

**WEST HAVEN BOARD OF EDUCATION**

**March 16, 2015**

**Regular Board Meeting**

**Board's Meeting Room**

The Regularly Scheduled Meeting of the Board of Education was held in the Board's Meeting Room on the second floor of City Hall, 355 Main Street, West Haven, Connecticut on March 16, 2015. The meeting was called to order by Patricia Libero, Chairwoman of the Board of Education at 7:00 p.m. The meeting opened with a pledge to the flag. Chairwoman Libero thanked Meg Kingston and the culinary staff for the great spread for Connecticut Board of Appreciation Month and asked everyone in attendance to try some after the meeting.

**BOARD MEMBERS**

**IN ATTENDANCE:**

Patricia Libero, Chairwoman  
Betsy Davis, Secretary/Treasurer  
Patrick Egolum  
Robert Guthrie  
Mark Palmieri  
Rosa Richardson  
Rosemary Russo  
Cebi Waterfield

**BOARD MEMBERS ABSENT:** James W. Morrissey, Vice Chair

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

**CITY OFFICIALS PRESENT:**

**STUDENT REPRESENTATIVES  
PRESENT:**

## **B. Public Portion of Meeting**

Board Member Cebi Waterfield, 70 Seaview Avenue, West Haven, CT addressed the board. The 2014/2015 National Pop Warner Scholar Athletes were just announced and last week these kids were awarded the Regional Scholar Athletes and they all made the National list. These kids are in the top 10% of the country in their grade point averages. In order to qualify to submit an application they have to have at least a 96% grade point average as well as have community service hours and participation in other activities other than the sport that they are currently playing for Pop Warner. This year the list is the largest that they have had in many, many years. Cebi read the names of all the students. Some of the boys were also on the football team that participated in the Pop Warner Super Bowl in Florida. Out of the nine girls eight also participated in the National Championships. They were among the top 10% of scholars in the country as well as top 10% of Pop Warner Athletes in the country and we are very, very proud of them. Applause ensued for all the following students:

Madison Sykes  
Carly Cambino  
Alexa D'Avignon  
Jillian Poirier  
Betty Santos  
Madison Denno  
Cassandra Dalton  
Sarah Fullerton  
Genesis Maldonado

Pearson Hill  
Kadiv Ilunga  
Nathaniel Osborne  
Robert Esposito  
Jordan Paulin  
Dontae Salvatore  
Jaden Gomez-Stafford  
Kyle Tompkins  
Nicholas Nixon  
Thomas Parisi Jr  
Suni Henry  
Paul Regan Jr  
Dante Carrano  
Branden Coggins  
Derrick Midy  
Jaden Shirden  
Darren Warren

Pam Gardner, Principal of WHHS, thanked the Board of Education, West Haven High School and the West Haven Community for their support of the Little Miss Westie Pageant which is a fundraiser for Project Graduation and senior scholarships. We raised \$5,000.00 with this pageant last weekend and Nora Mullins was crowned the overall supreme winner. Applause followed. There were no other speakers. Public portion ended at 7:06 PM.

Board Member Mark Palmieri stated that on Friday afternoon the athletic department met to hire an Assistant Softball Coach and they were unable to make the agenda.

Mark made a motion to add item #15-25 New Hire Bridget Figmic to tonight's agenda.

Rosa Richardson seconded the motion with pleasure.

Discussion: Superintendent Cavallaro said the softball coach job only became available after we were able to fill the head coach job and then post the assistant coach job immediately after that. The reason we would like to get it on the agenda tonight is because the season officially starts next Monday.

All board members were in favor of adding Item #15-25 to tonight's agenda

Motion passes. Item 15-25 is added to tonight's agenda under New Hires.

Board Chairwoman Libero thanked Mark Palmieri.

## **C. REPORTS**

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

Superintendent Cavallaro wished the board Happy Board Appreciation month. The board serves without compensation and there is a lot of time involved. They attend school events and listen to a lot of parents and students in the community on what is right and wrong and they help to improve our school system. On behalf of everyone Neil thanked the board for all of their hard work and support.

Neil introduced Dr. Mark Kosinski, from Gateway Community College. Dr. Kosinski is Dean of Academic Affairs. Dr. Kosinski reached out to Mrs. Gardner and Neil Cavallaro over the summer and said WHHS receives one of the largest enrollment numbers to Gateway and we should have a stronger partnership with the college. Many of the programs at the college can lead to anything from a certificate, to completion of a particular course that will certify you in something from an Associate's Degree all the way to a Bachelor's Degree. Neil stated that Dr. Kosinski offered us some programs and this is the beginning of what we hope will be a long lasting partnership. Mrs. Gardner and her staff have worked very hard to find more pathways for successful careers for our students and this is one way that is really going to assist us.

