup>nd</sup>. The second move which is much larger will take place on August 12<sup>th</sup> which includes the chorus room, everything from the band, theatre and shop classes and these are big moves and we have scheduled the whole week of August 5<sup>th</sup> to get this done and get everybody settled into their rooms and the cafeteria. The media center furniture will be delivered on August 19<sup>th</sup> and set up last and everything is scheduled to be done on time. We don't see any issues we will be ready to go the opening day of school. The board gave thanks.

Superintendent Cavallaro said we are concerned about the even more limited parking than last year. We are thinking of having some type of shuttle for students from the Savin

Rock Conference Center. We will remind everybody that driving to school, if you are a student, is a privilege. For all students and parents who take their students into school late to start using the new parking space because we don't want people to walk through the back of the building. We will block off some temporary 10 or 15 minute parking so parents can drop off their students who are late etc. These are the logistical things we are working on now. Dana and Ken have both been great and Jon has been terrific and we have been able to maneuver through everything. Dana anticipates a little bit of push back from this year's seniors with the new schedule and parking change but that will blow over. Neil said if there is an issue and we know about it we will do our best to resolve it.

Superintendent Cavallaro said John Dixon from Bridges and Ludwig Spinelli from Optimus Health Care are here and we have been talking and working with them regarding bringing a school based health center to WHHS. Obviously with the move it will be a temporary office spot this year but we will accommodate them and we see this as a real plus for us and for our students to get immediate health care both physical and emotional. It is a way to get kids into school that are having trouble with physicals. After meeting with them several times we are excited about this and don't see any downside to it. There is no cost involved to the board of education which is a positive. Neil thanked them for all of their help, support and time they have spent with us so far.

Mr. John Dixon and Mr. Ludwig Spinelli gave the presentation. Mr. Dixon said they have been doing this since 2009 and have over 10 years of experience and currently operate quite a few health centers in Bridgeport as well as in Stratford and in two technical schools Bullard Haven in Bridgeport and also Platt Technical in Milford. These are school based health centers that were operated by the city and turned over to us. This is a way of providing care without taking away from one's primary care; we are not here to replace primary care. We have a variety of health care that is convenient and accessible. We operate under regular school hours between 8:00 AM and 4:00 PM. We do need student's parental permission to provide treatment. We work in collaboration with the school nurse. Optimus runs a primary care site at our primary site at Bridges in Milford. Board members asked questions after the presentation and received answers from both Mr. Dixon and Mr. Spinelli. Dana Paredes has put the complete presentation on our website. Questions were asked by board members and responded to.

#### **C.1.b. Student Representatives' Report**

There will be no reporting from the student representatives until September. Brendan Carew will be returning next year and the two new student reps will be Mackenzie Gardner and Anthony Lendrella. Congratulations and applause followed.

#### **C.1.c. Board**

Jim Morrissey sees there are a lot of retirements, resignations and new hires and he wants to wish everybody well. He sees Mrs. Susan Rawden is retiring and she was a teacher at Forest first then Mackrille for many years. She taught all three of his children in third grade and was a wonderful teacher. Time marches on and he wishes her nothing but the best on as all of his kids are in their twenties. He sees Joe Morrell is stepping down as the head boy's hockey coach and he was his son's hockey coach at WHHS and he was a

great coach and Jim wishes him nothing but the best and he is sure he will be successful. Rosa Richardson welcomed all of the new hires and wishes them well. For those who came to the meeting she personally congratulated and thanked them for their service. Rosa has also spent time with Mrs. Rawden over the years as she was Rosa's nephew's teacher. She is a sweetheart and she is glad that she will be spending some quality time with her grandkids; she deserves it. Rosa is grateful to Neil, Dana and Dr. Druzolowski for putting this program together and she thinks it will be a huge benefit to not only our students but also their parents. Patrick Leigh echoed Rosa and Jim's comments and congratulated all the new hires. He is glad to see some of you here tonight. Karen Pacelli said the same here congratulations and she wished all the retirees good luck in their new endeavors. Pat Libero said the same thing congratulations to the new people and thank you for coming tonight and congratulations to those retiring and congratulations to Wendy Charbonneau who she got to work with a little bit last year she helped out a lot. Pat could see her energy was there and she will be a great addition to the team. Pat also thanked Jon Capone and Dana for doing this move as she would not like to be in charge of it. Sue Walker congratulated all the new hires, especially Wendy who she worked with for a long time. Good luck to Susan Rawden and Sue Duplinsky on their retirement in June. Sue also gave gratitude to Joe Morrell for leading the hockey team all of these years. Sue remembers when Joe was a high school student. Sue wanted to mention that we lost one of our long time teachers who had retired Vincent Vollono who was the Industrial Arts Teacher at Carrigan and was a great guy. Mayor Nancy Rossi congratulated and welcomed all the new teachers, paras and all the new hires and obviously wish the retirees the best healthy, happy retirements that are well deserved; everybody welcome. Chairwoman Russo said on that note with the new hires she doesn't want to embarrass anyone but she does want to recognize anyone who came to the meeting. Rosemary acknowledged the following new teachers who were at the meeting: Sarah Pandolfi is at Forest for Special Education, Weston Gambardella is at West Haven High School for Social Studies, and Wendy Charbonneau is at West Haven High School as an Assistant Principal. Applause and congratulations followed after each person stood.

