

WINDHAM BOARD OF EDUCATION  
WILLIMANTIC, CONNECTICUT  
BOARD OF EDUCATION MEETING MINUTES  
September 9, 2015

BOARD PRESENT: Chair Mrs. Lambert, Mr. Kalajian, Mrs. Osuba, Mr. French, Dr. Sewall, Dr. Gomez  
Mr. Quamme (arrived at 7:06 PM)

BOARD ABSENT: Vice-chair Mr. Desaulniers, Secretary Mr. Montalvo

ADMINISTRATION

PRESENT: Superintendent Dr. Garcia; Directors Ms. Beghetto, Ms. Markey and Mr. Johnson

STUDENT

REPRESENTATIVES: No one

OTHERS PRESENT: general public; staff; administrators; news media

CALL TO ORDER

Chair Mrs. Lambert called the September 9, 2015, Board of Education meeting to order at 7:05 P.M. in the Windham High School Library Media Center.

PLEDGE OF ALLEGIANCE

Dr. Sewall led the Board and the public in reciting the Pledge of Allegiance.

BOARD OF EDUCATION MINUTES

June 15, 2015 Minutes (Ref. 1)

August 21, 2015, and August 22, 2015 Minutes (Ref. 1A and Ref. 1B)

**Motion of Mr. French, seconded by Mr. Kalajian, that the Board of Education approve the July 15, 2015, business meeting minutes (Ref. 1), the August 21, 2015 (Ref. 1A) and the August 22, 2015 (Ref. 1B) retreat minutes.**

**Motion is unanimously approved.**

(Mr. Quamme arrived.)

PUBLIC COMMENT

James Flores, Willimantic, spoke about the substitute service and said that when teachers are absent, there is not always coverage for them. He said that if the district wants an incentive to keep substitutes, it should pay the substitute the money that is paid to Kelly Services and not use a substitute service. By paying the substitutes the extra money, the money will be kept in the community.

Kim Swart, Windham, said that she is representing the School Governance Council (SGC) at Windham Center School and is present to reinforce SGC member, Bill Powers' message to the Board to keep track of class sizes. She asked the Board to keep in mind what research shows regarding class size. She also asked for the timeline for the budget and asked if there are any plans to show how the budget is done. She also asked if there are any plans to discuss, at tonight's meeting, any change of grade levels at the schools.

Mrs. Lambert responded that Dr. Garcia will be putting out the budget timeline. Mr. Kalajian encouraged Ms. Swart to attend the School Planning and Design Committee meeting where the master plan is being discussed.

## REPORTS

### Superintendent's Reports

#### Opening of School Report

Dr. Garcia provided a brief update on the opening of school and said that overall it was a smooth and productive opening.

#### Eastern Connecticut State University 2015 Service Expo Project

Eastern Connecticut State University (ECSU) student, Joshua Henton, gave a PowerPoint presentation on a media project he conducted with Windham Middle School students last spring as part of a media communications class. The objective of his project was to find out how the media's portrayal of Willimantic affects youths in the community. His project was supervised by Dr. Simon, Professor of Communications at ECSU. Mr. Henton answered questions from the Board and was thanked for his presentation.

#### Enrollment Data

Dr. Garcia presented a comparison of enrollment by grade and school for 2014 and 2015. There was discussion.

#### Coffee with the Superintendent 2015-2016

Dr. Garcia provided the Board with dates for coffees with the Superintendent for 2015-2016 which will be starting again this year at Windham Middle School on September 23<sup>rd</sup>. Dr. Garcia said that she values the community input and feedback that she receives from people attending the coffees, which are open to anyone in the community.

#### SBAC Report

Dr. Garcia shared a preliminary summary of the school district's SBAC results which included a press release, performance levels by school, student performance by sub-group, DRG ranking, and state achievement results. She said that the scores will be used as a baseline and initiatives are being put in place to improve learning. Dr. Garcia answered questions from the Board.

#### Middle School Enrichment Redesign

Ms. Rosie Hernandez, coordinator of the Middle School Enrichment Program, spoke about the program and answered Board members' questions.

#### Kelly Substitute Services

Ms. Beghetto spoke about teacher substitute rates of pay and provided information regarding pay rates in Connecticut districts. With the impending minimum wage increase for 2016, Ms. Beghetto explained that districts paying \$75 and below will need to make changes to comply with the wage and hour laws. Substitute rate of pay will be an action item on the October business meeting agenda.

#### Professional Development on October 9, 2015

Dr. Garcia reviewed the draft schedule for the October 9, 2015, professional development sessions.

