

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Thursday, April 19, 2012 at 7:30 p.m.

Waterbury Arts Magnet School, 16 South Elm Street, Waterbury, Connecticut

PRESENT: President Stango, Commissioners Brown, D'Amelio (left at 8:38), Flaherty-Merritt, Harkins, Harvey, Hayes, Morales, Sweeney, and Van Stone.

ALSO PRESENT: Superintendent Ouellette, Assistant Superintendents Cullinan and Sequeira, Chief Operating Officer Paul Guidone, Director of Personnel Ron Frost and Education Liaison Mary Ann Marold.

1. SILENT PRAYER

President Stango called the meeting to order at 8:17 p.m. with a moment of silence.

SUPERINTENDENT: In our prayers this evening let us remember Mr. Manuel "Manny" Badillo who passed away on April 14. Mr. Badillo was a paraprofessional at Kennedy High School for 21 years, he was a committed member of the staff there, he took pride every day in his work and was a tremendous asset to all students and staff. Let us remember him and recognize his service and dedication to all the students at Kennedy High School. Please remember him in this moment of silence this evening.

2. PLEDGE OF ALLEGIANCE TO THE FLAG

James Monroe led everyone in the Pledge of Allegiance to the Flag.

3. ROLL CALL

CLERK: Commissioner Brown.

BROWN: Here.

CLERK: Commissioner D'Amelio.

D'AMELIO: Here.

CLERK: Commissioner Flaherty-Merritt.

FLAHERTY-MERRITT: Present.

CLERK: Commissioner Harkins.

HARKINS: Here.

CLERK: Vice President Harvey.

HARVEY: Here.

CLERK: Commissioner Hayes.

HAYES: Here.

CLERK: Commissioner Morales.

MORALES: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Van Stone.

VAN STONE: Present.

CLERK: President Stango.

STANGO: Present.

4. COMMUNICATIONS

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Brown, it was voted unanimously to receive and place on file the following communications:

1. Communication dated April 2, 2012 from Two Morand Associates, LLC regarding access drive on their property at 1495 Thomaston Avenue.
2. Civil Summons received April 5, 2012 regarding Kristen Finkenzeller.
3. Email communication dated April 6, 2012 from Monica Santovasi regarding adding more school hours.
4. Copy of communication dated April 12, 2012 from New England Association of Schools & Colleges, Inc. to Kennedy High School.
5. Civil Summons received April 16, 2012 regarding Michael Flowers.
6. Copy of communications dated April 16, 2012 from Civil Service certifying Kozeta Hoxha and Alissa Blasl for the position of Paraprofessional.

STANGO: All in favor, opposed, motion carries unanimous. Is there anyone here wishing to address the Board? Hearing none, we're gonna move on to number six, Superintendent's Report.

5. PUBLIC ADDRESSES THE BOARD

There were no public speakers.

6. SUPERINTENDENT'S REPORT

Dr. Ouellette read and distributed the following report:

The Mayor held a Community meeting at Gilmartin School yesterday evening to speak to residents about the upcoming Safe Routes to Schools project. Safe Routes to Schools is a national program that promotes opportunities for students to walk or bike to school. The federally funded project at Gilmartin would include new neighborhood sidewalks and crosswalks, shoulder striping on roadways, and the purchase and installation of a bicycle rack at the school. The value of the grant project is \$500,000.

I conducted a Meet and Greet at West Side Middle School last evening. Approximately 80 parents and guardians from west division schools attended. The parents asked many relevant questions and expressed their ideas on how to be a partner with their children's school. Because of the turnout, the meeting lasted longer than expected which enabled me to speak with each parent in attendance. The next meeting will be held May 21st at Chase School for city wide bi-lingual parents.

Walsh School will host its first annual Women's Empowerment Tea this Saturday, April 21st, beginning at 10:30 a.m. at Walsh. This event is designed to motivate the school's female students and the important females in their lives. In addition to students and families, the school has invited many female community leaders, and several middle school and high school students that attended Walsh Elementary School.

The School Family Community Partnership Parent and Youth Fair is this Saturday, April 21st, from 9 to 11 a.m. at the Waterbury Arts Magnet School. This event is open to parents and the public from throughout the school district.

