

WINDHAM BOARD OF EDUCATION
WILLIMANTIC, CONNECTICUT
BOARD OF EDUCATION BUSINESS MEETING MINUTES
November 12, 2014

BOARD PRESENT: Chair Mrs. Lambert, Mr. Montalvo, Dr. Sewall (arrived at 7:04 PM), Mrs. Osuba, Mr. Kalajian, Dr. Gomez, Mr. Quamme

BOARD ABSENT: Mr. Desaulniers, Mr. French

ADMINISTRATION

PRESENT: Superintendent Dr. Garcia; Deputy Superintendent Dr. Gasper, Directors Mr. Johnson and Mr. Cunha; Communications Officer Ms. Markey

STUDENT

REPRESENTATIVES: Kathy Oyola and Nathan Cusson

OTHERS PRESENT: General public, staff, administrators, news media

CALL TO ORDER

Mrs. Lambert called the November 12, 2014, Board of Education regular business meeting to order at 7:03 P.M. in the Windham High School Library Media Center.

PLEDGE OF ALLEGIANCE

Mr. Kalajian led the Board and the public in the reciting of the Pledge of Allegiance.

A moment of silence was held in memory of Linda Gorgone. Ms. Gorgone worked in the Young Parents' Program until her recent retirement.
(Dr. Sewall arrived.)

BOARD OF EDUCATION MINUTES

**Motion of Mr. Kalajian, seconded by Mr. Montalvo, that the Board of Education approve the October 8, 2014, meeting minutes (Ref. 1) and the October 22, 2014, meeting minutes (Ref. 1A).
The motion is unanimously approved.**

Superintendent's Reports

Student and Staff Recognitions (change in order of agenda)

Student recognition

North Windham students, Mark Despard III and Delmazio Despard, were congratulated for placing first and second respectively in this year's National Fossil Day Art and Photography Contest. They received certificates and were congratulated by the Superintendent and Board of Education members.

Staff recognition

Natchaug School's family liaison, Maria Nazario, and the Before and After School staff, led by Christopher Illas Rodriguez, were recognized for receiving an award from the Secretary of the State for the work they do *promoting democracy in the community*. Mr. Bill Stover, Director of Family and Community Partnerships, presented the award. The Superintendent and Board of Education thanked Ms. Nazario, Mr. Rodriguez and the Before and After School staff for the work that they do and congratulated them for receiving this recognition.

North Windham School presentation

North Windham School Principal Liz Bumgardner introduced Assistant Principal Robert Kallajian. The Compañeros program, parent engagement and integrating the language of art and music were the focuses of the “Pawfection” highlights presented for North Windham School. The presentation for the Compañeros program was written by the following students and presented by them: Deyala Abousaad, Grade 5; Alexa Esparza-FinSmith, Grade 5; Olivia Esparza-FinSmith, Grade 2; Caroline Gonzalez Garcia, Grade 5; Kimberly Gonzalez Ruiz, Grade 5; David Meza, Grade 5; Asher Prosperie, Grade 3; Margaret Prosperie, Grade 5; and Fabian Sosa, Grade 4. Parent Renee Montalvo spoke about parent engagement at North Windham School. Ms. Bumgardner explained that parent involvement is an integral part of what takes place at North Windham School and she said that many parents have already met the compact hours. The last section highlighted was integrating the language of art and music into the general curriculum. Art teacher Ms. Annette Schleicher and music teacher Mr. Brian Stern were present at the meeting. Mr. Stern spoke about the connection between the specials’ teachers and the classroom teachers; and grade five student Deyala Abousaad spoke about the importance of music and art at North Windham School. Ms. Bumgardner completed the presentation by explaining that the Before and After School program coordinator Luis Rivera works to make this program a continuation of what takes place during the school day and she showed the Movements to Symphonies during the Lights on Afterschool event

Minority Teacher Recruitment and Retention Committee

Dr. Garcia explained that this committee will look at the recruitment and retention in the district of minority teachers and develop some recommendations to address the issue. Recommendations and a report to the Superintendent and to the Board of Education should be expected sometime in March. She introduced the following members who will serve on this committee: Dr. Xae Alicea Reyes, Dr. Jacob Easley, Mr. Ryan Garvie, Mr. Brian Bonds, Ms. Diane Nadeau, Mr. Bill Stover, and Ms. Kerry Markey.