Chairwoman Russo said the other thing she would like to talk about is that board members all have received Neil's reflection on his goals and she would like to take this opportunity to discuss Neil's final reflection of his 2018 -2019 board approved goals. I would like to take this opportunity to discuss Neil's Final Reflection of the 2018-2019 Board Approved Goals. I am glad he chose this format because I feel it really gives us a good picture of all that was accomplished this school year. Neil has presented in detail not only the highlights of academic achievement for the district which has been outstanding, but also the progress that has been made to upgrading our facilities which has also been outstanding. West Haven High School being the best example of this. Our children will now be housed in a building that will meet the needs of twenty first century learners. Plans for the

renovation of Washington School, our oldest school, are moving forward. Upgraded computer labs and devices will be available for all students in the upcoming year. Vehicles and equipment for our maintenance department have also been purchased. Promoting the school district and its accomplishments has been difficult without a Communications Director but teachers and administrators have worked very hard to promote all of the wonderful things happening in our schools. And once again all of this happened while maintaining a balanced budget.

As you can see many good things have been happening in the District but they have been able to be completed through sacrifices made by all our teachers and employees. Neil put it best when he stated that “it should never come to having to choose between hiring and retaining the best teachers and the equipment needed for students to reach their potential.” Unfortunately we all know the financial constraints that face us yearly, but we also have to stay mindful that it is not up to teachers and staff to continually make up the difference.

I also believe that all of these good things do not just happen by chance. West Haven is very lucky to have a team that works very well together and also works endlessly to give our children all of the skills necessary to grow and be successful. And yes, there are always bumps in the road and sometimes not everyone agrees or is happy but we always seem to be able to move forward. I think leadership plays a major role. We can either sink or float and I believe Superintendent Cavallaro has been key in keeping our District on the right course. With that being said, I recommend that this Board place a statement in his file reflecting that he has very successfully completed his goals. Thank you Neil for a good year.

Neil thanked Rosemary and said we have already started our initial conversations for next year so we will be presenting something pretty shortly.

Rosa Richardson said she would like to make that in the form of a motion. Rosemary said OK motion, Pat Libero seconded it; Neil said you would have to add this to the agenda if you were going to make it in the form of a motion. Rosemary asked if we can do it next meeting? You can do it now or put it on the next meeting agenda. Rosa said you just need 2/3<sup>rd</sup> vote. Neil said you can add it but it does need to be added to vote on it. Rosa said once we get into it we have other things we have to add. Rosemary said we can add it now if someone wants to make a motion.

Rosa Richardson made the motion to add to the agenda

**19-81 Recommendation that this Board place a statement in Superintendent Cavallaro's file reflecting that he has very successfully completed his goals.**

Patrick Leigh seconded the motion

There was no discussion

All board members were in favor

Motion passes

**Item 19-81 is added to tonight's agenda under New Business.**

Rosa Richardson also put in the form of a motion that we add 19-78, 19-79 and 19-80 under New Hire (Certified) to the agenda

Pat Libero seconded this motion

There was no discussion

All board members present were in favor

Motion passes

**Items 19-78, 19-79 and 19-80 are added to the agenda.**

#### **C.1.d. Committees**

Chairwoman Russo asked board member to keep in mind that the school year is starting and you might want to have the committees meet at least once in the fall. Some committees met and some didn't meet last year so it might be nice to start the year off fresh with reporting to the board about what your committee found so if there are problems or questions we can take care of it right in the beginning of the year.

