

**TORRINGTON BOARD OF EDUCATION
REGULAR MEETING
September 17, 2008**

CALL TO ORDER

The meeting was called to order by Mr. Cavagnero at 7:20 p.m.

ROLL CALL

Members Present: Mr. Broverman, Mr. Cavagnero, Miss Laus, Mr. Lyons, Mr. Mattiello, Mr. Nargi, Mr. Oliver, Ms. Raymond, Prof. Royals, Mr. Rubino, Dr. O'Brien, Dr. Campbell, Miss Cavagnero, Mr. Wright, Miss Davis

Members Absent: Mayor Bingham, Ms. Haynes

APPROVAL OF AGENDA

Motion to approve tonight's agenda

Mr. Lyons moved and Prof. Royals supported the approval of tonight's agenda. The motion carried. The vote was unanimous.

Motion to approve minutes

Mr. Broverman moved and Mr. Lyons supported the approval of the regular BOE minutes of July 9, 2008. The motion carried. The vote was unanimously in favor with the exception of Prof. Royals who abstained.

Mr. Broverman noted that he was there for the 1st vote after Executive Session and he voted yes.

CELEBRATIONS

Presentation of the Teacher-of-the-Year

Sandy Mangan, 1st grade teacher at Torrington School, was honored as the 2009 Torrington Teacher-of-the-Year.

Dr. O'Brien's 60th Birthday

Dr. O'Brien was honored with flowers and song on her 60th birthday.

INFORMATION SHARING SESSION

Student BOE Representative Reports

Ms. Cavagnero reported regarding events at THS.

Superintendent's Report

Dr. O'Brien reported that the Board will be receiving a formalized test score report in the near future regarding AYP and NCLB, and she feels they have much to celebrate. TMS and Vogel-Wetmore have done particularly well.

Mr. Cavagnero commented that 4 of the 7 elementary schools failed to meet AYP.

Dr. O'Brien responded that is correct, but part of the reason for that is that all of the standards have been raised. The federal government expects the schools by 2013 or so, to have 100% proficiency for all children in all subjects. Improvements are being made but they are not necessarily at the rate the federal government wants improvement. Forty-two percent of the schools in the State of Connecticut, the number 1 state in the nation in education, did not make that particular level.

CONSENT AGENDA

Mr. Joslyn gave a brief explanation concerning the following list of layoffs, resignations, and rehires that have occurred over the past few months.

As the Board had many questions regarding the consent agenda, Dr. O'Brien stated that Mr. Joslyn and Ms. Haynes will prepare some charts which will outline the changes made and the effects on the budget and overall staff picture at Torrington.

Mr. Oliver moved and Mr. Nargi supported tabling the approval of the consent agenda until the supporting information is received at the October 1st BOE meeting. Mr. Oliver, Mr. Mattiello, Mr. Nargi, Mr. Broverman, Mr. Cavagnero, Mr. Rubino, and Mrs. Raymond voted in the favor. Prof. Royals, Miss Laus, and Mr. Lyons were opposed. The motion carried.

Mr. Oliver moved and Mrs. Raymond supported directing the superintendent to make a grant application for the ESEA Federal Grant. The motion carried. The vote was unanimous.

Mr. Oliver moved and Mrs. Raymond supported the approval of Sections 7.2, 7.3, 7.4, and 7.6 of the consent agenda. The motion carried. The vote was unanimous.

1. *Certified Staff Terminations due to Financial Restrictions*

Heidi Casarola, Kindergarten-EA (.5), layoff eff 6/30/08
Hilary Cornish, Literacy Support-VO, layoff eff 6/30/08
Taylor Musselman, Physical Education-EA, layoff eff 6/30/08
Michelle Herbert, Grade 1-EA, layoff eff 6/30/08
Carla Perlotto, Literacy Support, TF, layoff eff 6/30/08
Erin Morytko, Social Studies-HS, layoff eff 6/30/08
Michael Schleer, Social Studies-HS, layoff eff 7/16/08
Melissa Banks, Social Studies-MS, layoff eff 7/11/08

Marissa Bruni, Special Education Resource-DW (ea), resigned eff 7/18/08
Agnes Burns, Literacy Support-FB, resigned eff 7/18/08
Sarah Rhoades, Special Education Resources-FB, resigned eff 7/17/08
Jennifer Freese, Schience-HS, resigned eff 7/23/08
Veronica LeDue, Math-HS, resigned eff 8/1/08

Metallo, Dr. John, Principal-HS, resigned eff 8/15/08
Katherine Hanson, Special Education Resource-FB, resigned eff 8/6/08
Linda Bush, Guidance-HS, resigned eff 6/30/08
Adam Coleman, Biology-HS, resigned eff 8/22/08
Mary G. Buchanan, Media-SW (.5 FTE), resigned eff 7/31/08