The fourth and final School Governance Council training for this year will be held next Tuesday, April 24, from 4 to 6 p.m. at Wilby High School. Because this is a final training for our fourteen School Governance Council members, a dinner will be included so that members have an opportunity to network after the training.

The (J-Leap) Japanese Language Education Assistant Program has accepted Maloney School as one of the ten sites that will host a Teaching Assistant from Japan. In her application for the program, Ms. Chieko Yamada wrote that she would like to learn more about American culture, while teaching American children about Japanese culture. The school will be seeking a suitable host family for Ms. Yamada. We are very excited about this news and look forward to welcoming Ms. Yamada to our city.

According to news reports, Our Lady of Mount Carmel Church School is seeking four variances from zoning regulations to enable it to construct a new community center and a new gymnasium for its school. If the application and variances are approved, the addition will be on the Avon Street side of the property.

The Connecticut Association of Boards of Education continues to campaign on behalf of the state's school districts with legislators considering Senate Bill 24. I have included below a summary of CABE's position on several key issues. The two teachers unions are reportedly planning a rally at the state Capitol on April 24th and 25th. CABE is urging school districts and Boards of Education to continue contacting their legislators and providing input on this important bill.

CABE strongly supports:

- The provisions of the bill which address changes to teacher and administrator evaluation and support. The new evaluation system will be focused on demonstrated performance and ability to raise student achievement. The evaluation system should be in accordance with the framework developed by the State Performance Evaluation Advisory Council (PEAC) and approved by the State Board of Education that include multiple measures of educator effectiveness, with a clear focus on student learning, and a support system to build educator capacity.

- The proposed changes in professional development to move away from “seat time” and targeted to improve teacher and administrator effectiveness in raising student achievement.
- The 1000 early childhood slots.
- The increase in the ECS grant to more accurately reflect actual expenditures.
- Applying the minimum budget requirement to additional funds received by all districts, not just conditional districts. A strong minimum budget requirement is the only way to insure the funds that the legislature intends for education are actually spent for educational purposes.

CABE urges modifications to the bill to:

- Restore provisions in the original bill to provide that tenure be earned and maintained based on satisfactory evaluation results. Many other states have already integrated performance evaluations that include educators’ impact on student outcomes into the tenure system.
- Maintenance of due process protections associated with tenure to guard against unreasonable dismissal, by providing that dismissal must be based on a showing of ineffectiveness or unprofessionalism.
- Clarify, with respect to “commissioner’s network schools”, the steps for intervention short of a takeover to be followed prior to the commissioner assuming duties on behalf of the local and regional board of education. If the board is deemed to be an impediment to improvement, an opportunity to become more effective should be provided.
- Provide that the State Board of Education, in conjunction with the Commissioner, continue to play a role in decisions that reduce authority of elected officials.
- Set conditions on the commissioner’s authority to turn the operation of network schools, either as a group or individually, over to entities other than the State Department of Education, including private entities.
- Establish, in the event of a takeover, criteria and a timeline for return to elective leadership of the school or district.

Several provisions in the original bill that CABE opposed were removed by the Education Committee. CABE urges you to continue to keep these provisions out of the bill.

- The proposal that local districts pay each state charter school \$1,000 in annual tuition for each of the resident students attending the school. This proposal would reduce resources available to those students who choose to attend their traditional local school. In most cases the savings to the school district when individual students leave is far less than \$1,000.

- The proposal to reduce the Education Cost Sharing Grant for school districts with 1000 students or less whose per pupil expenditure exceeds the statewide average. There are a multitude of reasons that districts – regardless of size – have expenditures that exceed the statewide average. Rather than establish an arbitrary penalty, where the data does not show that the size of district bears a relationship to per pupil expenditure, we urge you to support incentives for school districts to explore collaboration or consolidation, if that is in the best educational interests of their students.

SUPERINTENDENT: I'll entertain any questions.

STANGO: Any questions for the Superintendent on her report? Okay, moving on, I will bypass any report I have tonight for a future time.

7. PRESIDENT'S COMMENTS

President Stango bypassed his report.

HAYES: Mr. President, I make **a motion to move Item 10.1 to the first action by the Board on the Agenda.**

VAN STONE: **Second.**

STANGO: All in favor, opposed. Motion carries. We're going to move to Item #10.1 first.