#### Board of Education Workshop Topics

Workshop meeting topics thus far for Board workshop meetings are as follows: Strategic Plan for the September workshop, SBAC scores for the October workshop, and Budget Development for the January workshop. There was discussion regarding the topic for November and one suggestion was Board Roles and Responsibilities.

## First Reading of Policies

### Suspension from Interscholastic Athletics Policy (5114.2)

There was some discussion regarding this policy, which will apply to any student playing interscholastic sports. Administrative Regulations for this policy are being developed.

### Transportation Policy (3541)

There was no discussion.

Both policies will be brought back to the Board for approval in October.

## COMMITTEE REPORTS

### Finance and Audit Committee

Mr. French reported that the committee met prior to the Board meeting. Year-end financials were reviewed; there was some overage in special education and fuel; however, \$25,061 was given back to the Town.

**Motion of Mr. French, seconded by Dr. Sewall, that the Board of Education add to the agenda as an action item the approval of budget transfers as presented.**

**Motion is unanimously approved.**

### School Planning and Design Committee

Mr. Kalajian reported that the committee is working on making a recommendation to the Board regarding the plan for the High School and taking it to referendum. Mr. Kalajian also gave an update on the wells.

### Policy Committee

Mrs. Osuba reported that the committee reviewed the two policies that are on tonight's agenda for a first reading. The committee will meet on the third Thursday.

### Executive Committee

Mrs. Lambert said that the committee will meet on September 14<sup>th</sup> at 6 PM.

## ACTION ITEMS

### Vendor for Replacement of Steamer at Natchaug (Ref. 2)

**Motion of Mr. French, seconded by Mrs. Osuba, that the Board of Education approve Kittredge Equipment Company as the vendor to replace the gas fired 200,000 BTU steamer located at Natchaug School. The steamer is approximately thirty years old and is used at Natchaug School on a daily basis.**

**Motion is unanimously approved.**

### Donation of Musical Instruments (Ref. 3)

**Motion of Dr. Sewall, seconded by Mr. Quamme, that the Board of Education accept with deep gratitude, the donation of musical instruments to Windham High School and Windham Middle School valued at \$1,815 from Mr. Joseph Tomanelli. Board members are extremely appreciative of Mr. Tomanelli's donation.**

**Motion is unanimously approved.**

### Budget Transfers (added to the agenda)

**Motion of Mr. French, seconded by Dr. Sewall, that the Board of Education approve the budget transfers as presented.**

**On the motion: Aye: Mrs. Osuba, Dr. Gomez, Dr. Sewall, Mr. French, Mr. Kalajian**

**Nay: No one**  
**Abstained: Mrs. Lambert, Mr. Quamme**  
**The motion passes: 5-0-2**

### **BOARD MEMBER COMMENTS**

Mr. Kalajian said that the Board has made a concerted effort to listen to the community and the School Planning and Design Committee has worked to get the best value for the community and for our students.

Dr. Sewall said that people look at the value of renovating the High School building when there are fewer students than the building was built to accommodate; however, renovating the building and turning it into a community education center, as well as the building being used for the ECO program, are important components of the renovation.

Mrs. Lambert said that the Junior Honor Society Induction takes place at Barrows on September 15<sup>th</sup>. She also announced that the Superintendent's secretary, Ms. Karen Lewis, will retire effective February 1<sup>st</sup>.

### **EXECUTIVE SESSION**

**Motion of Mr. Kalajian, seconded by Mr. French, that the Board of Education enter into executive session at 8:24 PM for the discussion of exempt documents pertaining to personnel matters.**

**The motion is unanimously approved.**

BOARD PRESENT: Chair Mrs. Lambert, Mr. Kalajian, Mrs. Osuba, Mr. French, Dr. Sewall, Dr. Gomez  
Mr. Quamme

### **ADMINISTRATION**

PRESENT: Superintendent Dr. Garcia; Director Ms. Beghetto

### **REGULAR SESSION RECONVENES**

Chair Mrs. Lambert reconvened regular session at 8:54 P.M.