#### **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 Monday, June 17, 2019 at 6:00 PM.

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

Karen Pacelli made the motion to approve the minutes

Rosa Richardson seconded the motion

Discussion: None

All board members present were in favor

Regular Meeting Minutes are approved

Rosa Richardson asked if we should plan on just doing the resignations 19-53 through 19-58. That is what Chairwoman Russo planned on doing from her notes. Thank you. Rosemary said we already have wished the retirees luck and thanked them for their service.

**D.2. Resignations: (Certified)**

**19-53 Susan Rawden**, Elementary Teacher – Mackrille School  
Effective: June 30, 2019  
Reason: Retirement

**19-54 Joan C. Duplinsky**, Special Ed Teacher – Carrigan Intermediate School  
Effective: June 30, 2019  
Reason: Retirement

**19-55 Lauren Brickett**, Speech Language Pathologist – Bailey Middle School  
Effective: June 30, 2019  
Reason: Resignation

**19-56 Joseph Morrell**, Head Coach Boys Hockey – West Haven High School  
Effective: June 30, 2019  
Reason: Resignation

**19-57 Nicole Cosgrove**, Science Facilitator – Savin Rock School  
Effective: July 5, 2019  
Reason: Resignation

**19-58 Gina Iannazzi**, Science Teacher – Bailey Middle School  
Effective: June 28, 2019  
Reason: Resignation

Chairwoman Russo asked for a motion to approve items 19-53 – 19-58 inclusive  
Rosa Richardson made the motion  
Patrick Leigh seconded the motion  
Discussion: None  
All board members present were in favor  
Items 19-53–19-58 inclusive are approved

**D.3. New Hire: (Certified)**

**19-59 Christina Cerino**, 78 Dorothy Drive, Middletown, CT 06457  
Science Teacher - Grade 8 - Bailey Middle School  
Salary: \$45,333.00 Step 1 BS + 30  
Effective: August 26, 2019

- 19-60 Joseph Siciliano**, 5 Gloria Avenue, Seymour, CT 06483  
Physical Education Teacher – Forest Elementary School  
Salary: \$41,232.00 Step 1 BS  
Effective: August 26, 2019
- 19-61 Rebecca Morrell**, 212 Lambton Road, Mystic, CT 06355  
Speech and Language Pathologist – Bailey Middle School  
Salary: \$48,424.00 Step 1 BS + 60 plus stipend \$1,876.94  
Effective: August 26, 2019 (Pending Certification)
- 19-62 Amy Warren**, 46 Brown Street, West Haven, CT 06516  
Special Education Inclusion Teacher – Carrigan Intermediate School  
Salary: \$48,424.00 Step 1 BS + 60  
Effective: August 26, 2019
- 19-63 Sarah Pandolfi**, 30 Bromley Court, Hamden, CT 06514  
Special Education Inclusion Teacher – Forest Elementary School  
Salary: \$48,424.00 Step 1 BS + 60  
Effective: August 26, 2019 (Pending Certification)
- 19-64 Ann K. Bode**, 15 Brennan Street, East Haven, CT 06512  
Special Education Inclusion Teacher – Bailey Middle School  
Salary: \$43,788.00 Step 2 BS  
Effective: August 26, 2019 (Pending Certification)
- 19-65 Kimberlee R. Wilson**, 115 Bellevue Avenue, West Haven, CT 06516  
Elementary Teacher – Carrigan Intermediate School  
Salary: \$45,333 Step 1 BS + 30  
Effective: August 26, 2019
- 19-66 Rachel K. Page**, 89 North Street, North Branford, CT 06471  
Elementary Teacher – Carrigan Intermediate School  
Salary: \$45,333 Step 1 BS + 30  
Effective: August 26, 2019
- 19-67 Cheryl Studley**, 69 Minuteman Drive, North Haven, CT 06473  
EL Teacher – Location to be determined  
Salary: \$53,300.00 Step 4 BS + 30  
Effective: August 26, 2019
- 19-68 Nomiki Theodosiou**, 27 Castle Meadow Road, Newtown, CT 06470  
EL Teacher – Location to be determined  
Salary: \$51,513.00 Step 3 BS + 30  
Effective: August 26, 2019