10. LEGISLATIVE COMMITTEE

Item #10.1

SWEENEY: Ladies and gentlemen, with the approval of the Legislative Committee, the Superintendent of Schools recommends approval of the following Position Statement, to wit:

The Waterbury Board of Education supports, with some reservations, Governor Malloy's Education Bill, SB 24. We, as a Board, support school reform initiatives and have taken measures toward reform in the past few months. We share the goal of closing the achievement gap and improving our schools.

Following are listed our areas of concern. As the legislature moves into the final days of the legislative session, we request our Waterbury delegation, during their deliberations and vote on SB 24, consider our support for the bill as well as our concerns as noted.

- 1) Section 4-Conditional funded district grants – Provide some flexibility to apply these funds to existing or proposed expenses that the district demonstrates improve student achievement.

- 2) Section 7-Charter school funding – We oppose the language in section 7 that requires districts to pay state charter schools \$1,000 in annual tuition for each of their resident students who attends the school. For conditional funding districts, the bill charts these funds payable from the conditional grants for school districts, which would have those districts expending those conditioned funds for an expense over which the district has no control or accountability. In general, this expense siphons needed funds from public school students.
- 3) Section 18-Commissioners Network – The bill does not provide enough support or explore initiatives currently used within a district with the takeover of these schools. The number of schools proposed to join the Commissioner’s Network of lowest performing schools under either version is too small a sampling to be effective in changing the achievement gap as 135 schools have been designated in Need of Improvement for five years. The bill should be clarified to insure that the steps for intervention short of a takeover be followed prior to the Commissioner assuming duties on behalf of the Board of Education. The current process that precedes reconstitution in the existing statute should be replicated as it provides the community with notice that reconstitution is under consideration. If the board is an impediment to improvement, current language provides opportunity for the State Board of Education to require training for the board and the opportunity for the board to become more effective. It is further understood that school turnaround efforts should be equally controlled by the state and local school board. A state takeover within a Network will shift control from the local school board when reform initiatives are in process, and will not have the support of the community. There is also concern around the removal of the limit on the length of time for which the Commissioner can order the reconstitution of a board of education, currently 5 years. Indefinite elimination of an elected school board without the approval of the voters infringes on the rights of voters, and may serve to disenfranchise voters.
- 4) Sections 26-29, 37-49-Tenure and evaluation:
 - a) Codify in legislation that loss of certification is not tied to loss/denial of tenure. Our local teachers union has raised the issue of conflicting and ambiguous language regarding denial/loss of tenure and the relationship to certification. Certainly, denial/loss of tenure will impact the ability of a teacher to obtain employment. Allowing a teacher to redeem their qualifications in another district setting should be permissible. Invalidating certification would deny teachers that opportunity. Since this issue has become such a contentious focus in regards to SB 24, we would hope there is still room for meaningful compromise on this point so the rest of the bill can move forward.
 - b) Revise language regarding teacher evaluations to truly reflect the recommendations of the State Performance Evaluation Advisory Council (PEAC) and approved by the State Board of Education. The PEAC framework includes multiple measures of educator effectiveness, with a clear focus on student learning, and a support system to build educator capacity.
- 5) Increase funding for Early Childhood seats from current language of 500 seats to 1000 seats.

The following is not currently reflected in SB 24, but we support as worthwhile additions, and submit for your consideration.

- Remove the cap on the excess cost grant and/or reduce the district cost under the excess cost grant formula from the current 4.5 times per student expenditure to 3.5 times per student expenditure.
- Include support and incentives for student to attend trade school programs after high school, similar to those afforded students aspiring to 4 year college programs.
- Include funds to provide parent education programs and training in areas that will enhance their ability to assist their children to meet academic success.

SWEENEY: **SO MOVED.**

HAYES: **Second.**

STANGO: Motion has been made and seconded. Any discussion?

HARVEY: Discussion. I still have problems with that verbiage of “with some reservations”. I thought that we were going to put the strong “as following” that we support Governor Malloy’s SB 24, I thought that sentence that followed that was going to go first? That’s what I thought.

BROWN: That was my understanding as well, the strong statement would be first.

HARVEY: You need a motion to amend now? But I thought that was decided that that’s the way it was gonna be.

SWEENEY: What was given to me written was not written that way so that’s what I did.

HARVEY: I make a motion that we reverse the order of the sentences.