Pam Gardner met Mark five years ago at the P20 Conference and one of the things that they discussed was the number of kids that were entering community college and were not eligible for credit bearing classes. It wasn't just students from WHHS it was across the board; students not being ready for the rigors of college. We hope this partnership will be a long and profitable one which will really benefit our kids.

Dr. Mark Kosinski stated that this is really President Kendrick's vision and it is really a thrill to come out to the communities and reset the relationship we have had with this community. Dr. Kosinski distributed a packet to board members that included much of the information. Between 70 and 100 students enroll at Gateway from WHHS each year and that is a very strong record. He talked about a dual enrollment opportunity they have. College Career Pathway is a longstanding program they have had which comes under the Federal Perkins Grant and this has been changed by our accreditation association NEASC. They have asked the colleges to be more involved with the partners. Tech Prep or the CCP Program is now changing and we wanted to offer a program pathway and the

first one is automotive technology. Automobiles today are much more complex; there are computers that run them and it is a much more complicated field and as a result it requires a lot more advanced training. People going through automotive technology at Gateway are going to dealerships and they are finding career tracks with 401K pension accounts. They are doing very sophisticated things with customer service, managing the floor with computer systems. Computer engineering technology plays a big role. In the fall we will offer an extended day program. Students from WHHS will be selected to come over to Gateway after school later in the afternoon on specific days and enter our entry level program for college credit. The college will support this; they won't charge the students any tuition. They just need to get to and from their automotive laboratories which are now located in North Haven but they are negotiating to build that downtown where all other classes take place. There was a discussion about three of the programs that were described in what was handed out to board members. One is a certificate, two are social degree programs and one is a corporate program with General Motors. Students who go through the General Motors Program tend to go directly to work and it could be a life changing experience in General Motors. Most of the internships that students take in these programs lead to a career about 95%. They also have a general automotive; a track for students that don't want the highest end of a curriculum and they can take a general track and maybe get jobs in auto body shops or maybe dealerships. We are seeing almost every student that graduates from Gateway in a job that lasts with a long career track. In the future there will be three other programs. A Nationally Accredited Program in Culinary Arts probably by spring 2016. We have four state of the art kitchens on our new campus downtown. We will also have Early Childhood Education and Business Technology. A further discussion took place and Dr. Kosinski said he delighted to be here and is very excited the school leaders have been supportive of this. Pam Gardner said they are looking at skills students have when they leave high school in mathematics and English and what departments from Gateway and our high school staff can do to see what type of work they are looking for at the college level and how we can better prepare our kids to meet those needs. It has been a pleasure to work with Mark and his staff. The board gave thanks. Chairwoman Libero said it sounds like a great program and she is excited it is going to be extended to Culinary and Early Childhood Education. Cebi Waterfield said the fact that there is no cost involved for students is amazing and it is such a great opportunity for the kids.

Neil said when the board approved the Alternate Suspension Program at Bailey School they asked them to come back give an update on the success of the program. By all accounts it has been a success. Dr. Anthony Cordone, Valerie Bruneau, Robert Bohan and Gabe Martinez discussed the program and shared their data and information with the board. Dr. Cordone stated they did a complete change to their discipline approach at Bailey this past year in relationship to what is going on nationwide throughout the country. 6.8 million students were suspended in the United States for at least one day with the bulk of those students being from the Middle School and High School. Dr. Cordone and the team looked at Bailey and the numbers were alarming so they came up with some interventions and proposed them. This board was gracious enough to allow us to hire Gabe Martinez to implement the changes. We are very pleased with the results we will share with you today. Teachers are now involved with the discipline that goes on at

the school. They take a role starting with behavior that is inappropriate in the classroom, verbal correction, and contact with the family and after school detentions. If a student's behavior continues and is disruptive it then comes to the administration where there is a whole new protocol of what we are doing. By changing the intervention with the teachers we found it to be more successful in curbing that type of behavior. Board members asked questions that were responded to. A copy of the report that was given is attached to the end of the minutes. The board gave thanks. Chairwoman Libero requested that they return at the end of the year so we can compare and see what we need to do if any changes are needed for next year. This sounds like it is a more positive place for a lot more kids.

Neil said two weeks ago we had Al Barbarotta from AFB and Joe Falzone who works for Al and is our day to day Facility Manager talk about the Capital Plan and funding it. Since then with all the rain and snow we have had several issues at several of our buildings' roofs. We thought it was important to address those concerns. Board members asked Neil how this can help us justify our high school project. Al and Joe talked about some of the conditions that occurred over the last couple of weeks and some of those costs. Neil had spoken with Ken Carney who spoke with Antinozzi our architect as well as Turner Construction who is involved with the high school project to talk about the condition of the roof at WHHS. Neil thinks this is one good example of why we need the project. Neil passed out two documents to the board members. The last time the roof was replaced was during the 1980's and that was the second roof on the building. The roof has outlived its life expectancy by about 10 years. Turner Construction put numbers together showing estimates of a quick repair and a full roof replacement which would involve taking both roofs off the high school and doing a total replacement. This is a reimbursable project. It is about a 6M project and about 4.5M is reimbursable. However if we go forward with the new high school project at some time in the future we will pay a penalty to the state on the reimbursement we receive.