PUBLIC DIALOGUE (the order of the agenda is resumed)

Mary Lou DeVivo, Willimantic, said that last spring the Board decided that there would be no social promotion and she hasn’t heard anything more about it. Mrs. DeVivo asked how many students were asked to repeat their grades and how many parents allowed them to repeat their grade. She also asked if the teachers had been interviewed. Mrs. DeVivo said that she attended the School Planning and Design Committee meeting last week when the hiring of a marketing company was discussed. She asked how much this would cost the district.

Mary Gallucci, Willimantic, said that by using TFA, Windham is gambling with the future of students. She asked how Windham can recruit teachers when TFA members are placed in many positions. Ms. Gallucci said that one-third of the faculty at the Middle School are TFA members and there is a revolving door with no stability. She said that she hopes that the study about how students are impacted by having a TFA teacher is scientific. She said that the focus needs to be on teacher retention. Ms. Gallucci commented that the magnet school does not have TFA teachers. She said that making the High School a community college won’t improve the school, and a high school diploma and an associate’s degree are very different. Ms. Gallucci said that making the High School into a good high school, not a college, should be considered.

Bob Fernandez, Willimantic Center Director for QVCC, said that the necessary structure has been built and students are capable of taking part in this program. The Connecticut Early College Ready program provides students with the ability to receive a high school diploma and an associate’s degree. He said that the team visited Norwalk which has the first P-TECH model in Connecticut. The CT-ECO program would take place at Windham High School with Electric Board as one of the largest partners. The program is

accomplished by scheduling and programming. He said that he hopes that the Board will look favorably on the program and provide students with this great opportunity.

Daniel Prosperie, NWS parent with three children in the Compañeros program, spoke about the bus company and getting children safely to school. He believes that the bus drives are overworked and not managed properly. He spoke about the unsafe conditions at the bus stop for his children. He said that the bus company told him that the routes are computerized, and tonight Mr. Prosperie asked for assistance from the Board of Education and the bus company to look at the routes to make sure children get safely to school.

REPORTS

Superintendent's Report

Calendar for 2015-2016 budget

Dr. Garcia asked Board members to review the budget calendar for 2015-2016 and provide any feedback that they might have. She noted that there are two community forums scheduled to receive input from the public. There was discussion with suggestions made.

Strategic Operating Plan

Dr. Garcia thanked Central Office staff for reviewing the Strategic Operating Plan. A report will be presented at the next Board meeting.

Grant Awards

Dr. Garcia reported that two grant awards were received: the 21st Century After School Grant Award for \$180,000 and the Middle School Extended Day Grant Award for \$130,000.

Professional Development – November 6, 7, 12, 13, 2014

Dr. Garcia reported that, with the help of Dr. Gasper and his team, professional development took place on November 6 and 7 regarding common core standards and how they are aligned to units of study. The focus for staff members attending the November 12 and 13 sessions will be unwrapping the common core, working on strengthening the assessment piece of the plan and building capacity.

CT-ECO initiative

Dr. Garcia explained the CT-ECO initiative and said that it is not a program for every student but it is another opportunity provided to high school students. The partner college for the CT-ECO program is QVCC, and there will be industry partners as well. Questions were answered and there was discussion. Dr. Garcia asked Board members to email their questions/concerns to her by Friday. This will be on the November 19, 2014, Board agenda with additional information provided.

Committee Reports

Finance and Audit Committee

The committee has not met.

School Planning and Design Committee

Mr. Kalajian reported that the committee met on November 6th. Dr. Garcia reported that as a result of that meeting, a meeting will take place on November 19th to develop a draft plan defining phases I, II and III. This plan will be brought to the committee on December 3rd

Executive Committee

Mrs. Lambert reported that the committee meeting was postponed and one will be scheduled within the next week or two.

Ad Hoc Policy Committee

Mrs. Osuba said that the committee has not met.

ACTION ITEMS

District Federal Consolidated grant application for ESEA Federal Grants, Title * and Title II (Ref. 2)

Motion of Dr. Sewall, seconded by Mr. Kalajian, that the Board of Education approve the submission of the District Federal Consolidated grant application for ESEA Federal Grants, Title I and Title II (Ref. 2). Dr. Sewall said that it would be helpful if grants were noted as new or renewal. This grant is a renewal.

The motion is unanimously approved.

