

WINDHAM BOARD OF EDUCATION
WILLIMANTIC, CONNECTICUT
BOARD OF EDUCATION MEETING MINUTES
October 12, 2016

BOARD PRESENT: Chair Mrs. Osuba, Vice-chair Dr. Sewall, Secretary Dr. Gomez, Mr. Kalajian, Mrs. Lambert, Mr. Flores-Alvarez, Mr. French, Mrs. Lessard

BOARD ABSENT: Mr. Montalvo

ADMINISTRATION

PRESENT: Superintendent Patricia Garcia, Assistant Superintendent Dr. Youngberg, Interim Assistant Superintendent Mr. Chaffin, Directors: Ms. Beghetto, Ms. Markey, Mr. Johnson

STUDENT

REPRESENTATIVES: None

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

CALL TO ORDER

Chair Mrs. Osuba called the October 12, 2016 Board of Education meeting to order at 7:02pm in the Windham High School Library Media Center.

PLEDGE OF ALLIEGIANCE

Mrs. Lambert led the Board and the Public in reciting the Pledge of Allegiance.

BOARD OF EDUCATION MINUTES

August 10, 2016 Special meeting minutes (Ref.1)

August 17, 2016 Special meeting minutes (Ref.1A)

September 16-17, 2016 Board retreat minutes (Ref.1B)

September 28, 106, workshop meeting minutes (Ref. 1C)

The August 10, 2016 special meeting minutes (Ref.1), the August 17, 2016 special meeting minutes (Ref. 1A), the September 16-17 Board retreat minutes (Ref. 1B) and the September 28, 2016 workshop meeting minutes (Ref. 1D) were approved.

PUBLIC COMMENT

Mr. Kevin Hoxie of Willimantic stated that the high school students are not prepared for college and that the math and reading scores are down. He indicated that this is due to the turnover in staff and said that it is very frustrating for students.

WINDHAM SPECIAL EDUCATION PRESENTATION

Dr. Garcia introduced the presentation which addressed supporting struggling students, including special education, ell students. The State of Connecticut provided funding to allow the district to enter into a contract with District Management Council to review our programs. Dr. Diane Ullman, a representative from DMC, discussed the study that is ongoing in the district to address the needs of students who are not meeting grade level standards. The study will also address the improvement of the effectiveness and maximizing the impact of professional coaching. Diagnostic is underway at the moment and will be followed by focus groups.

DMC will not only work to provide best practices but will also continue their relationship with the District to help facilitate the implementation of the suggestions. Mrs. Lambert asked if the team would go into the schools and Dr. Ullman assured her that there would be school visits. Mrs. Osuba inquired how involved the coaches would be in the process. Dr. Ullman said the coaches would participate in a time study to facilitate the process. Dr. Sewall questioned whether the differences in the backgrounds of staff and students which have an impact on student learning will be addressed. Dr. Ullman said that this might be one of the outcomes of the study and will be found through the interview process. Mr. French asked what type of training would be offered coaches. Dr. Ullman said that if a need is identified a recommendation for additional training will be made. In response to a question by Mrs. Lambert, Mrs. Ullman confirmed that reading is fundamental but that math is a focus as well. In conclusion, Dr. Garcia informed the Board that the administration is very supportive of the process.

ACTION ITEMS

Motion by Dr. Sewall, seconded by Mr. Kallajian, that the discussion of possible action regarding the director of finance's contract be added to the agenda.

Aye: Mrs. Osuba, Dr. Sewall, Dr. Gomez, Mr. Kalajian, Mrs. Lambert, Mr. Flores-Alvarez, Mrs. Lessard

Nay: Mr. French

Abstained: None

The motion passes; 7:1:0

Motion by Dr. Sewall, seconded by Mr. Kallajian that the recommended approval of budget transfers be added to the agenda.

Motion is unanimously approved.