**Motion of Mr. French, seconded by Mrs. Osuba, that the Board of Education add the Superintendent's contract extension, benefits and salary to the agenda.**

**The motion is unanimously approved.**

### **Personnel (Ref. 4)**

**Motion of Mr. Kalajian, seconded by Mrs. Osuba, that the Board of Education approve the following appointments and accept the following resignations:**

#### **Appointments**

- Beatriz Andino, to the position of Pre K Dual Language Companeros Teacher at C.H. Barrows STEM Academy effective August 21, 2015, salary MA/7 \$50,268. New Position.
- April Beckman, to the position of Grade 3 Teacher at C.H. Barrows Stem Academy effective August 21, 2015, salary MA/3 \$44,412. New Position.
- Jaelyn Schwartz, to the position of Special Ed Teacher at Natchaug School effective August 26, 2015, salary BA+30 \$44,412. Replacement.
- Jackie Angelopoulos, to the position of Special Ed Teacher at Windham Middle School effective August 21, 2015, salary MA/15 \$77,066. Replacement.
- Hailey Baker, to the position of Paraprofessional at Windham Middle School effective August 26, 2015, salary Step 9 \$12.29 per hour.
- Lauren Barker to the position of Grade 3 Teacher at Windham Center School effective August 21, 2015, salary MA/3 \$44,412. New Position.

- William Daly, to the position of Tutor at Windham Middle School effective August 26, 2015, salary \$15.76 per hour. Replacement.
- April Bolduc, to the position of Teacher at C. H. Barrows Stem Academy effective August 21, 2015, salary BA+30/3 \$44,412. Replacement.
- Kevin Butzgy, to the position of Tutor at Windham Middle School effective August 26, 2015, salary \$17.25 per hour. Replacement.
- Rosalia Campos, to the position of ESOL Substitute at North Windham School effective August 31, 2015, salary \$100.00 per day. Replacement.
- Margarita Carillo-Rincon, to the position of Biology Teacher at Windham High School effective August 26, 2015. Salary BA/3 \$41,950. Replacement.
- Holly Church, to the position of LPN at C.H. Barrows Stem Academy effective August 26, 2015, salary \$22.55 per hour. New Position.
- Kristen DeGray, to the position of Math Tutor at North Windham School effective August 26, 2015, salary \$15.00 per hour. Replacement.
- Rosa Diaz, to the position of Secretary II at Windham Middle School effective August 25, 2015, salary Step 1 \$15.50 per hour. Replacement.
- Amanda DiTaranto, to the position of Biology Teacher at Windham High School effective August 21, 2015, salary BA+30/3 \$44,412. New Position.
- Tashana Edwards, to the position of ASP Program Assistant at Sweeney School effective August 19, 2015, salary \$10.00 per hour, New Position.
- Casey Kristin Frye, to the position of Teacher at C.H. Barrows Stem Academy effective August 21, 2015, salary BA/3 \$41,950. New Position.
- Jakir Gomez, to the position of Program Assistant, at Windham Middle School, effective September 8, 2015, salary \$10.0 per hour. New Position.
- Megan Gondek, to the position of Special Ed Paraprofessional at C.H. Barrows Stem Academy effective August 26, 2015, salary Step 9 \$12.29 per hour. Replacement.
- Carli Grauer, to the position of Special Ed Paraprofessional at North Windham School effective August 26, 2015, salary Step 12 \$13.48 per hour. Replacement.
- Danielle Howard, to the position of ESOL Substitute Teacher at Windham Center School effective August 25, 2015, salary \$100 per day. Replacement.
- Maribel Jimenez Bonilla, to the position of WMS Program Assistant at Windham Middle School effective September 8, 2015, salary \$10.00 per hour. New Position.
- Alexander LaForest, to the position of Math Teacher at Windham High School effective August 21, 2015, salary BA/3 \$41,950. Replacement.
- Vicki Lanzo, to the position of Social Worker at Windham High School effective August 21, 2015, salary MA/5 \$47,340. Replacement.
- Becca Lazur, to the position of Behavior Tutor at Natchaug School effective August 26, 2015, salary \$16.56 per hour. New Position.
- Kim Lombardy, to the position of Paraprofessional at Windham Middle School effective August 26, 2015, salary Step 3 \$13.04 per hour. Replacement.
- Micaela Miano Mellow, to the position of Paraprofessional at C.H. Barrows Stem Academy effective August 26, 2015, salary \$12.29 per hour. Replacement
- Marin Ximena, to the position of ELL Tutor at Windham High School effective August 26, 2015, salary \$15.38 per hour. Replacement.
- David McCabe, to the position of Music Teacher at Natchaug School effective August 25, 2015, salary BA/3 \$41,950.00. New Position.