Tobacco Settlement After-School Grant Program application (Ref. 3)

Motion of Mr. Montalvo, seconded by Dr. Gomez, that the Board of Education approve the submission of the Tobacco Settlement After-School Grant Program application (Ref. 3). This is a renewal.

The motion is unanimously approved.

First Experience Communications contract (Ref. 4)

Motion of Dr. Sewall, seconded by Mrs. Osuba, that the Board of Education approve the contract with First Experience Communications (Ref. 4). Dr. Garcia said that the contract is not paid with local funds and it was explained that this is an extension to last year's contract with First Experience Communications.

The motion is unanimously approved.

Public Annex added to School Safety Plans (Ref. 5)

Motion of Dr. Sewall, seconded by Mrs. Osuba, that the Board of Education approve the addition of the Public Health Annex to the approved school safety plans. The plans were previously approved by the Board of Education and this piece is an addition to the approved plans.

The motion is unanimously approved.

Personnel appointments (Ref. 6)

Motion of Dr. Sewall, seconded by Mr. Kalajian, that the Board of Education approve the following personnel appointments (Ref. 6):

- Jesse Clark to the position of Special Education Paraprofessional at Windham Center School effective August 25, 2014, hourly rate \$12.52. New Position.
- Shaina Engel to the position of Paraprofessional at Charles H. Barrows STEM Academy effective August 25, 2014, hourly rate \$12.52. Replacement
- Johnny Flores-Arroyo to the position of Paraprofessional at Windham Middle School effective August 25, 2014, hourly rate \$13.34. Replacement.
- Aimeliz Leon Crespo to the position of Special Education Paraprofessional at WECC Prospect Street effective August 25, 2014, hourly rate \$12.52. Replacement

- Stacey Mazzaia to the position of Paraprofessional at Charles H. Barrows STEM Academy effective August 25, 2014, hourly rate \$12.16. Replacement.
- Rebecca O’Bern to the position of 1:1 Paraprofessional at Sweeney School effective August 25, 2014, hourly rate \$12.52. New Position
- Diego Solis Castellanos to the position of Special Education Paraprofessional at Windham Center School effective August 25, 2014, hourly rate \$14.56. Replacement.
- Charles Grillo to the position of Paraprofessional at Natchaug School effective September 15, 2014, hourly rate \$12.90. Replacement.
- Andres Rivera Jr. to the position of Special Education Paraprofessional at Windham Center School effective October 6, 2014, hourly rate \$12.16. New Position.
- Andrew Starkey to the position of Special Education Paraprofessional at Charles H. Barrows STEM Academy effective October 6, 2014, hourly rate \$12.16. New Position.
- Melanie Rivera to the position of Paraprofessional at WECC Prospect Street Preschool effective October 10, 2014, hourly rate \$12.16. Replacement.
- Taylor Culbert to the position of Tutor at Windham Middle School effective August 25, 2014, hourly rate \$15.38. New Position.
- Shawn Gilblair to the position of Tutor at Windham High School effective August 25, 2014, hourly rate \$15.76. Replacement.
- Bianca Gildea to the position of Tutor at Windham Middle School effective August 25, 2014, hourly rate \$15.38. Replacement.
- Andrew Young to the position of Reading Tutor at Natchaug School effective August 25, 2014, hourly rate \$15.38. Replacement.
- Lynelle Schumacher to the position of Math Tutor at Charles H. Barrows STEM Academy effective August 25, 2014, hourly rate \$17.55. Replacement.
- Jennifer Ohlund to the position of Tutor at Windham High School effective August 25, 2014, hourly rate \$18.00. New Position.
- Chelsea Crook to the position of Tutor at Windham High School effective September 8, 2014, hourly rate \$15.38. Replacement.
- Jennifer Blais to the position of Math Tutor at Windham High School effective October 20, 2014, hourly rate \$18.00. New Position.
- Cynthia Flores to the position of Special Education Tutor at North Windham School effective September 22, 2014, hourly rate \$15.76. Replacement.
- Susan Henze to the position of Reading Tutor at Charles H. Barrows STEM Academy effective September 2, 2014, hourly rate \$18.00. Replacement.
- Sheena Martin to the position of Math Tutor at Windham Center School effective September 8, 2014, hourly rate \$17.25. Replacement.
- Anastasia Johansen to the position of Reading Tutor at Charles H. Barrows STEM Academy effective September 15, 2014, hourly rate \$18.00. Replacement.
- Christina McClintock to the position of RN at Windham High School effective September 29, 2014, salary \$46,284. New Position.
- Janet Testa to the position of Administrative Assistant at Windham Middle School effective August 18, 2014, hourly rate \$20.09. Replacement.