Personnel Recommendations (Ref. 2)

Motion of Dr. Sewall seconded by Ms. Lessard, that the Board of Education approve the following appointments and accept the following resignations as recommended:

APPOINTMENTS

- Holly Boutot, to the position of General Cafeteria Worker at North Windham School effective September 12, 2016, salary \$11.00 per hour. Replacement.
- Pietra McNamara to the position of Special Education Teacher at Natchaug School effective September 7, 2016, salary \$76,669. Replacement.
- Judy Kuhn , to the position of .50 Art Teacher at Charles H. Barrows STEM Academy effective September 6, 2016, salary \$\$41,950 @ .50 FTE, \$20,975. New Position.
- Muhammad Hasan to the position of Secretary II at Windham Middle School effective August 26, 2016, salary \$16.00 per hour. Replacement.
- Maria Diaz to the position of Secretary III at Charles H. Barrows STEM Academy effective August 26, 2016, salary \$17.00 per hour. Replacement.
- Noreen Foley to the position of 1:1 LPN at Windham High School effective August 30, 2016, salary \$22.55 per hour. Replacement.
- Susan Newcombe to the position of Reading Teacher at Natchaug School effective date TBD, salary \$83,490. Replacement.
- James Day, to the position of Senior Accountant at Central Office effective September 29, 2016, salary \$28.55 per hour. Replacement.
- Nicole Bairos, to the position of Social Science Teacher at Windham High School effective August 26, 2016, salary \$41,950. Replacement.
- Maryam Tavallai, to the position Special Education Paraprofessional at WECC Prospect Street Preschool effective September 6, 2016, salary \$12.40 per hour. Replacement.
- Tisha Salgado, to the position of Special Education Paraprofessional at WECC Prospect Street Preschool effective August 31, 2016, salary \$12.40 per hour. Replacement.
- Miguel Pabon, to the position of Director of Pupil Services at Central Office effective October 13, 2016, salary \$125,844. Replacement.
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RESIGNATIONS

- Jennifer Blais, Tutor at Charles H. Barrows STEM Academy School effective August 12, 2016.
- Heather Hawkins, Paraprofessional at North Windham School effective August 26, 2016.
- Margie Farrell , Secretary II at Windham High School effective August 23, 2016.
- Debra Kocor, General Cafeteria Worker at Natchaug School effective August 31, 2016 for the purpose of retirement.
- Beverly Mitchell Tutor at Charles H. Barrows STEM Academy effective August 31, 2016.

- Diana Caron, Special Education Teacher at North Windham School effective September 9, 2016.
- Laury Lamarche, Grade 5 Teacher at North Windham School effective October 25, 2016.
- Jennifer Ohlund, Tutor at Windham High School effective June 9, 2016.
- Jennifer Giroux, Reading Teacher at Windham High School effective September 23, 2016.
- Susan Round, Reading Teacher at Windham Middle School effective September 29, 2016.
- Erin Norton, AIS Technician at Central Office effective December 19, 2016.

Motion is unanimously approved.

Budget Transfers (added to the agenda)

Motion of Dr. Sewall, seconded by Dr. Gomez, that the Board of Education approve the Budget Transfers as presented.

Aye: Mrs. Osuba, Dr. Sewall, Dr. Gomez, Mr. Kalajian, Mr. French, Mr. Flores-Alvarez, Mrs. Lessard

Nay: None

Abstained: Mrs. Lambert

The motion passes; 7:0:1

REMARKS

Dr. Garcia acknowledged Mr. Miguel Pabon who will join the district as Director of Pupil Service replacing Mrs. Packer who is retiring. Mr. Pabon addressed the Board and expressed his excitement to work with staff to improve achievement.

Chair, Mrs. Osuba asked Mr. Johnson if he would like the discussion of his contract held in open session. Mr. Johnson indicated that he would like the discussion held during executive session.

PUBLIC COMMENT

There was no further public comment.

Executive Session

Motion by Dr. Sewall, seconded by Mr. Flores-Alvarez, that the Board of Education enter into executive session at 8:14pm for the discussion of exempt documents pertaining to personnel matters and bargaining unit negotiations.

The motion is unanimously approved.

BOARD PRESENT: Chair Mrs. Osuba, Vice-chair Dr. Sewall, Secretary Dr. Gomez, Mr. Kalajian, Mrs. Lambert, Mr. Flores-Alvarez, Mr. French, Mrs. Lessard

ADMINISTRATION

PRESENT: Superintendent Patricia Garcia, Director Ms. Beghetto, Mr. Johnson

Mrs. Osuba reconvened regular session at 9:33PM. No action was taken by the Board.

ADJOURNMENT

Motion by Mr. French, seconded by Mr. Flores-Alvarez, that the Board adjourn its meeting at 9:34PM.

Motion is unanimously approved.

Respectfully submitted,

Dr. Jaime Gomez, Secretary