SWEENEY: We, as a Board, support school reform initiatives and have taken measures toward reform in the past few months. We share the goal of closing the achievement gap and improving our schools.

HARVEY: So the **motion is to switch sentences one and two so that the second sentence will be the first sentence and the first sentence will be the second sentence, SO MOVED.**

BROWN: **Second.**

STANGO: Motion has been made and seconded. All in favor, opposed. Motion carries. Now we’re back to the original motion on the amendment.

HAYES: I just think while we made a great attempt to address a lot of these things, I think we ought to put a focus because on one particular item, which is the evaluation language, the paragraph that we had to “revise language regarding teacher evaluations to truly reflect the recommendations of the State Performance Evaluation Advisory Council”, I think that’s the most important piece for this to go forward. It’s been proven effective, it’s been proven to have support of teachers and administrators and other areas, I think we ought to just make that a focus and say we, in fact, would love to lead the charge on that and maybe as a City be in the forefront in that initiative. However you want to add that but I think that should go along with the message. I can make that as an amendment to have a separate statement focusing on our strong support for the revised language regarding teacher evaluations and that we would offer ourselves as a pilot school system to implement it. **Add that as an amendment.**

BROWN: **Second.**

STANGO: Motion is made and seconded. All in favor, opposed.

HARVEY: Opposed.

FLAHERTY-MERRITT: Opposed.

STANGO: Two opposed, eight in favor. Moving back to the original motion again. Any further discussion? The motion has been made, it’s been amended, it’s been seconded and the second amendment has been seconded and we have discussed it, now we’re in a vote. All in favor, opposed, motion carries unanimous.

The following is the final motion as amended:

We, as a Board, support school reform initiatives and have taken measures toward reform in the past few months. We share the goal of closing the achievement gap and improving our schools.

The Waterbury Board of Education supports, with some reservations, Governor Malloy’s Education Bill, SB 24. Following are listed our areas of concern. As the legislature moves into the final days of the legislative session, we request our Waterbury delegation, during their deliberations and vote on SB 24, consider our support for the bill as well as our concerns as noted.

- 1) Section 4-Conditional funded district grants – Provide some flexibility to apply these funds to existing or proposed expenses that the district demonstrates improve student achievement.
- 2) Section 7-Charter school funding – We oppose the language in section 7 that requires districts to pay state charter schools \$1,000 in annual tuition for each of their resident students who attends the school. For conditional funding districts, the bill charts these funds payable from the conditional grants for school districts, which would have those districts expending those conditioned funds for an expense over which the district has no control or accountability. In general, this expense siphons needed funds from public school students.

- 3) Section 18-Commissioners Network – The bill does not provide enough support or explore initiatives currently used within a district with the takeover of these schools. The number of schools proposed to join the Commissioner’s Network of lowest performing schools under either version is too small a sampling to be effective in changing the achievement gap as 135 schools have been designated in Need of Improvement for five years. The bill should be clarified to insure that the steps for intervention short of a takeover be followed prior to the Commissioner assuming duties on behalf of the Board of Education. The current process that precedes reconstitution in the existing statute should be replicated as it provides the community with notice that reconstitution is under consideration. If the board is an impediment to improvement, current language provides opportunity for the State Board of Education to require training for the board and the opportunity for the board to become more effective. It is further understood that school turnaround efforts should be equally controlled by the state and local school board. A state takeover within a Network will shift control from the local school board when reform initiatives are in process, and will not have the support of the community. There is also concern around the removal of the limit on the length of time for which the Commissioner can order the reconstitution of a board of education, currently 5 years. Indefinite elimination of an elected school board without the approval of the voters infringes on the rights of voters, and may serve to disenfranchise voters.
- 4) Sections 26-29, 37-49-Tenure and evaluation:
 - a) Codify in legislation that loss of certification is not tied to loss/denial of tenure. Our local teachers union has raised the issue of conflicting and ambiguous language regarding denial/loss of tenure and the relationship to certification. Certainly, denial/loss of tenure will impact the ability of a teacher to obtain employment. Allowing a teacher to redeem their qualifications in another district setting should be permissible. Invalidating certification would deny teachers that opportunity. Since this issue has become such a contentious focus in regards to SB 24, we would hope there is still room for meaningful compromise on this point so the rest of the bill can move forward.
 - b) We **strongly** support revised language regarding teacher evaluations to truly reflect the recommendations of the State Performance Evaluation Advisory Council (PEAC) and approved by the State Board of Education, and we offer ourselves as a pilot school system to implement it. The PEAC framework includes multiple measures of educator effectiveness, with a clear focus on student learning, and a support system to build educator capacity.
- 5) Increase funding for Early Childhood seats from current language of 500 seats to 1000 seats.