- Kelly McLaughlin, to the position of Grade 2 Long Term Substitute effective August 26, 2015, salary \$100 per day first 30 days, BA/2 rate on 31st day. Replacement.
- Nely Montoya, to the position of SPED Tutor at Windham High School effective August 26, 2015, salary \$15.38 per hour. Replacement.
- Lori Muscarella, to the position of Special Ed Teacher Grade 6 at Windham Middle School effective August 21, 2015, salary MA/5 \$47,340. Replacement.
- Dianne Nelson, to the position of SPED Tutor at North Windham School effective August 26, 2015 salary \$17.68 per hour. Replacement.
- Glen Nelson, to the position of Music Teacher at Windham High School effective August 21, 2015, salary MA/15 \$38,533. New Position.
- Ann Pronovost, to the position of Teacher at C.H. Barrows Stem Academy effective August 21, 2015, salary BA/3 \$41,950. Replacement.
- Lauren Quinn, to the position of Music Teacher at Windham Middle School effective August 21, 2015, salary MA/10 \$56,127. Replacement.
- Anna Reman, to the position of Math Teacher at Windham Middle School effective August 21, 2015, salary BA/3 \$41,950. Replacement.
- Michelle Rosado, to the position of Companeros Science 6-8 Substitute Teacher at Windham Middle School effective August 21, 2015, salary \$100.00 per day. Replacement.
- Stephanie Sans, to the position of Kindergarten Teacher Companeros at North Windham School effective August 21, 2015, salary MA/14 \$77,066. Replacement.
- Sabrina Schwindler, to the position of Teacher at C.H. Barrows Stem Academy effective August 21, 2015, salary BA/3 \$41,950. New Position
- Pamela Skelly, to the position of Gifted & Talented Teacher at Natchaug School effective August 21, 2015, salary 6<sup>th</sup> yr/15 \$81,853. New Position.
- Nicole Smith, to the position of ASP Program Assistant at Natchaug School effective August 19, 2015, salary \$10.00 per hour. New Position.
- Holly Sorrentino, to the position of LPN at Windham High School effective August 26, 2015, salary \$23.69 per hour, New Position.
- Arielle Thomas, to the position of Program Assistant at Windham Middle School effective September 8, 2015, salary \$10.00 per hour. New Position.
- Lilivette Torres, to the position of Companeros Grade 2 Substitute Teacher at North Windham School effective August 21, 2015, salary \$100.00 per day. New Position.
- Jose Camacho, to the position of Family Liaison at Windham Middle School effective August 17, 2015, salary \$17.00 per hour. Replacement.
- Yareliz Cambren, to the position of EHS Teach Aide at WECC Commerce Drive effective August 17, 2015, salary \$11.54 per hour. Replacement.
- David Cassenti, to the position of Math Teacher at Windham Middle School effective August 21, 2015, salary MA+30/14 \$76,669. Replacement.
- Marissa del Campo, to the position of School Psychologist at Natchaug School effective August 21, 2015, salary MA+30/6 \$52,077. New Position.
- John DelVento, to the position of Music Teacher at Windham High School effective August 21, 2015, salary BA/4 \$43,197. (transfer) Replacement.
- Rachel Diaz-Evans, to the position of Spanish Reading Teacher at North Windham School effective August 21, 2015, salary MA+15 \$78,920. Replacement.
- Denise Flores, to the position of Special Ed Companeros Tutor for WECC at C.H. Barrows Stem Academy effective August 26, 2015, salary \$17.20 per hour. New Position.

- Silvana Green, to the position of Teacher at C.H. Barrows Stem Academy effective August 21, 2015, salary MA/3 \$44,412. New Position.
- Elisabeth Lamb, to the position of Teacher at C.H. Barrows Stem Academy effective August 21, 2015, salary BA/3 \$41,950. Replacement.
- Christopher Marciano, to the position of Physical Ed Teacher at Windham Center School effective August 21, 2015, salary MA+10 \$56,127. Replacement.
- Sheena Martin, to the position of Math Interventionist at Windham Center School effective August 21, 2015, salary MA/3 \$44,412. New Position.
- Maura Martinez, to the position of RLA Teacher at Windham Middle School effective August 21, 2015, salary BA+30/3 \$44,412. Replacement.
- Jessica Silvestro, to the position of Instructional Consultant at Sweeney School effective August 21, 2015, salary MA/14 \$72051. Replacement.
- Omayra Torres, to the position of North Windham Coordinator at North Windham School effective August 17, 2015, salary \$17.04 per hour. Replacement.
- Cynthia Vazquez, to the position of Family Liaison at C.H. Barrows Stem Academy effective August 17, 2015, salary \$15.00 per hour. Replacement.
- Jeralynn Beghetto to the position of Director of Human Resources effective July 15, 2015, salary \$116,217. Replacement.
- Takaya Owens to the position of Tutor at Windham Middle School effective August 26, 2015, salary \$15.38 per hour. Replacement.
- Lucia Mercurio to the position of RLA Substitute Teacher at Windham Middle School effective August 24, 2015, salary \$100.00 per day. Replacement.
- Eduardo O'Neill to the position of 1:1 Special Education Paraprofessional at Windham Middle School effective August 26, 2015, salary \$12.29 per hour. Replacement
- Deifilia Sandoval to the position of Bilingual/ESOL New Arrivals Teacher at Sweeney School effective September 8, 2015, salary BA/15 \$68,107. Replacement.
- Garrett McWeeny to the position of RLA Teacher at Windham Middle School effective August 24, 2015, salary BA/3 \$41,950. Replacement.
- Albie Harris, to the position of Acting Small Learning Community Leader effective September 28, 2015, to June 30, 2016, salary \$120,598. Replacement.
- Yvette Santiesteban, Acting High School Principal effective September 28, 2015, to June 30, 2016, salary \$125,840. Replacement.