- 19-69 Marc Sizer**, 217 Blueberry Lane, Branford, CT 06405  
 Science Teacher Grade 8 – Bailey Middle School  
 Salary: \$49,454.00 Step 2 BS + 30  
 Effective: August 26, 2019
- 19-70 Weston Gambardella**, 172 Arlington Street, West Haven, CT 06516  
 Social Studies Teacher – West Haven High School  
 Salary: \$41,232.00 Step 1 BS  
 Effective: August 26, 2019
- 19-71 Morgan Guadagnoli**, 785 Dennis Drive, Orange, CT 06477  
 Grade 4 Teacher – Washington School  
 Salary: \$41,232.00 Step 1 BS  
 Effective: August 26, 2019
- 19-72 Rebecca Gellatly**, 1 Brewery Square Apt T504, New Haven, CT 06513  
 Music Teacher – Mackrille/Savin Rock/Haley \*Home School Mackrille  
 Salary: \$49,454.00 Step 2 BS + 30  
 Effective: August 26, 2019
- 19-73 Steven Harris**, 113 Knob Hill Drive, Hamden, CT 06518  
 Boys Hockey Head Coach – West Haven High School  
 Salary: \$4,500.00  
 Effective: August 26, 2019
- 19-74 Alexis Stewart**, 434 Clement Lane, Orange, CT 06477  
 School Social Worker – Bailey Middle School  
 Salary: \$48,424.00 Step 1 BS + 60 plus stipend \$5,761.34  
 Effective: August 26, 2019

**New Hire items added to tonight’s agenda by at least 2/3rds vote of those present.**

- 19-78 Evelyn L. Petrie**, 200 Highland Avenue, West Haven, CT 06516  
 Elementary Teacher Grade 5 – Carrigan Intermediate School  
 Salary: \$41,232.00 Step 1 BS  
 Effective: August 26, 2019
- 19-79 Monica Reis**, 46 Cathy Drive, Shelton, CT 06484  
 Grade 1 Teacher – Forest School  
 Salary: \$45,333.00 Step 1 + 30  
 Effective: August 26, 2019
- 19-80 Justin Sylvia**, 63 Dudley Lane, Apt. 2, Madison, CT 06443  
 Art Teacher – Forest School  
 Salary: \$46,363.00 Step 3  
 Effective: August 26, 2019

Chairwoman Russo asked for a motion to approve new hire items 19-59 – 19-74 inclusive and new hire items which were added to tonight's agenda 19-78 – 19-80

Karen Pacelli suggested we just add all new hires

Patrick Leigh made the motion

Rosa Richardson seconded the motion

Discussion: All board members present were in favor

Items 19-59 – 19-74 inclusive and 19-78 -19-80 inclusive are approved. All new hires are approved. Applause followed. Neil said we appreciate your getting them on the agenda because it does make it easier to get everything processed and start getting them ready so we can pay them and get them on benefit and get them ready for orientation. It really is very helpful to us.

#### **D.4. New Business**

##### **19-75 Appointment of Dr. Wendy Charbonneau as Assistant Principal of West Haven High School**

Chairwoman Russo asked for a motion to approve item 19-75

Karen Pacelli made the motion

Pat Libero and Sue Walker seconded the motion

Discussion: Rosa Richardson said we all seconded it. Rosemary Russo said the letters written by Superintendent Cavallaro and Principal Dana Paredes were wonderful and she thinks you will be a wonderful asset. Rosemary knows you have been doing the job and is glad that you finally have the title and compensation so congratulations. Thank you.

All board members present were in favor

Item 19-75 is approved

Applause followed

##### **19-76 Contract of Employment for Interim Athletic Director 2019 – 2020 – Jonathan Capone**

Chairwoman Russo asked for a motion to approve item 19-76

Patrick Leigh made the motion

Karen Pacelli seconded the motion

Discussion: Rosemary Russo said thank you for staying on.

All board members present were in favor

Item 19-76 is approved

Congratulations applause followed

##### **19-77 Tentative Agreement between the West Haven Board of Education and AFSCME Council 4, Local 2706**

Chairwoman Russo asked for a motion to approve item 19-77

Patrick Leigh made the motion

Rosa Richardson seconded the motion

Discussion: There was no discussion  
All board members present were in favor  
Item 19-77 is approved

**New Business item added to tonight's agenda by at least 2/3rds vote of those present.**

**19-81 Recommendation that this Board place a statement in Superintendent Cavallaro's file reflecting that he has very successfully completed his goals**

Chairwoman Russo asked for a motion to approve item #19-81  
Rosa Richardson made the motion  
Karen Pacelli seconded the motion  
Discussion: None  
All board members present were in favor  
Item 19-81 is approved  
Congratulations and applause followed

Chairwoman Russo said the rest is informational.

**F. Informational**

Chairwoman Russo asked for a motion to adjourn  
Pat Libero made the motion  
Patrick Leigh seconded the motion  
All board members were in favor  
The meeting adjourned at 6:57 PM

Respectfully submitted,

Marylou Amendola  
Board Secretary