The following is not currently reflected in SB 24, but we support as worthwhile additions, and submit for your consideration.

- Remove the cap on the excess cost grant and/or reduce the district cost under the excess cost grant formula from the current 4.5 times per student expenditure to 3.5 times per student expenditure.

- Include support and incentives for student to attend trade school programs after high school, similar to those afforded students aspiring to 4 year college programs.
- Include funds to provide parent education programs and training in areas that will enhance their ability to assist their children to meet academic success.

8. COMMITTEE ON GRANTS

Upon a motion by Commissioner Harkins and duly seconded by Commissioner Brown, it was voted unanimously to remove Items 8.1, 8.2, and 8.3 from the Agenda.

STANGO: Motion has been made and seconded. Any discussion? All in favor, opposed, motion carries unanimous.

8.4 Upon a motion by Commissioner Harkins and duly seconded by Commissioner Sweeney, it was voted unanimously to approve for Dana Coelho of Enlightenment School to apply for the ING Unsung Heroes Grant Program.

STANGO: Motion is made and seconded. Is there any discussion? All in favor, opposed, motion carries unanimous.

9. COMMITTEE ON SCHOOL PERSONNEL

9.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the following job descriptions/positions, funded by the CT State Department of Education "Support for Pregnant and Parenting Teens (SPPT) Grant, for the OdysseyWare Online Learning Lab Program:

- District-wide Administrative After-school Facilitator
- After-school Online Learning Lab Instructional High School Math Tutor (6 positions)
- After-school Online Learning Lab Instructional High School English Tutor (6 positions)
- Summer School Online Learning Lab Instructional High School Math Tutor
- Summer School Online Learning Lab Instructional High School English Tutor

STANGO: Motion has been made and seconded. Any discussion? All in favor, opposed, motion carries unanimous.

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to add Item #9.2 to the Agenda – teacher non-renewals.

STANGO: Motion has been made and seconded. Any discussion? All in favor, all opposed, motion carries unanimous.

- 9.2 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to approve that the Superintendent of Schools be authorized to notify teachers of the non-renewal of their employment contracts in accordance with Connecticut General Statute's Section 10-151.**

STANGO: Motion is made and seconded. Any discussion? All in favor, opposed, motion carries unanimous.

11. COMMITTEE ON SCHOOL ACTIVITIES

Upon a motion by Commissioner Morales and duly seconded by Commissioner Sweeney, it was voted unanimously to approve Items 11.1 through 11.9, as listed:

- 11.1 With the approval of the Committee on School Activities, the Superintendent of Schools recommends approval of the use of school facilities by school organizations and/or City departments, as listed.
- 11.2 With the approval of the Committee on School Activities, the Superintendent of Schools recommends approval of the use of school facilities by outside organizations and/or waiver requests, as listed.
- 11.3 Request permission be granted to Paula Forman, WSMS, and the entire eighth grade staff, to take 200 students to Bronx, NY on May 9, 2012 to visit the Bronx Zoo.
- 11.4 Request permission be granted to Michael Aftowski, KHS, and four chaperones to take 50 students to New York, NY on May 25, 2012 to visit the Holocaust Museum.
- 11.5 Request permission be granted to Michael Aftowski, KHS, and four chaperones to take 50 students to New York, NY on May 8, 2012 to visit the Metropolitan Museum of Art.
- 11.6 Request permission be granted to Laura Graham, KHS, and 14 chaperones to take 150 students to Agawam, MA on May 29, 2012 to visit Six Flags New England.
- 11.7 Request permission be granted to Trevira Boatright, KHS, and three chaperones to take 47 students to Jackson, NJ on May 3, 2012 to attend the Six Flags Business & Marketing Challenge.
- 11.8 Request permission be granted to Jennifer Magnavice, WMS, and three chaperones to take 40 students to Hillsdale, NY on May 30, 2012 to visit Catamount Mountain.
- 11.9 Request permission be granted to James Butler, WAMS, and four chaperones to take 48 students to Gettysburg, PA from May 29 through May 31, 2012 to visit Gettysburg National Park.