Al and Joe talked about some of the issues that have occurred with the recent snow and rain. Al Barbarotta had previously said just a simple replacement of the roof is 4M. The 6M that Turner is talking about is correct because when you go for a grant from the State you have to follow the State Specs and you have to pitch a flat roof and put in new drains and then you would qualify. You must rip everything off down to the deck so those numbers are real. We don't have operating money to keep fixing our leaky roofs. In four of our schools since the last time he talked to the board two weeks ago they spent close to \$10,000 with leaks and estimate another \$20,000 to be able to make the building secure until we get something going there. Pictures were passed out showing the leaks in various rooms at WHHS, Washington, Pagels and Mackrille. Leaks can damage the ceiling, walls, and lights and also cause mold issues and indoor air quality issues. Washington School has dry rot and issues with the roof and their contractor estimates \$8,000 to do repairs there now. Pagels and Mackrille together will cost about \$8,000. We will have to address these issues and find money in our operating budget. Other issues were also mentioned that were in the capital budget. This is a real issue. We need to get the board engaged and to talk to the politicians in town. The Mayor has been good to us and is trying to find money. With all the storms this winter we have had more damage to

our parking lots than we have ever seen and we must address this because our buses will lose their axels. The board gave thanks. Questions were asked by board members and responded to. A lengthy discussion took place.

Other discussions took place about the board's request for a meeting with the Mayor and the City Council, State Testing and clarification from the state that there is no opting out from State Testing.

Neil said Susan Misur met with Kamran Farid the co-founder of Edible Arrangements was a former ELL student at Forest Elementary School. When he was there he received the benefits of a lot of help from all the teachers. Farid couldn't say enough good things about this and has generously decided to donate \$5,000 that will be used at Forest School for technology for the ELL Program. He has also donated \$4,000 to start a backpack program for kids who go home on weekends and have very little to eat. Meg Kingston is putting the food together for this program. Target has donated the backpack so the money is being used directly for the food. At some point Mr. Farid will come to Forest and we will make sure the Board is aware of that so we can do something to honor him and thank him for the contribution.

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

There were no student representatives present tonight.

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

Bob Guthrie chaperoned a first grade trip to Stop and Shop. The staff was really wonderful with the kids. Each child received a care package based on a nutritional program that was being taught in the classroom. CABE Day on the Hill is March 25<sup>th</sup>. Bob would like the board to send a letter to Congresswoman DeLauro requesting her to repeal the Cadillac Tax. Cebi Waterfield was a judge at Little Miss Westie and it was run very professionally. Ms. Martinez does a great job and there are so many talented students in our school system. The kids had a great time and she hopes she is invited again next year. Cebi also went on a field trip with the Theatre Department and saw Wicked at the Avenue Q Theatre in NY. The kids were able to go on stage with the cast, learned some theatre direction and a dance. Their behavior was impeccable and she was very proud to be with them. Mark thanked Frank Paolino for the great article about SBAC Testing at Carrigan in the Register. He congratulated him and his staff and also thanked Susan Misur for meeting with Mr. Farid and getting money for our school and our district.

#### **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 March 2, 2015 at 7:00 PM.

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

Rosa Richardson made the motion to approve the minutes

Cebi Waterfield seconded the motion

Discussion: None  
All board members present were in favor  
Minutes are approved

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

**15-20 Carol Franco**, Head Coach Girls' Ice Hockey – WHHS

Effective: Immediately

Reason: Personal

Pat Libero asked for a motion to approve item 15-20

Mark Palmieri made the motion to approve

Patrick Egolum seconded the motion

Discussion: Mark Palmieri said he has known Carol Franco for quite some time and she did a fantastic job. The girls all love her she is so great with the kids. His daughter is upset she is leaving. She will definitely be missed.

All board members present were in favor.

Motion passes. Item #15-20 is approved.

**D.3. Leave of Absence: (Certified)**

**D.4. New Hire: (Certified)**

**15-21 Peter Trenchard**, 324 Third Avenue, West Haven, CT 06516

Head Coach Girls' Soccer – WHHS

Effective: 2015 Season

Salary: \$3,300

**15-22 William McDermott**, 11 Covebrook Road, West Haven, CT 06516

Assistant Coach Boys' Track – WHHS

Effective: 2015 Season

Salary: \$2,500

**\* Item 15-25 Added to agenda during the board meeting.**

**\*15-25 Bridget Figmic**, 105 Rosedale Terrace, Stratford, CT 06614

Assistant Softball Coach – WHHS

Effective: March 17, 2015

Salary: \$3,350

Pat Libero asked for a motion to approve 15-21, 15-22 and 15-25

Cebi Waterfield made the motion to approve

Rosa Richardson seconded the motion

Discussion:

All board members present were in favor.