Elizabeth White, Grade 3-TF, Childrearing LOA eff 2008-2009

Christine McGrath, Speech-DW(vo), .4 FTE, hired eff 8/21/08
Jocelyn A. Van Buren, Math-MS, hired eff 8/21/08
Kathleen Orr, Core Subjects-MS (.5), hired eff 8/21/08
Hilary Cornish, Teacher-FB, recall from layoff eff 8/21/08
Michelle Herbert, Teacher-VO, recall from layoff eff 8/21/08
Heidi Casarola, Teacher-VO, recall from layoff eff 8/21/08
Carla Perlotto, Literacy Support-TF (.5 FTE), recall from layoff
eff 8/21/08
Cynthia Moniz, Math-HS, hired eff 8/21/08
Cathy L. Driscoll, Special Education Resource-EA, hired eff 8/21/08
Ashlee D. Casco-Lopez, Music-EA/TF, hired eff 8/21/08
Melissa D. Stevenson, Grade 4-EA, hired eff 8/21/08
Joanne K. Arsego, Special Education-FB, hired eff 8/21/08
Stacey J. Deloy, Grade 2-TF, hired eff 8/21/08
Jennifer L. Paprzyca, Substitute Media Specialist-SW (.5 FTE), hired
eff 8/21/08
Daniel Reitenbach, Science-HS, hired eff 8/21/08
Melissa R. Kain, Special Education Resource-FB, hired eff 8/21/08
Theresa A. Vujs, Special Education Resource-FB, hired eff 10/6/08
Susan D. Kraut, Science-HS, hired eff 9/3/08

2. Contract Addenda
Debra Carroll, Class Book Advisor-MS, eff 2008-2009
Susan Ewart, Coordinating Teacher, Science-MS, eff 2008-2009
Kathryn Vinal, Coordinating Teacher, Social Studies-MS, eff 2008-2009
Lisa Brown, Coordinating Teacher, Math-MS, eff 2008-2009
Doreen Ruggiero, Coordinating Teacher, Special Ed-VO, eff 2008-2009
Jill Baranowitz, Coordinating Teacher, Special Ed-HS, eff 2008-2009
Jill Tedesco, Coordinating Teacher, Special Ed-TF, eff 2008-2009
Pavinee Shea, Coordinating Teacher, Special Ed-SW, eff 2008-2009
3. Ann Milanese, MD, Medical Advisor – Contract extended for the 2008-2009 school year under the same provisions and rates as the contract for school year 2007-2008.
4. Appointment of TMS Assistant Principal – Steven Gottlieb, eff 9/18/08
5. Grant Application: Consolidated Grant for ESEA Federal Grants;

Bilingual Education Program Grant

6. *Intent to Home School*: NIKSHA09; MALMIC09; TANDOM09; BUGJOS09; ROMELI09; BURDAN09

DISCUSSION ITEMS

8.1 Proposed Board of Education Goals for 2008-2009

Dr. O'Brien stated that the broad goals set by the Board will now be broken down into timelines, documents, and components by the Personnel Committee under the direction of Mr. Oliver.

Mr. Oliver stated that he would also like to see information about the full-day kindergarten included with the proposed Board goals, and also what that would look like going into next year's budget.

Mr. Nargi expressed disappointment in the CMT reading scores, and stated that he would like to see the Board seriously consider developing a whole new curriculum upgrade of the entire reading program. The administration responded that they do have an entire new reading curriculum on the agenda for this fall.

Mr. Broverman commented on the CAPT scores for SPED. Dr. O'Brien responded that SPED is covered in the AYP plan as a subgroup.

Mr. Mattiello stated that he feels one of the Board's greatest contributions is in driving a planning process and setting up the means and systems to really understand what is going on in the district to inform the budget process, as well as what types of questions and presentations that the Board wants from the administration. He thinks an important next step in developing the Board's goals is to translate them in something that is measurable and he gave a brief presentation of what he thought this should look like. Administration responded that is very similar to what they do, and they are presently tracking some of that data, but the goals do need to be associated with key action steps and particular results.

Mr. Oliver commented stated that he believes Mr. Mattiello's document crosses over into the evaluation document, and he thinks they should stick to the discussion of Board goals at this time. Mr. Mattiello responded that the purpose of his document was goal setting for the accomplishment of Board goals not evaluation of the superintendent.

Mr. Nargi said that he wants to be on record in that he is not in favor of the word "diversity" in Goal 2. He is also interested in looking into a simple casual student uniform and combining resources with Wolcott Technical School.

Mr. Lyons commented that they have had discussions with Wolcott Technical School in the past, but he agrees it is worth looking into further. He also expressed his favor with the "word" diversity in Goal 2.

The use of the word “diversity” in Goal 2, Mr. Mattiello’s assessment chart for measuring Board goals, possible future use of school uniforms, continued full-day K investigation, further assessment of the reading and writing curriculum with an action plan for improvement, and the 5-year capital improvement plan were discussed in further detail as Board goals.

ACTION ITEMS

9.1 Receive Monthly Financial Statement – Year-End for 2007-2008; August 2008

Mr. Rubino moved and Mrs. Raymond supported receiving the monthly financial statement – year-end for 2007-2008; August 2008. The motion carried. The vote was unanimous.

9.2 Approve Budget Transfers

Mr. Rubino moved and Mrs. Raymond supported the approval of budget transfer 2009-001. The motion carried. The vote was unanimous.