#### Resignations

- Carrie Birdsong, Teacher at C.H. Barrows Stem Academy effective June 30, 2015
- Diane Blain, Teacher, Teacher at C.H. Barrows Stem Academy effective June 30, 2015 for the purpose of retirement
- Mary Blain, Teacher at Windham Middle School effective June 30, 2015
- Chelsea Brashear, Teacher at Natchaug School effective June 30, 2015
- Karen D'Agostino, Social Worker at Windham High School effective June 30, 2015
- Martha Dwyer, Teacher at North Windham School effective June 30, 2015
- Jason Ferri, Paraprofessional at C.H. Barrows Stem Academy effective June 12, 2015
- Sarah Haynes, Teacher at Windham Center School effective Sept 2, 2015
- Nicole Jaser, Instructional Consultant at Natchaug School effective Sept 18, 2015
- Mathew Macfarland, Tutor at Windham High School effective June 12, 2015
- Helen Martin, Teacher at North Windham School effective June 30, 2015
- Katelyn Martin, Teacher at Windham High School effective June 30, 2015
- Erika McGlew, Secretary at Central Office effective July 10, 2015

- Allison McMahon, Reading Interventionist at C.H. Barrows Stem Academy effective June 30,2015
- Andrew McNamar, Teacher at Windham Middle School effective June 30, 2015
- Philip Mederios, School Psychologist at Windham Middle School effective June 30, 2015
- Brynden Mutch, Teacher at C.H. Barrows Stem Academy effective Sept 16, 2015
- Karisma Nieves, Teacher at Windham Middle School effective June 30, 2015
- Darlene Ocasio, Teacher at Windham Middle School effective June 30, 2015 for the purpose of retirement
- Theresa Pagnozzi, Tutor at Windham Middle School effective June 12, 2015
- Michael Pasqua, Teacher at Windham Center School effective June 30, 2015
- Lena Sanchez, Paraprofessional at C.H. Barrows Stem Academy effective June 12, 22015
- Carmen Santos, Paraprofessional at Natchaug School effective June 12, 2015
- Janet Socquet, Secretary at Windham High School for the purpose of retirement
- Laura Tyler, Tutor at Windham Center School effective June 12, 2015
- Enid Zapata Santana, Paraprofessional at North Windham School effective June 12, 2015
- Dr. Michael Conner, Assistant Superintendent effective September 18, 2015
- Dorothy Potter, Principal at Windham High School effective date September 25, 2015
- Amilcar Hernandez, Custodian at Windham Middle School effective April 3, 2015 for the purpose of retirement.

**On the motion: Aye: Mrs. Osuba, Dr. Gomez, Dr. Sewall, Mr. French, Mr. Kalajian, Mr. Quamme**

**Nay: No one**

**Abstained: Mrs. Lambert**

**The motion passes: 6-0-1**

**Superintendent’s contract extension, benefits and salary (added to the agenda)**

**Motion of Dr. Sewall, seconded by Dr. Gomez, that the Board of Education extend the Superintendent’s contract by one year with a 3% increase in current salary and an additional 2% compensation added to the current expense account which can be added to the transportation or retirement accounts.** It was explained that the Superintendent’s contract is extended to 2018 per statute.

**The motion is unanimously approved.**

**ADJOURNMENT**

**Motion by Mr. Kalajian, seconded by Mrs. Osuba, that the Board adjourn its meeting at 8:58 P.M. Motion is unanimously approved.**

Respectfully submitted,

Mrs. Tracy Lambert, Chair