Motion passes items 15-21, 15-22 and 15-25 are approved.

**D.5. New Business**

**15-23 Approval of Partnership Contract between the WHBOE and Gateway  
Community College**

**15-24 Approval of the 2015 – 2016 School Calendar**

Pat Libero asked for a motion to approve 15-23 and 15-24

Rosa Richardson made the motion to approve

Mark Palmieri seconded the motion

Discussion: None

All board members present were in favor.

Motion passes. Items 15-23 and 15-24 are approved

Chairwoman Libero asked for a motion to adjourn.

Patrick Egolum made the motion

Betsy Davis seconded the motion

The meeting adjourned at 8:30 PM

Respectfully submitted,

Marylou C. Amendola

Board Secretary

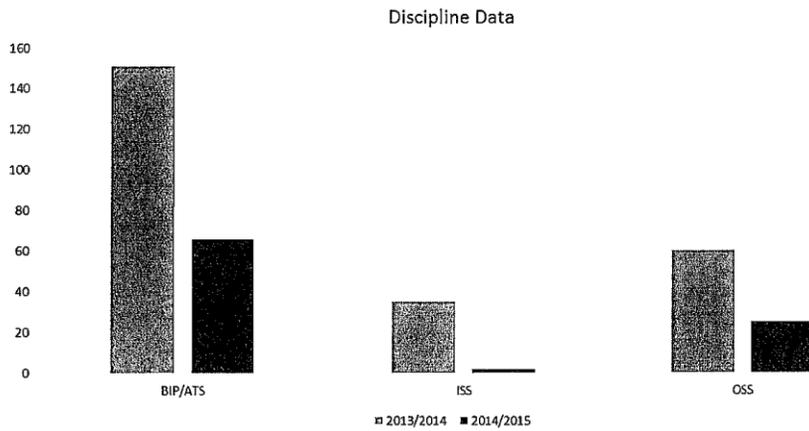
**Report to WHBOE March 16, 2015**

**Alternative To Suspension (ATS).**

As a follow-up to our presentation earlier this year to address student behavior and its affect upon reducing the number of In-School and Out- of School suspension, we are pleased to present some positive and significant results from the changes we made in our approach to the school discipline policy. In the past consequences were assigned for offenses that ranged from repeated minor infractions resulting in an accumulation of points through the gamut of flagrant offenses that posed a danger to persons or property or created such a disruption to the educational process that an out-of-school (OSS) suspension was warranted. Last year 6.8 million U. S. Students, primarily in the middle and high school level were suspended in or out of school for at least one day. No educator will dispute the findings of research which indicates that when students are repeatedly removed from the classroom for discipline reasons and for extended periods of times, they are prone to failure, retention, dropping out of school, and/or become involved in the juvenile justice system. We believe that by addressing the issue at Bailey and implementing a new approach we have begun to address this national problem and make our school a more safe and engaging learning environment.

Today's report will include data collected for the first semester (September to the end of January). There have been significant and positive changes as a result of the approach and interventions we have implemented. Val, Rob, and Gabe will speak to what we have been doing that led to the results.

The data presented before you represents the current status of discipline at Bailey as compared to the same period last year (Sept through the end of Jan).



	2013/2014	2014/2015	Reduced by
<b>BIP/ATS</b>	<b>151 STUDENTS</b>	<b>66 STUDENTS</b>	<b>56% less</b>
<b>ISS</b>	<b>35 STUDENTS</b>	<b>2 STUDENTS</b>	<b>94% less</b>
<b>OSS</b>	<b>60 STUDENTS</b>	<b>25 STUDENTS</b>	<b>58% less</b>

We attribute the success of this reduction by 3 important components:

1. Newly implemented procedure of having staff take a more proactive part in addressing disruptive student behavior by a verbal warning, contact/notification with parent or guardian, and assigning teacher detention prior to forwarding the student to administration for intervention.
2. Students assigned to ATS are provided instruction by content teachers (English Reading, Social Studies, Science, and Math) while in the Alternative Environment as opposed to simple worksheets being sent from the classroom teacher.
3. The successful key to this environment is having an educator involved with developing a relationship with the students, especially the At-Risk population, and actively working collaboratively with the content and support staff involved daily.

Val, Rob, and Gabe will now speak to the actual daily operation of the Alternative To Suspension (ATS) program at Bailey. They will address what is currently working and what we can do to make this intervention more positive and successful for our At-Risk students.