STANGO: Motion has been made and seconded. Discussion? All in favor, opposed, motion carries unanimous.

12. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Hayes, it was voted unanimously to add item #12.9 to the Agenda, grant funded appointments.

STANGO: Motion is made and seconded. Discussion? All in favor, opposed, motion carries unanimous.

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Morales, it was voted unanimously to receive and place on file Items 12.1 through 12.9, Superintendent's Notification to the Board, as listed.

- 12.1 Athletic resignations effective immediately:
Hernandez, Ivan – Freshman Baseball Coach, WHS.
- 12.2 Athletic appointments effective immediately:
DeFazio, Martin – JV Baseball Coach, WHS.
Flammia, Pete – Acting Freshman Baseball Coach, WHS.
Russo, Patrick – Strength & Conditioning Coach, WHS.
Veronneau, Michael – Freshman Baseball Coach, CHS.
- 12.3 WAMS Spring After School Program appointments, salary according to individual's contract, effective immediately:
Bosman, Ana – max. 3 hrs/wk
Caruk, Andrew – max. 3 hrs/wk
Fitzpatrick, Licia – max. 3 hrs/wk
Gray, Patricia – max. 7.5 hrs/wk
Gumbulevich, Jeanette – max 6 hrs/wk
Illian, Dae – max. 7.5 hrs total
Maxen, Heather – max 3 hrs/wk
McGrath, Elizabeth – max 9 hrs/wk
Post, Bruce – max 6 hrs/wk
Schulte, Scott – max/6 hrs/wk
Smith, Nina – max 6 hrs/wk
Sterline, Philip – max 3 hrs/wk
Vagnini, Marianna – max 3 hrs/wk
Wirth, Cheryl – max 7.5 hrs total
- 12.4 Extended School Hours appointments, salary according to individual's contract, effective immediately:
Begley, Ann – Administrator
Ouellette, Francene – Teacher
- 12.5 Academic Achievements effective March 1, 2012:

LAST	FIRST	FROM	TO	COLLEGE/UNIVERSITY
Arroyo	Richard	MA +15, Step 4	6th yr, Step 4	St Joseph College
Banner	Raffaele	BA, Step 3	BA +15, Step 3	The Graduate Institute
Bao	Jaime	BA, Step 3	BA +15, Step 3	SCSU
Bartholomew	Lori	BA+15, Step 3	MA, Step 3	St Joseph College
Baumbach	Christian	BA, Step 3	BA +15, Step 3	Post University
Berardi	Rachel	BA, Step 2	BA +15, Step 2	St Joseph College
Boehm	Kristen	BA+15, Step 2	MA+15, Step 2	SCSU