Mr. Rubino moved and Mrs. Raymond supported the approval of budget transfer 2009-002. The motion carried. The vote was unanimous.

Mr. Rubino moved and Mrs. Raymond supported the approval of budget transfer 2009-003. The motion carried. The vote was unanimous.

Mr. Lyons moved and Mrs. Raymond supported the approval of budget transfer 2009-004. The motion carried. The vote was unanimous.

9.3 Letter to Mayor – Possible SPED ODD Overruns 2008-2009

Mr. Oliver moved and Prof. Royals supported the approval of sending a letter to the Mayor regarding possible SPED ODD Overruns 2008-2009. The motion carried. The vote was unanimous.

9.4 Approve Board of Education Goals for 2008-2009

Goal 1: Advance Academic Achievement

- Writing K-5 – Continue Implementation
- Reading K-5 – Continue Implementation
- AYP Plan – State Mandated
- Implement APL Program - TMS
- Implement Upward Bound Program – TMS
- NEASC Recommendations Plan 2007-2017
- Implement Selected Recommendations - NEASC

Presentations:

- Status of Reading Program: Inform Budget Process 2009-10
- Status AYP Plan
- Status APL Program
- Status Upward Bound Program
- NEASC Implementation
- Technology Needs Assessment: Inform Budget Process 2009-2010

Goal 2: Attract, Develop and Retain High Qualified Employees Who Reflect The Diversity of Our Community

- Continuous Professional Development -
Tightly Focused on Goals/Specific Areas
- Human Resources Outreach Plan – Continue
- THS Outreach Plan – Future Teachers of America
- Outreach to Teacher Training Institutions

Presentation:

- Profile of Staff – Spring
 - Categories
 - Affirmative Action Plan

Goal 3: Provide Safe and Welcoming School Environments

- Revisit/Revise TMS Discipline Code
- Revisit/Revise THS Discipline Code
- Ensure 6-12 Continuity of Behavioral Expectations
- Firmly Enforce Student Dress Code
- Establish/Enforce Teacher Dress Code

Presentations:

- TMS Discipline Code/Student Dress Code
- THS Discipline Code/Student Dress Code

Goal 4: Enhance and Expand Community Connections

- Expand Community Outreach – Arts/Academics/Technology
- Pursue Interdistrict Arts Magnet School Concept, Grades 9-12
- Expand Public Relations Efforts:
 - Articles
 - Off-site meetings
 - Churches/Synagogue
 - Clubs/Community Groups

Presentation:

- Status of Concept Development: Interdistrict Arts Magnet

Goal 5: Utilize All Resources Effectively and Efficiently

- SPED Program Review/Improvement
 - New/Revised TPS Programming
 - OOD Programming Revisited
 - Continue Partnership work with Charlotte Hungerford Hospital
 - Focus Upon Curriculum Integrity/Academic Achievement - THS

Presentations:

- Status – CHH Partnership
- Status – Curriculum Focus/Academic Achievement – THS
- Energy Conservation Efforts Continued and Emphasized

Prof. Royals moved and Mrs. Raymond supported the approval of the Board of Education goals for 2008-2009. The motion carried. The vote was unanimous.

Mr. Nargi moved and Mr. Mattiello supported the approval of adding the assessment piece to the Board goals tonight. The motion did not carry. The vote was unanimously opposed with the exception of Mr. Nargi and Mr. Mattiello who were in favor.

EXECUTIVE SESSION – Personnel Matters/BOE Self-Evaluation

Mr. Oliver moved and Mr. Rubino supported going into Executive Session to discuss personnel matters/BOE self-evaluation inviting in Atty. Chinney, Atty. Victor Muschell, Dr. O'Brien, Dr. Campbell, and Mr. Joslyn. The motion carried. The vote was unanimous.

The Board moved into Executive Session at 10:08 p.m.

The Board returned to Public Session at 12:00 a.m.

COMMENTS FOR THE GOOD OF THE ORDER

Mr. Broverman asked that the Connecticut Coalition for Justice and Education funding matter be put on the agenda for Board review. Dr. O'Brien stated that this will be on the agenda for October 1st.

Mr. Lyons reported there is a conference coming up on October 8th which is for the National Association of Multi-cultural Education. If anyone is interested, they should contact the office. He highly recommended this conference.

COMMITTEE REPORTS

Mr. Broverman reported that the policy committee is waiting on Mr. Joslyn's recommendations for some policy changes.

ITEMS FOR THE UPCOMING AGENDA

Mr. Cavagnero stated that the next Board meeting will be started with an Executive Session after the Consent Agenda to continue tonight's discussion and to include the teacher in question and his attorney.

Dr. O'Brien reported that action items will include the process timeline and appointment of the Torrington High School principal. Discussion items will include THS re-organization, the Dollars for Dreams partnership with Tracy O'Connell, an AYP presentation on test scores, the Equity and Justice Suit with approval of any Board action on October 15th, financial charts prepared by Mr. Joslyn and Ms. Haynes concerning staff changes and the effects on the budget, the TAG 5-year plan, and the curriculum and textbook adoption. There will also be 2 celebrations.

ADJOURNMENT

Mr. Cavagnero adjourned the meeting at 12:05 a.m.