- Anthony Cabrera to the position of Secretary II at Windham Middle School effective August 5, 2014, hourly rate \$17.23. New Position.
- Jing Xu to the position of General Cafeteria Worker at ECC Prospect Street effective August 21, 2014, hourly rate \$10.77. Replacement.
- Vibian Bermudez to the position of General Cafeteria Worker at Sweeney School effective October 15, 2014, hourly rate \$10.77. Replacement.
- Glory Cruz to the position of General Cafeteria Worker at Windham Center School effective October 15, 2014, hourly rate is \$10.77. Replacement.
- Jose Rodriguez to the position of Custodian at Windham High School effective July 14, 2014, hourly rate \$14.00. Replacement.
- Rene Velez to the position of Custodian at Windham High School effective October 2, 2014, hourly rate \$13.50. Replacement.
- Ryan Beaumont to the position of Assistant Head Custodian at Windham High School effective July 7, 2014, hourly rate \$18.50. Replacement.
- Angel Fernandez to the position of Security Assistant at Windham Middle School effective August 25, 2014, hourly rate is \$21.04. New Position.
- Yamilez Perea Gonzalez to the position of Head Start Aide at WECC Prospect Street effective August 25, 2014, hourly rate is \$10.50. New Position.
- Sixmarie Rodriguez to the position of Head Start Family Advocate at WECC Prospect Street effective August 20, 2014, hourly rate is \$15.38. New Position.
- Kayla Kemp to the position of Early Head Start Aide at WECC Commerce Drive effective September 15, 2014, hourly rate is \$11.00. Replacement
- Angela Ruiz to the position of Head Start Co-Op Teacher at WECC Commerce Drive effective September 8, 2014, hourly rate is \$16.50. Replacement.
- Yarixa Rodriguez to the position of BASP Coordinator at Windham Center School effective August 18, 2014, hourly rate \$17.04. Replacement
- Christine Domkowski to the position of ASP Site Coordinator at Windham High School effective August 11, 2014, hourly rate \$30.00. Replacement.
- Angel Rivera-Ayala to the position of Family Liaison at WECC Prospect Street effective August 11, 2014, hourly rate \$15.00. New Position.
- Yarizaid Santiago to the position of Family Liaison at Charles H. Barrows STEM Academy effective August 11, 2014, hourly rate \$15.00. New Position.
- Ann Marie Hotchkiss to the position of Non Certified Lead Teacher at Windham High School YPP effective August 25, 2014, hourly rate \$19.50. New Position.
- John DeMarchi to the position of Interoffice Delivery Provider System-wide effective October 6, 2014, hourly rate \$12.00. Replacement.
- Elizabeth Rivera Mendez to the position of Speech Assistant at Windham Middle School effective October 27, 2014, hourly rate \$23.00. Replacement.
- Stephanie Murana to the position of Guidance Counselor at Windham Middle School effective November 3, 2014, salary MA/3, \$44,412. Replacement.
- Vicki Lanzo to the position of Interim Social Worker at Windham High School effective date TBD, salary MA/5 \$47,340. Replacement.

The motion is unanimously approved.

First reading of proposed 2015 Board of Education meeting dates (Ref. 7)

There was discussion regarding the proposed meeting dates for 2015. It was suggested to include a meeting in July and a second meeting in December as these meetings could be canceled if not needed. Final action on the meeting dates will be taken at the December 10, 2014, meeting.

Board comments

Mrs. Lambert thanked Ms. Potter, Ms. Markey and staff members for hosting the Wayne Norman show at the High School on Monday. She said that it was a wonderful opportunity to showcase the High School. She also thanked Mr. Sinclair for taking students to the Charter Oak Music Festival and for having the students play at the Veterans' Day ceremony.

Dr. Gomez commended North Windham School for tonight's presentation.

Dr. Garcia congratulated Natchaug School for its wonderful program to honor veterans.

Dr. Sewall recommended Board members attend the Sweeney feast on November 25th.

ADJOURNMENT

**Motion by Mr. Montalvo, seconded by Dr. Sewall, that the Board meeting adjourn at 9:21 P.M.
The motion is unanimously approved.**

Respectfully submitted,

Juan Montalvo, Secretary