Bylyku	Enkelejda	BA+15, Step 4	MA, Step 4	Univ of NE
Caiazzo	Margaret	MA Step 10	MA +15, Step 10	UB; Univ of NE; Walden
Capaldo	Christine	MA Step 4	MA +15, Step 4	Univ of NE; Walden
Coords	Elizabeth	MA, Step 3	MA +15, Step 3	SCSU; St Joseph Col
Corbo	Cherie	MA +15, Step 7	6th yr, Step 7	St Joseph College
Crossley	Cheryl	BA+15, Step 3	MA , Step 3	St Joseph College
Daniels	Mark	BA Step 4	BA +15 Step 4	SCSU
Delaney	Jennifer	BA Step 3	BA +15 Step 3	UCONN
Desiderio	Jennifer	BA +15, Step 3	MA Step 3	Walden
Drechsler	Jennifer	BS Step 7	MS Step 7	SCSU
Ferrucci	Kathleen	BA Step 4	MA Step 4	UB
Fraser	Kathleen	6th yr Step 4	6th yr +15, Step 4	St Joseph College
Gomulinski	Jessica	6th yr Step 5	6th yr +15, Step 5	Walden; Univ NE
Greene	David	BA Step 4	BA +15, Step 4	SCSU
Guerrera	Rocco	MA Step 1	MA +15 Step 1	SCSU
Hamel	Claire	6th yr Step 4	6th yr +15 Step 4	Univ of NE
Hammond	Kristen	MA Step 5	MA +15 Step 5	SCSU
Johnson	Theresa	BA +15, Step 3	MA Step 3	Post University
Kennedy	LaMar	BA +15, Step 2	MA Step 2	SCSU
LaRose	Kritzia	BA Step 3	BA +15, Step 3	St Joseph College
LeVasseur	Evelyn	MA +15 Step 4	6th yr Step 4	Univ of NE
Lindley	Carly	BA +15 Step 4	MA Step 4	St Joseph College
Martin	Stephany	BA Step 4	BA +15 Step 4	WCSU; St Joseph College
McDonald	Ryan	6th yr Step 6	6th yr +15 Step	Walden; SH Un; U. of NE
Miller	Terri	MA +15 Step 6	6th yr Step 6	UB; Univ of NE; Walden
Moscaritolo	Ashley	BA Step 2	BA +15 Step 2	Univ of NE
Nowacki	Jennie	BA Step 4	BA +15 Step 4	SCSU
Pankosky	Meghan	BA Step 3	BA +15 Step 3	CCSU; St Joseph College
Paradis	Sara	BA + 15 Step 3	MA Step 3	St Joseph College
Parrillo	Carla	BA Step 4	BA +15 Step 4	CCSU
Pattavina	Thomas	MA Step 4	6th yr Step 4	SCSU
Pennington	Danielle	BA +15 Step 3	MA Step 3	SCSU
Pesce	Louise	BA +15 Step 4	MA Step 4	Post University
Piccolo	Alan	MA Step 9	MA +15 Step 9	Walden; SCSU; Hartford
Pisani-Loomis	Gina	MA Step 9	MA +15 Step 9	St Joseph College
Ramos	Omayra	BA +15 Step 2	MA Step 2	SCSU
Russo	Christine	BA +15 Step 3	MA Step 3	Post University
Sasso	Jeanne	MA Step 3	MA +15 Step 3	UB
Schain	Lisa	BA +15 Step	MA Step 2	SCSU
Shulenburg	Donald	BA Step 4	MA Step 4	Walden
Stone	Jennifer	BA +15 Step 4	MA Step 4	St Joseph College
Tymosko	Betsy	MA +15 Step 2	6th yr Step 2	St Joseph College
Vensel	Katie	BA Step 3	MA Step 3	St Joseph College
Walker	Michele	6th yr Step 4	6th yr +15 Step 4	St Joseph College
Werner	Carrie	BA +15 Step 3	MA Step 3	Northcentral Univ
Whalen	Katy	BA Step 3	BA +15 Step 3	St Joseph College
Williams	Rebecca	BA +15 Step 3	MA Step 3	CCSU
Wilson	Marines	MA Step 8	MA +15 Step 8	SCSU

Olsen Lauren MA Step 4 MA +15 Step 4 Walden; UB

12.6 Teacher new hires:

Elkayam, Tahl – State Street Special Ed, MA/1, effective 04/16/12.
Smith, Courtney, Walsh School grade 4, BA/1, effective 04/16/12.

12.7 Resignations:

Ford, Stephanie – WAMS Physical Education, effective 06/19/12.

12.8 Retirements:

Mathieu, Theresa – Bucks Hill Special Ed Pre-k, effective 04/30/12.

12.9 Grant funded appointments:

Leone, Holly – Instructional Tutor, 10 months per year, 18 hours per week @
\$31.00 per hour, non-union/no benefits.

STANGO: Any discussion? All in favor, opposed, motion carries unanimous. Item #13, Unfinished Business from the Preceding Meeting Only. Hearing none, Item #14, Other Unfinished, New, and Miscellaneous Business. Vice President Harvey.

HARVEY: I was able to attend, and I saw Commissioner Van Stone later, the Aldermen meeting where the Mayor's Proposed Budget, a copy of it was passed out. If anyone would like a copy I can give it to the Secretary. It's very interesting, the Board of Education is listed in here and it's proposed so that means it's subject to change. So if anyone would like a copy, please let me know. Thank you.

ADJOURNMENT

Upon a motion by Commissioner Hayes and duly seconded by Commissioner Sweeney it was voted unanimously to adjourn at 8:41 p.m.

ATTEST: _____
Carrie A. Swain, Clerk
Board of Education